ZAMBIA - LABOUR

1975 - 1978
700 Zambians strike at Broken Hill mine

OWN CORRESPONDENT - LUSAKA. - About 700 miners at Zambia's Broken Hill zinc and lead mine are on strike, demanding implementation of a wage agreement reached between their union and the company.

Miners first downed their tools last Friday, but the strike continued yesterday. Only service workers engaged in water pumping underground, and staff of electricity and medical departments reported for work yesterday.

The Broken Hill division of the Nchanga Consolidated Copper Mines (NCCM) production forecast from March is 76,612 tonnes of metal - lead and zinc combined.

Last year, the division made a profit. This financial year, the position of the mine is expected to deteriorate because of rising prices of material and equipment and the fall in the price of lead on the world market from £230 to £190 per tonne.
White exodus from mines in Zambia accelerates

LUSAKA — Zambia's all-important mining industry is now facing major problems because of a sky-high resignation rate amongst its 4,968 expatriate workers.

Turnover rate amongst expatriate employees within the industry — which accounts for nearly 90 percent of this country's foreign exchange earnings — has now reached 30 percent a year and that figure could be even higher within the next 12 months unless the companies and Government move fast to reverse this mini exodus of skilled mining personnel.

DELAY

The situation was raised in Parliament yesterday by MP for Nchanga, Mr Cosmas Mazonga. He claimed the resignations had come about because of a long delay in announcing new terms of service following the Government's takeover of the industry earlier this year.

In reply, the Minister of State for Lands and Mines, Mr Remmie Chiampa, said it was true expatriates are resigning because they are uncertain of their future in Zambia.

Over 26,000 people are employed in the copper industry and, between them, the two mining giants NCMC (Nchanga Consolidated Copper Mines) and RCM (Roan Consolidated Mines) employ 4,968 expatriates, mainly from the United Kingdom.

While confirming the resignations, but without saying how many, the Minister explained that measures were being taken to ensure continuity of service within the industry.

This could lead to a revision of salaries paid to expatriates but such a revision would take place at a time when the copper industry is in the doldrums and when the country is seriously short of foreign exchange.

Reserves stand at around Z$4m kwacha.

Last week, the President made moves towards the creation of an egalitarian and classless society and warned that Zambia could no longer rely only on copper.

It is unlikely therefore that salary increases for the already "privileged" White miners would be tolerated by their Zambian counterparts.

Mining officials believe that there is already a shortfall of 1,000 expatriates in CCM and RCM. Often hundreds of people are interviewed in Britain but after discovering how expensive it is to live here they fail to arrive.

And, once here, many expatriates say their salaries do not meet the cost of living which has risen since 1970 by 46 percent.

They feel uncertain of their future and say they can earn more elsewhere — particularly South Africa, Canada, Canada or even Chile. Expatriates do enjoy several fringe benefits such as a gratuity at the end of contract, heavily subsidised housing and part payment of education fees for children of school age.

NOT ENOUGH

But they insist this is not longer enough. From an all-time high price of Z$1,950 per tonne in April last year, copper is now hovering around Z$750 and that means the two companies are just about breaking even. Production costs have soared because of massive oil bills, transportation difficulties and import licence problems.

Although it will be possible to replace departing expatriates at the artisan level, it will be impossible to do so at more senior levels.

Unless the present ex-patriate exodus is halted, or, better still, reversed, the once-mighty Zambian copper industry is in for a period of difficulty — if not crisis.
White mine exodus

LUSAKA.—An exodus of skilled White workers from Zambia's copper mines has reached serious proportions, the Copperbelt Province Minister, Mr Joseph Mutale, was yesterday quoted as saying.

In a front page report, the Government-owned Zambia Daily Mail quoted Mr Mutale as saying the situation was "very bad" affecting every mine in the Copperbelt.

Mass resignations by Whites were causing concern both to the Government and the copper companies, he said—Sapa-Reuters
Copper mines told to act

LUSAKA — Zambia's Minister of Mines and Industry, Mr. Axon Soko, has directed the country's two giant copper mining companies to review salary structures for both Zambian and expatriate workers.

The Minister noted in Parliament yesterday that there was an exodus of expatriate personnel from Roan Consolidated Mines (RCM) and Nchanga Consolidated Copper Mines (NCCM).

Speaking in Parliament, Mr. Soko said that because of disparities in salary structures for both Zambian and expatriate employees in both mining groups, staff continued to leave in large numbers and production has been adversely affected.

Immediate

He announced that with immediate effect, the duration of contracts for essential expatriate personnel whose positions could not be Zambianised in the foreseeable future, had been extended to five years, instead of the usual three years.

The Minister explained that under the former three-year contracts, the mining industry was unable to gain maximum benefit from expatriate skilled manpower because most spent the first year settling down in their work.

He said that the salary review was aimed at standardising wages for miners in both groups and "because of the urgency of the exercise, I expect these proposals to be forthcoming for my consideration and approval within a few days."
Jobs ban in Zambia

The Star's Africa News Service

LUSAKA — The position of Zambia's expatriate community has become even more tense following a statement in Lusaka announcing a massive "Zamibianisation" programme in all companies and departments under the Ministry of Power, Transport and Works.

The Minister, Dr Seifelino Mwanga, has declared that there will be no more expatriates as general managers in any company under his charge — and that includes the giant British-Dutch oil company, Shell.

Zambians will now be appointed to those jobs and will be given executive powers directly under the company managing directors.

The Minister also said that the recruitment of expatriate air hostesses will stop immediately and that contracts for expatriate personal secretaries will no longer be renewed.
Students to aid Zambian economy

The Star's Africa News
12/12/75 Service

LUSAKA — All Zambian school leavers must now complete two months' national service on the land before they enter university or other institution of higher learning.

President Kaunda said that the scheme will start in January and that the aim will be to fuse mental with physical energy in line with the national philosophy of humanism.

Young people, said the president on the eve of Youth Day, must now experience practical problems and, create a well-prepared, secure conscious group ready to defend the nation. Zambia is today in the middle of a huge back to the land campaign aimed at making the country self-sufficient in food.

Next month all Zambian leaders, including ministers, party chiefs and parastatal bosses, will have to work for seven days on the land and the president himself is making a 15-day tour of the rural area to spread the news of his new economic revolution to Zambia's five million people.

Meanwhile, President Kaunda launched a strong attack on certain trade union leaders here who are “championing the cause of the workers while ignoring the reality of the country's economy.”

At State House Dr Kaunda lambasted leaders of the powerful Zambia Congress of Trade Unions (ZCTU) for attacking the Government.
ZAMBIA
COPPER
JOBS IN
DANGER

Mercury Correspondent

LUSAKA—Zambia's mining industry may be forced to declare some workers redundant if the present downward trend in copper prices on the world market is not reversed, it was reported yesterday.

The Government-owned Times of Zambia yesterday quoted Mines and Industry Minister Mr. Axim Soko as saying that some workers would have to be laid off if the position did not improve.

"The situation with both NCM and NCCM is very critical," he said. "Both companies are making losses, while the cost of production is increasing because of the little money our copper is fetching." 

Zambia is one of the world's top four copper exporting nations.

ABANDONED

As a result of the low copper prices, both copper companies, which are State-owned, have restricted their operations to maintenance and replacement of equipment with no new developments taking place.

The Minister said that, because of this, plans to develop Kansanshi Mine in Solwezi in Zambia's north-western province have been abandoned.

Mr. Soko said that efforts were still being made to raise funds locally and abroad so that the two companies could continue their operations.

He returned on Monday, from Peru, where he attended the Council of Copper Exporting Nations meeting which decided to continue a cutback in exports.
ZAMBIAN MINES

Skills drain

A shortage of skilled workers, caused mainly by the difficulty of recruiting enough expatriates, is hitting Zambia's copper production. Although neither Roan Consolidated nor Nehanga Consolidated will give any figures, the problem is becoming increasingly serious.

A fortnight ago Roan announced it was transferring more than 40 skilled workers from Luanshya to its mine at Mufulira. This was to maximise production, since Mufulira has a higher grade ore than Luanshya and mining conditions are better.

Nehanga has made minor staff reshuffles, but since the company's mines have similar ore bodies there has so far been no concentration of staff on a single mine.

The principal staff shortages are of
advertising was done before the devil arrived. The campaign originated in Zimbra, then it expanded to Europe in 1990. The main features are as follows:

- The campaign was successful in reaching its target audience, especially in European countries.
- The main message was about the benefits of using Zimbra for business.
- The campaign was supported by various media channels, including social media.

The campaign's success was measured by various indicators:

- Increased awareness of Zimbra among potential users.
- Increased interest in using Zimbra for business.
- Increased sales of Zimbra products.

The campaign's impact was greatest in the following countries:

- Germany
- France
- Italy

The campaign's success was attributed to the following factors:

- Effective use of social media channels.
- Strong message and clear benefits of using Zimbra.
- Support from local businesses.

In conclusion, the campaign was successful in increasing awareness and sales of Zimbra products. The campaign's success was due to effective strategy and implementation.
Zambia short of miners

Own Correspondent

LUSAKA — Zambia's copper mining industry is facing a serious shortage of experienced White miners, the Minister of Mines and Industry, Mr Axon Soko, said in Mufulira on the Copperbelt yesterday.

The Minister said copper production was being seriously affected.

He said that the mining industry, Zambia's largest foreign exchange earner, was short of more than 1,000 expatriate miners on an establishment of 5,000.

Mr Soko said that Zambia's recruitment offices overseas had informed the Zambian Government that expatriate personnel were not coming forward in anything like the numbers required.

"If we cannot attract people, the industry will begin to falter. Ultimately, we naturally wish to retain those of our staff — both Zambian and expatriate — who have gained experience in the country and to minimize the numbers which have to be recruited," he said.

As a result of this expatriate staff crisis, more than 3,500 Zambian miners will not receive any training in the coming year for lack of expatriate mine staff with expertise to train them.

The Minister said that the shortage of skilled staff would mean a production cut of about 50,000 tonnes during the coming year.
ZAMBIA MINES

Skills drain

Poor maintenance of equipment, resulting largely from a shortage of skilled artisans, is worrying top officials in Zambia's copper mining industry.

There have, according to mining company people, been some close shaves recently. At one mine a cage rope broke last month, the second such incident in the space of a few months. There have also been incidents in which cages have been overwound on the headgear and countless cases where potentially dangerous malfunctions have occurred.

Luckily, no one has been killed or even seriously injured. But as one mining official in Ndola put it: "It was only luck which prevented us from having corpses on our hands."

Underground on the Copperbelt

... too many nasty incidents

As recently as a year or two ago broken ropes and overwound cages were virtually unheard of. Since then there has been a drain of skilled White artisans and other key personnel. Mines and Industry Minister Axon Soko reported last month that the copper mining industry was short of more than 1,000 expatriates on an establishment of just over 5,000.

He calculated that if the mines were fully staffed they could produce an extra 50,000 t of copper a year — worth nearly R50m at current copper prices. The main reason for the staff shortage, he said, was that conditions of service in Zambia had deteriorated. It was simply a question of paying miners more or seeing them go to other countries.

The Minister has now announced some financial incentives, including the payment of a minimum tax-free gratuity of more than R2,000, payable annually in foreign currency.

The final details of such financial baits are being worked out between government and the mining houses and a new recruitment drive is expected to get underwa in Britain in a few weeks' time.

At the same time the mining houses are trying to recruit skilled people from non-traditional areas like the Philippines and India. Results so far are promising.
Zambian ‘loafers’ go back to the land

‘Mail’ Africa Bureau

LUSAKA. --- Zambian President Kenneth Kaunda has ordered the registration of all ‘loafers’ in cities and towns so that they can be sent home to work on rural reconstruction programmes.

Addressing the annual conference of the Local Government Association of Zambia in Ndola yesterday, Dr Kaunda said that at the end of a countrywide registration of unemployed in July, the ‘loafers’ would go back to the land.

The number of unemployed Zambians fluctuated each month, but there were now between 9,000 and 10,000, the Minister of Labour and Social Services, Mr. Dunguwayo Banda, said recently.

President Kaunda’s move is aimed at creating a society of workers and peasants to ensure that every man and woman is productive and has some sort of employment.
Breath test for miners

LUSAKA: Zambia's two big mining companies have started using breath analysers to detect miners who report for work drunk, the government-owned Zambia Daily Mail said yesterday.

- real
- planned
- unemployed

S = Planned - real

\[ S = P - R \]

when A=O

\[ C = C + I + G + (X-M) \]

\[ S = C + J \]

(1) Knows definitions!!!

(2) Give reasons why!!!
LUŠAKA — More than 22,141 workers have lost their jobs in Zambia in the past three years. The Minister of Labour and Social Services, Mr. Njikishaya Banda, told Parliament here that in 1976, the worst year, 9,000 workers were declared redundant while 8,217 were laid off last year. The workers were laid off because of the difficult economic problems prevailing in the country.

The Minister was reacting to an ultimatum given to the Government by the chairman-general of the Zambian Congress of Trade Unions (ZCTU), Mr. Frederick-Chiluba. The ZCTU warned that unless there was a general wage increase before mid-March to justify the present high prices, there would be a general strike by the workers.

The Minister said a general wage increase would worsen the present economic problems the country is facing. — Sapa.
900 miners will lose their jobs.

LUSAKA — Hundreds of Zambian miners of the Luanshya Division of Roan Consolidated Mines (RCM) on the Copperbelt will be laid off at the end of April, a spokesman for the Mine Workers' Union of Zambia (MUZ), Mr Emmanuel Nkole, confirmed here.
More sacked by Zambian copper mines

LUSAKA — Nine hundred Zambian miners of the Luanshya division of Rona Consolidated Copperbelt will be laid off at the end of the month, a spokesman for the Mine Workers' Union, Mr. Emmanuel Nkole, confirmed here yesterday.

He said the miners will be declared redundant because of the low price of copper at the London Metal Exchange.

Last month, 4,720 Zambian workers who were employees of sub-contractors to the copper mines were sacked.

Speaking in Parliament recently, Zambia's Minister of Finance, Mr. John Mwanakatwe, said the RCM last year made a loss of R17.5 million and "the mining management has no other alternative apart from declaring over 2,000 miners redundant."

Mr. Mwanakatwe said: In the case of the Nchanga Consolidated Copper Mines, it made a loss of R43.5 million. Therefore the company will have to drop in production and declare hundreds of workers redundant."
Zambia mines first gold — uranium next

LUSAKA — Zambia's first gold mine has gone into production with an initial capital of $240,000. The Neno mine, 70 km east of Lusaka, is run by two brothers, Paul and Hugo Nielsen.

Production capacity will be 7,500 tons a year. "This will enable us to maintain the machinery," Mr Paul Nielsen said.

He added that the future at Neno was bright because there are five grams of gold to every ton of ore.

Meanwhile, the acting Secretary for Mines, said yesterday negotiations between the Zambian Government and foreign companies interested in uranium prospecting had reached an advanced stage.

Mr Kabuka Nyirenda said in Lusaka the government was negotiating with companies in West Germany, Italy, Japan and several other countries who had shown interest in intensive prospecting an exploration of uranium.

Mr Nyirenda hoped the government would soon conclude an agreement and work would begin this year.

The extent of the deposits, he said, have to be established but he pointed out that the venture would involve a lot of capital, hence the involvement of foreign companies.

Mr Nyirenda emphasised that the exploitation and exploration of uranium was not restricted to foreign companies and he would like local companies with the technical know-how and capital, to come forward.

African workers are predominantly laborers instituted by Whites.

Up to now we have not taken into consideration the rural ties and homeland conditions of the interviewees. Clearly there is an interaction between their employment and rural situations. We now turn to examine the rural situation and the nature of the interaction.
Torture in Guinea

AN ACCOUNT of torture and killings for political crimes by the Sekou Toure regime in the west African republic of Guinea is set out in a report by Amnesty International, published in London.

The pamphlet estimates that the number of surviving political prisoners is 2,000 and may be as many as 4,000. The number who have died, mainly after electric torture, is impossible to determine but 253 are known to have...
Zambia clears line for copper.

By DON ROBERTSON

Mining Editor

ZAMBIA'S decision to reopen its border with Rhodesia, ostensibly to facilitate the import of fertiliser for its ailing agricultural industry, could have broader implications associated with the country's vital need to export copper.

President Kaunda has indicated that while it is necessary to acquire an estimated 80,000 tons of fertiliser which is believed to be held up in Maputo, the reopening of the border could also be used to export copper through the southern route, a move which could bring immediate benefit to Zambia's beleaguered copper industry.

According to reports, more than 60,000 tons of copper is stranded in Zambia between the Copperbelt and the Tanzanian port of Dar es Salaam. Although transport has improved between these two centres, the use of the southern route would be a major boost to the industry.

Before the 1973 Rhodesia/Zambia border closure, a large part of Zambia's copper exports were routed through Rhodesia to Mozambique ports of Beira and Maputo.

In March this year, Zambia was forced to declare a 15% force majeure reduction in deliveries of copper for the rest of the year because of congestion at Dar es Salaam and rail transport difficulties. Following the formation of the Shaba province, Zaire declared a 50% force majeure supply cut. Supplies from both countries have since improved.

While the import of fertiliser is vital to Zambia's maize crop, it seems more probable that conditions laid down by the International Monetary Fund regarding the future of the Zambia copper industry played a major part in the Zambian border decision.

In March, the Zambian kwacha was devalued by 10% as part of package deal which involved an IMF loan of $325 million. Conditions of the loan required that the Roan Consolidated and Nchanga Consolidated, the biggest producers, reach at least a break-even point on profitability by the end of 1980.

It was also required that borrowings from the Zambian Government be limited and that the production rate for the two mines be increased to 860,000 tons a year.

As a first move in this direction, Nchanga's president, Butha, has been appointed to the board of directors to ensure that the Roan's new president, P. J. L. Mukwe, also plays a key role.

A spokesman for the South African Railways last week confirmed that negotiations were under way with the Zambian Government to have the port reopened.

Should Zambian copper exports increase as a result of the border opening, there could be significant repercussions for the copper market. Earlier this year, Zambia, Zaire and Peru announced a 15% production cut in an effort to reduce the world market.

Another factor which could affect prices is that Benguela Railway between Zaire and Lobito Bay may be reopened.

The Roan's management, normally confident, has been cautious even before the border closure. It has been going through a period of considerable cutbacks and was losing money.
More copper to flow through harbour

LUSAKA — Zambia was reopening its southern transport routes through Rhodesia and South Africa to save its copper economy, President Kaunda announced here yesterday.

The opening is expected to facilitate Zambia's importing of fertiliser and exporting of copper.

A Johannesburg newspaper, The Transvaaler, said that according to information, copper would be traded through Rhodesia and Botswana to East London, while other goods would be channellised through Johannesburg to Maputo.

President Kaunda told a press conference the decision had been taken because of the failure of the ports in Tanzania and Mozambique to handle the volume of Zambian exports and imports.

Under the new arrangement, Zambia Railways and South African Railways would work together in rerouting Zambian exports and imports.

The whole exercise would involve South African Railways, Zambia Railways and Mozambique Railways.

The routes would link Maputo, Pretoria, Mafeking, Francistown, Bulawayo and Livingstone.

President Kaunda said that reopening the southern route, closed in 1966 after the declaration of UDI in Rhodesia, would lower the soaring cost of living in Zambia.

Asked whether this would mean opening trade with South Africa, Mr. Kaunda said there had never been a ban on trade with South Africa.

"All I know is that we have restrictions on imports from South Africa and other countries." Zambia Railways and South African Railways were entering into negotiations to work out the cost.

Zambian fertiliser was already being rerouted by South African Railways through Botswana.

President Kaunda said reopening the rail links would not affect military efforts to upset the Salisbury government. "If anything, it will strengthen it."

Earlier, he held talks with Mr. Joshua Nkomo, co-leader of the Patriotic Front. Mr. Nkomo's guerrillas operate from Zambia while those of his co-leader, Mr. Robert Mugabe, are based in Mozambique.

Zambia quietly conceded the United Nations that it was breaking its blockade to bring in more than 100,000 t of fertiliser. It had no choice because supplies were badly needed before the onset of rains. Foreign Minister Sikele Mwale told the General Assembly yesterday.

He also said Zambia's "full and effective" application of sanctions against Rhodesia was in grave jeopardy. He blamed this on lack of support.

Applying sanctions had already cost Zambia more than a billion dollars, he said.

Dr. Mwale warned the world body Zambia would "vigorously pursue" a strong case against British and other companies involved in the secret supply of oil to Rhodesia. — DDRC-SAPANS.
The reason N.M. gives is that they were not paying her enough. This is obviously true, they paid R14 a month whereas it would have cost at least R30. They say, however, that had she asked for more, they would have paid and she admits that she never did ask for more.

The timing of the July 1977 break seems significant in relation to the fact that production was increasing at that time and yet the marketing contract at the hospital was static at 12 gallons. In early 1977, N.M. mentioned that it was difficult to fill the quota. Later in the year, however, she mentioned that since they had started to feed their cows turnips from their fodder plot, the milk supply had increased. I have estimated that in summer the amount produced by the two cows is now transported by N.M. is just more than 12 gallons a day which fits the quota well. All the milk produced by the other members would be in excess of the quota. (Note that 12 gallons a day whereas the other eight or so who normally produced 7 gallons altogether).

Milk production drops in winter. For the people who have two cows and/or a larger number, it drops by about half. For people with two cows, it may stop altogether or provide only enough for the butter. Thus, all of the eight people's combined milk production would only have added 1½ gallons in winter.

It seems that in the summer of '76/'77, the dairy members built up their production to 12 gallons and then beyond, but in the winter it dropped and there is no way that people with so few and much poor cows as the majority of dairy members will be able to substantially increase their winter production.

From N.M.'s point of view, the very small benefit the co-op members provide towards reaching the quota in winter is cancelled out by the problems of having to sell the extra milk in summer. (At the expense, a friend of N.M.'s, also a director of the Umlalaba Trading Company, makes up the quota in winter).

Before the co-operative was established, no individual was producing enough to secure a stable market. It seems that the co-operative has been useful to N.M. in slowly building up production so that first a village market could be established, then a town market and now a definite marketing contract.

It has ceased to be useful to her however, because most members have too few resources to expand production further or even keep it stable all year round. The main advantage of participation in a co-op for someone like N.M. is the access to resources allocated by the government (or other external agency) on the grounds that "the project benefits the community". I have mentioned all the external resources given by the government and at the moment very few people apart from N.M.'s trio are using these resources and even when the co-op was working, the richer members obviously gained much more from the resources than the poorer.

The internal organization of Inkomo dairy works in such a way that people with more cows benefit relative to those with less. Costs are always per person, i.e. all members pay an equal amount towards the building, salaries, transport, fodder, plots etc. Thus, a person with ten cows pays the same overheads as someone with one cow, even though the ten cows take ten times as much labour, eat ten times the amount of green fodder and ten times the amount of milk has to be transported.

The story of the dairy fits into a pattern occurring in other areas of the underdeveloped world. Edward Brett (5) says that the communal strategy has worked best in some of the least developed areas of Tanzania. "In such areas we may assume that the differentials between rich and poor peasants may not be so great (though this too should be subjected to closer examination), and, more important, that the benefits of the richer elements to be obtained from being incorporated in the programme may outweigh the losses stemming from communisation of production." He goes on, however, to cite the problems of establishing an efficient project in such under-developed regions and writes "... there is a danger that these elements in the less-
Kaunda stands firm on rail reopening

LUSAKA — Zambia's Pres. Kaunda will not reverse his decision to reopen trade routes through Rhodesia, according to senior Zambian officials.

Dr Kaunda held a brief meeting at the weekend with Presidents Machel of Mozambique and Nyerere of Tanzania amid reports that his African allies were opposed to the decision.

No statement was issued after the meeting to counter reports that the frontline states confronting white-rulled Southern African were divided over the reopening of Zambia's trade routes through Rhodesia.

The Zambian officials said Zambia had no alternative but to reopen its rail routes through Rhodesia closed since early 1972, in order to export its copper and import badly-needed fertilisers.

Pres Machel and Pres Nyerere received a cool reception when they came to Lusaka. Dr Kaunda did not interrupt his schedule to greet them and only a handful of officials were at the airport when they arrived.

Both Presidents returned to their countries after the brief meeting with Dr Kaunda, and Zambian officials would give no details about the talks.

Though his decision might have strained his relations with other frontline presidents, it seems to have earned Dr Kaunda considerable domestic political gains.

The prospect of an easier supply of goods and an economic uplift brought on by quicker export routes for copper — the source of over 90 per cent of Zambia's hard currency earnings — has rescued him from a political bind.

Elections in which he will be sole presidential candidate are due on December 12. But with shortages of essential goods prevalent, the Zambian leader ran the risk of abstentions or "No" votes that would turn the poll into an embarrassment.

Officials said reopening trade routes would mean a wider range of essential goods could be brought into the country, increasing Dr Kaunda's popularity.

Zambian officials are hoping that with the fertilisers and other goods coming in and copper moving quickly to markets, the country's flagging economy will pick up.

Dr Kaunda has played an important political card apparently aimed at stemming discontent over shortages. — SAPA.

**Blow to us**

LUSAKA — The leader of the Zimbabwe African People's Union, Mr Joshua Nkomo, has complained that the reopening of the southern route announced by Pres Kaunda would hamper his organisation from effective armed struggle.

Mr Nkomo, whose organisation operates from Zambia, pledged that his guerrillas would not sabotage the railway bringing goods to Zambia, but they would fight alongside it.

"We shall also ensure that only Zambian goods are being transported along the railway and nothing else," he said. — SAPA.

**Editorial opinion, page 6.**
Zambia rail route brings jobs to EL

By CHRIS MARAIS

THE RE-OPENING of rail routes between Zambia and Rhodesia will bring the South African port of East London “back to life” and provide job opportunities for large numbers of blacks living in the area.

That is the opinion of Mr. George Ormond, past president of the East London Chamber of Commerce and present member of the Harbour Advisory Board.

“Our port has been grossly under-utilised since the advent of containerisation last year,” Mr. Ormond said. “The harbour is geared to handle far more sea traffic than it does at present. When this new plan to use East London as an import-export centre for Zambia becomes a reality, the city can only benefit.”

Mr. Ormond said the movement of both copper and fertiliser were labour-intensive and this could bring relief to many unemployed blacks living in the district.

The reopening of the rail routes has not only meant relief from impending famine for Zambia, but also a possible softening of the International Monetary Fund’s attitude towards Zambia’s ailing copper industry. Conditions of an IMF loan of more than $130-million to Zambia required that two major copper producers at least break even by the end of 1978.

A spokesman for one of the copper producers said Zambia’s copper industry had suffered from high transport costs and it had been difficult to export copper for a number of years.

“We will now be able to get our copper to the market at reasonable rates.”

He hoped that if the IMF could see copper producers were doing their best, the deadline would be extended.

The copper transport problem became evident recently when it was reported that more than 60,000 tons of copper lay stranded between the Copperbelt and Dar es Salaam.

Zambia’s need for fertiliser became so desperate that without more than 90,000 tons of fertiliser, the country faced a disastrous maize crop. Zambia had ordered the 90,000 tons of fertiliser, but this was subsequently stranded between Maputo Harbour and Francistown in Botswana.

Zambia’s maize planting season begins at the end of October and without the fertiliser, the country faces a near-famine next year.

Urgent supplies roll into Zambia

SALISBURY. — The first railway wagons of desperately needed supplies for Zambia rolled across the Victoria Falls Bridge yesterday, five days after President Kenneth Kaunda announced the re-opening of rail links with Rhodesia.

A spokesman for Rhodesia Railways said last night that 10 wagons of seed maize, which arrived at Victoria Falls on Tuesday, were shunted across the bridge late yesterday afternoon.

The opening of the rail link has created a split between the leaders of the Patriotic Front. Mr. Joshua Nkomo and Mr. Robert Mugabe, the Victoria Falls bridge, as far as is known, has carried only rail traffic for Zaire since President Kaunda closed Zambia’s border with Rhodesia in 1973.

Since the border closure, Zambian and Rhodesian troops have exchanged fire across the Victoria Falls Bridge in a simmering frontier war.

Heavily-armed Zambian soldiers were seen on the Zambian side of the bridge yesterday as the wagons of maize seed rolled across.

President Kaunda reopened the border with Rhodesia on Friday. — Sapa.

Bonn warning on race war

BONN. — Failure to reach an internationally recognised independence settlement for SWA/Namibia would increase the danger of race war there, the West German Foreign Minister, Mr. Hans-Dietrich Genscher, said in Bonn yesterday.

Mr. Genscher leaves for South Africa tomorrow for talks between the South African Government and the Foreign Ministers of the Western Powers. — Sapa.

Rail link splits the Front

LUSAKA. — The re-opening of the rail link through Rhodesia to Zambia has caused a split between the parties in the Patriotic Front.

Mr. Joshua Nkomo of the Zimbabwe African Peoples Union has assured President Kaunda his guerrillas would not disrupt railway traffic between Zambia and South Africa. His guerrillas work from Zambia.

But Mr. Robert Mugabe’s Zimbabwe African National Union has publicly vowed to destroy the rail link in Rhodesia. His men work from Mozambique.

“We shall blow up the line whenever we get near it,” a Zanu official said yesterday.

Frontline states have hit at Zambia’s decision to re-open the southern route.

Tanzania and Mozambique have accused Zambia of bowing to pressures from Rhodesia and the International Monetary Fund to re-open the southern rail route.

But the Zambian Government is faced with the desperate need for fertiliser and the need to export copper, its main source of foreign exchange.

President Kaunda has said he was re-opening the route because Tanzania and Mozambique had let him down. He did not elaborate.

Early this year Zambia got a loan of $132-million from the IMF. The condition was that Zambia should use cheaper transport than the costly Tanzan rail link through Tanzania.

— Sapa.
CHAIRMAN'S REPORT

The year 1978 was the first time the activities of Concrete proco have two promenades and a student of the whole area.

Our reputation, which we have been gaining, final gathered in annual fancy dress. This Off campus, we will do to support the process during which we will accumulate our enthusiasm an an historical event that we can see.

Another dark Sunday evening, our unreliable schedule, poor response compensated. Two, including Arab Expres.

Scheduled in Professor C. Unification of, who will talk Dr. Biddiss Lecturers Of; and our Society.

I am most interested this year, the films, enter suggestions of them who stimulate respected and interested. The financial position of Zambia Copper Investments Ltd. has stimulated.

Report highlights
Zambia's problems

THE economic problems of Zambia which have forced that country to re-open its southern rail link through Rhodesia, are highlighted by the annual report of Zambia Copper Investments Ltd.

Dr. Z. J. de Beer, president, writes in his annual review that in the light of all the adverse circumstances the performance of the Zambian mining industry during the year ended June, 1978, was no worse than expected.

Nchanga Consolidated Copper Mines produced 377,156 tons of finished copper in the year to March, 1978, compared with 427,810 tons in the previous financial year.

Roan Consolidated Mines production during the same period amounted to 262,649 tons, or 10,960 tons less than in previous year.

Since the copper price remained depressed, both companies were obliged to increase their total borrowings, predominantly from Government sources.

Operating results continued to be adversely affected by an increasing shortage of experienced staff and a lack of essential imported equipment and spares.

Rail problems

The congestion at Dar-es-Salam, together with considerable rail transport difficulties, continue to be matters of considerable concern.

In the face of the foregoing, both companies have implemented detailed programmes designed to decrease expenditure.

This involved the rationalisation of mining operations, detailed reviews of operating costs, reorganisation of labour, production in stores and a general cutback in capital expenditure.

Dr. de Beer says that the financial position of Zambia Copper Investments Ltd., holding company, remains serious. No dividends have been declared by either of its subsidiaries.

Historical Society, the 700 mark, due to alike. For the participate in the encouraging, that we already one of whom is not Society is open to

been in the ascent for the few years during once and this was made manifest at our on which was one of the most crowded of the its Union. The attendance this year at our for larger than it has been this previous was held in the new Students' Dining Room.

Informative tour of the Table Bay harbour Control Contro and sailed through the various enough to have a guided tour of the now of Durban was being loaded.

so an outstanding success. On both occasions another essential feature for off campus our cost. Out annual braai was washed out.

Tour. It is somewhat disappointing to note more scholarly nature is not always as especially from members of an organisation such will continue to arrange such tours in the hope response among our members in this direction.

It has been the legislatures prohibiting the feature of our campus life, albeit a somewhat have screened films on other nights but the abandon the idea. We have, however, amply three lunch-hour films per week instead of have been the World at War, Civilisation, America

the Third Quarter include Associate talk on 'Paris and the Provinces': The Michael Biddiss of the University of Leicester, ; The Nuremberg Tribunal, 1945-6.

to South Africa by the Students' Visiting commendation of the History Department

no for the hard work that they have done this task is evidenced by the smooth running of general administration of the Society. Their interest has been keen, and we wish those of this university a successful and very sad to bid adieu to one of our most Robin Hallett, who, as a lecturer vitally Africa in general and of Cape Town in particular, the world around us immeasurably. To this founder of the African History course we are pleased to extend Honorary Membership this year. We hope that he will return to those shores to avail himself of his privileges as a life member of our Society.
Railways deliver the goods to Zambia

South Africa has agreed to transport fertiliser to Zambia and bring back copper for export, probably through East London, it was announced today.

The general manager of South African Railways, Dr J Louboe, confirmed the agreement after completing talks with the general manager of Zambian Railways, Mr Anderson Magoka.

The agreement followed the arrival in East London yesterday of an American freighter, the Green Lake, with a full cargo of fertiliser bound for Zambia.

The agreement calls initially for one train a day in each direction, with the northbound train carrying fertiliser to Zambia, returning with a load of copper.

The Star's Africa News Service reported from Bulawayo today that fertiliser was not yet being sailed across the border at Victoria Falls.

The fertiliser referred to is believed to have been carried earlier by SAR from Maputo to Francistown, from where it was originally intended to forward it by road via the border post at Kazungula.

But a report from Lusaka today said that 10 trucks of seed maize being sent from Francistown were standing at Thompson's Junction, near Wankie, and were expected to cross the bridge at Victoria Falls later today — the first consignment officially to cross the border since President Kaunda closed it in 1973.

In a bid to clarify the border situation, a spokesman in Salisbury said that pending the acceptance of fertiliser from South African Railways for conveyance by rail to Zambia, Rhodesia Railways had agreed to the reconsignment by rail of seed maize and fish meal originally consigned to Francistown, Botswana, for onward transit by road to Zambia.

"This operation has already started but will be curtailed once the through rail of fertiliser from South African Railways begins," the spokesman said.
ZAMBIA - LABOUR

23/3/79 - 31/12/81
Strike cuts rail lifeline

By SHADACK SOKO
Mail Africa Bureau

LUSAKA — The entire Tanzania-Zambia railway system (Tazara) ground to a halt yesterday, paralyzing trade and commerce. The railway, which are vital to Zambia's exports of copper, coal and other minerals, was brought to a standstill by a strike called by the workers' union.

This is the result of a wildcat strike staged by more than 3,000 workers on the Chirundu-built railway. The strike became effective yesterday when railwaymen stayed away from work.

The eight-day-old stoppage follows demands by Tazara workers for the Zambian stretch of the railway to be upgraded, which the railway authorities have turned down in negotiations.

Workers from the Zambia Railways' Union, earlier this week, threatened to sack all the striking Tazara workers if they did not go back to work.

The strike caused the entire railway network to grind to a halt, with trains stranded at various points.

When the strike started on Thursday, 10,000 tons of copper were stranded on the tracks. More Consolidated Mines were also affected.

The railway was expected to remain closed until the workers returned to work and negotiations were resumed.
Zambia facing labour unrest

By Brendan Nicholson
The Star's Africa
News Service

LUSAKA — With the end of the Rhodesian war, Zambia's President Kaunda faces a national crisis of expectations almost as severe as that facing his neighbour, Mr Mugabe.

In the months since the Lancaster House-inspired ceasefire there has been an increasing number of strikes by workers demanding their end-of-war dividend.

In the face of this growing labour unrest President Kaunda has summoned dozens of union leaders and other officials to a sudden meeting at which he warned them that “confrontation will mean disaster for all of us.”

He called on the unions to be patient, told them increases were being considered and warned them he would act decisively if there were any more “illegal” strikes.

LENGTHY

The process of striking “illegally” in Zambia is a lengthy one which involves workers taking their grievances to a labour official, waiting a possible maximum of 21 days for his solution and, if there isn’t one, going to the Ministry of Labour which can set up an inquiry.

If he has not by then obtained satisfaction he may go on strike. This process generally takes three or four months.

Last week junior doctors all over Zambia ended a month-long go-slow when they were guaranteed pay rises and an investigation of their conditions which are described by outsiders as “appalling.”

The government says it did not give in but planned to give the increases anyway.

Whatever the facts, a president has been set which will not go unnoticed by others among Zambia's 280,000 trade unionists.

President Kaunda... unions warned.

The Lusaka government may, understandably, see in the increasingly-powerful unions a political threat.

They have their greatest strength on the copperbelt and much of it lies in the large Bemba tribe which has never been taken kindly to leadership of any sort, not even by its own chiefs.

It has been quietly suggested that the head of the Zambia Congress of Trade Unions, Mr Frederick ChiBio, a Bemba, might be planning to take over from the recently deceased Bemba leader and strong Kaunda opponent, Mr Simon Kapwepwe, as unofficial opposition rallying point.

He has generally avoided direct politics, but earlier this year called on workers to identify those of their leaders who were “socialists by day and capitalists by night.”

Apart from the unions the only other institution likely to comprise a threat to the government is the Defence Force.

Since the coups in Ghana and Liberia more than a few anxious glances have been cast its way in search of a Flight-Lieutenant Jerry Rawlings or a Master Sergeant Doe. The junior ranks are a largely unknown quantity though the senior officers are considered loyal.

They are closely enough under the government's eye to be quickly shifted if they were not.

If substantial pay increases do not materialise the workers are likely to find themselves in a tug-of-war for loyalty between the labour movement and the ruling United National Independence Party, Zambia’s only permitted political grouping.

For years, most of Zambia’s ills have been blamed in one way or another on the war next door. Now the war has ended but the problems have not.

In the long term, perhaps the most disastrous contribution for Zambia of that conflict was the smokescreen behind which the government’s excessively loving grasp strangled most of the life out of the economy.

Private enterprise has been restricted to the extent it comprises about 25 percent of what is left. Companies that grow too big are likely to be nationalised and laws restricting repatriation of profits make investment unattractive to outsiders with money.

There is a limited amount of wealth available for investment from internal sources.

BLUNDERS

All this clears the way for the monolithic, and generally grossly inefficient parastatal companies to blunder on.

Businessmen, and some trade union leaders, are unlikely to believe that if the restrictions were removed the private sector would rapidly overtake its giant public counterpart meaning more jobs and a greater money flow.

The latest dismayed admission of the lack of commodities in the country came from the Planned Parenthood Association which announced it had run out of contraceptives then made an unhappy choice of words when it asked the women of Zambia to “please bear with us.”
Zambian teachers to wait longer

The Star's Africa News Service

LUSAKA — Zambian teachers weretight-lipped yesterday after Education Minister Mr. Joshua Luminia backed out of a government promise to table new wage structures and service conditions by tomorrow.

After months of patient waiting by the Teachers' Union, since a wildcat strike was called in early April, Mr. Luminia told the teachers they would have to wait longer.

The Zambia National Union of Teachers (ZNUT) general secretary, Mr. Shyrange Kapita, had no comment to make and said the deadline would have to pass before any response was made.

The original promise of action for the teachers came from the Zambian Prime Minister, Mr. Daniel Msando.
members of the organization, even if one deals only with the management and workers.

In most industrial organizations nowadays, people from the fields of business administration, industrial management engineering and operations research have replaced their field of organization. New models have been developed to see that they could not only act, but also measure.

The purpose of studying the framework of the study is to establish the effectiveness of the organization and all or any effects the economic effects of a whole. For this purpose, for measuring the effects of the members of the organization as a whole, the actions of members of the organization are compared with standards and comparisons one can establish. The results obtained may be used to improve the individual and the working conditions. However, some care must be taken in interpreting the results.

**STUDYING THE RELATIONSHIP MEMBERS OF THE ORGANIZATION**

The second factor of the relationship existing in the organization. When one deals with two members of the organization, they consider a relationship facilitating the execution of the organization's objectives. A relationship in the form of producing or supplying products. On the other hand, when one deals with two members of the organization, they consider a relationship existing because of work requirements or because of any other reason (e.g., because of historical circumstances, because of conditions created as a result of pressures on the organization, and, mainly, because the two people were personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationship by way of different names. The relationships necessary for the execution of the organizational targets or for the maintenance of a decision-making process are called formal relationships. The relationships existing among people with the formal structure, the formal structure, and the informal structure, the informal relationship in the organization and not considered by the informal structure.

**LUSAKA —** Zambian teachers were tight-lipped on Tuesday after Labour Minister Joshua Lumina backed out of a government promise to table new wage structures and service conditions by today.

After months of patient waiting by the teachers' union since a wildcat strike was called in April, Mr Lumina told the teachers they would have to wait longer.

The Zambia National Union of Teachers (ZNUT) General Secretary, Mr Shiyenge Kapini, had no comment to make and said the deadline had to pass before any response was made.

The original promise of action for the teachers came from the Zambia Prime Minister, Mr Daniel Msulu, and the promise was reaffirmed by President Kaunda at an extraordinary meeting between the teachers and the government late last month.

President Kaunda announced that the two sides could negotiate freely for wage hikes from August 1 until such time as a proposed Prices and Incomes Commission was operative.

But Mr Lumina assured the unions that the effective date of any wage increases or other benefits gained in negotiations would be on August 1.
The Sun's African News Service

The union expected concrete decisions by today. The teachers' union originally submitted demands to the Government on May 14, 1978, and took strike action last April. It was then that the Government promised to implement new salary structures and service conditions by the end of July.

Mr. Simatende yesterday said the union would react sharply if the administrative committee, looking into labour demands, failed to meet "three-fourths" of the teacher demands.

The teachers had asked for a 20 percent wage increase as well as better conditions.
LUKASHA — Strikes could come to the Copperbelt if miners' grievances are not settled quickly, Mr David Mwila, chairman of the Mineworkers' Union of Zambia warned this week.

Mr Mwila said there was a danger that miners would resort to "instant justice" if the management of the two state-owned mining giants continued to ignore union requests for negotiations on cost-of-living increases.

The management of the Nchanga Consolidated Copper Mines (NCCM) and Roan Consolidated Mines (RCM) met in Lusaka and on the Copperbelt this week to discuss statements made by Mr Mwila at a meeting of miners on Tuesday in which he alluded to a possible official strike.

Mr Mwila told the miners: "We can hit back harder than the mining companies anticipate if we are taken for a ride and we will hit where it hurts most."
Zambia averts a strike, faces more

The Star's Africa News Service

LUSAKA — The Zambian Government has narrowly averted a major miners strike. Now workers in other industries are set to demand higher wages and better working conditions.

Zambia's economy has already suffered from 120 illegal strikes in the past 18 months and President Kaunda has put the unemployment figure at "close to three million."

Now the Civil Servants Union of Zambia (CSUZ), has declared a dispute with the government because of the creation of a government commission of inquiry into the public workers' plight.

These unionists regard the commission as a threat to free negotiation between workers and management and claim that the commission seeks to pre-empt union responsibility for its members.

Negotiations between this union and the government for a new package deal were nearly complete earlier this year when the government pulled out of talks and suspended the commission.

"And while these Zambian civil servants express their dissatisfaction, Zambian Congress of Trade Unions (ZCTU) chairman, Mr Frederic Chihuba, an outspoken champion of Zambian labourers, has thrown his support behind the CSUZ calls."
Miners strike

(d) иметь в виду; чтобы потребовать за

The Star's Africa
News Service

LUSAKA - About 150 white miners at Nchanga Consolidated Copper Mines (NCCM) went on strike demanding increased police protection after two whites were shot dead and three wounded by bandits, Zambia Radio said last night.

The miners, at NCCM's Chingola division — one of the largest copper producers in the world — walked off the job in what was believed to be a one-day stoppage in protest against rising crime on the Copperbelt.

A spokesman for the group said stepped-up police patrols were needed urgently after a spate of shootings this month left two other whites dead and a third injured.

The two injured miners were shot early on Sunday morning, the radio said, by bandits who entered their homes in what was suspected to be an attempted robbery. They were treated at a mine hospital and later discharged.

Last weekend two whites, a businessman and an engineer for a Luanshya firm, were shot dead in separate incidents on the Copperbelt in broad daylight.

Mr Bernard Hammond (31), was killed by bandits as he emerged with his wife from the Roan Antelope Cinema Club at about midnight on September 12. The bandits, who escaped, shot Mr Hammond five times in the head and neck before stealing his car and fleeing.

A Luanshya trader, Mr Ralph Herzberg, was killed the next Saturday when a group of six men barged into a shop demanding money.

If the demand is relatively small, it is feasible (but not necessarily economical) to produce the product to meet the demand exactly. In the usual case, however, demand is not completely known and a safety or buffer stock must therefore be maintained to absorb variation. Increases in demand because of promotional campaigns or seasonal demands can be planned for. Such seasonal inventory allows a more gradual build-up of stock in anticipation of this higher demand and permits a more stable employment level with lower capital investment.

TO ALLOW FLEXIBILITY IN PRODUCTION SCHEDULING

The maintenance of higher levels of finished goods inventory relieves the pressure on the production system to get the goods out. This gives longer lead times, which allow not only production planning for smoother flow but permit lower-cost operation through more economical lot size production. High set-up costs, for example, favour the production of a larger number of units once the set-up has been made.
White miners strike over Zambian crime

LUSAKA. — About 150 white miners at the Konkola division of Nchanga Consolidated Copper Mines on the Copperbelt yesterday downed tools in protest against rising crime.

Expatriate miners and their wives gathered at the central sports club in Kansaza township and demanded urgent police protection. More than 500 Zambian housewives also demonstrated at the office of the district governor.

The expatriates' protest was sparked off by the shooting on Sunday of two of their colleagues by armed bandits. They were Mr E S Chathley and an unnamed relative.

Both were injured by gunshot when gunmen raided their home at dawn.

They were treated at the Konkola mine hospital and discharged.

According to the expatriates, crime in the district — which is about 500km northwest of Lusaka — has reached alarming proportions.

They said the police had failed to protect them and that in the past weeks several homes had been raided.

They added that if protection was not guaranteed by the police and the company, they would stop reporting for night shift. Only in this way could they protect their wives and children.

Some threatened to terminate their contracts with the mines and return to their homelands.

It is expected that government and mine officials will meet the police today so that they can assure black and white miners of protection.

Sapa reports that teachers in Zambia have threatened to strike at the end of October if salaries and service conditions are not improved. A Zambia National Union of Teachers official, Mr Benedicto Machinga, said in Kitwe yesterday: "We shall also boycott all examinations."

He said that from next year teachers would teach in primary schools only if the maximum number of pupils per class was set at 45 and 20 in secondary school classes. At present, classes of up to 50 or 60 pupils are common.

Confirming the strike threat, the union's vice-president, Mr Fillison Machinga, said teachers would go on strike if they were not paid better salaries by the end of October.

"We are now totally fed up with this government's delaying tactics," he said.
Torture allegation denied

The Star's Africa News Service

LUSAKA — The Zambian Government has denied allegations that special branch police officers tortured a mine union official by applying electrical shocks to his genitals in an alleged attempt to obtain the names of men advocating a strike at the State-owned copper mines.

The charges came from the Mine Workers' Union (MUNA) chairman Mr David Mwila last Sunday at a rally of miners in Kitwe where he explained the terms of the settlement recently made between the union and the Association of Copper Mining Employers.

Mr Mwila charged that Kalulushi union branch chairman Mr Robert Lohanga was beaten and subjected to electrical shocks on his private parts during an interrogation by special branch officers.

EVIDENCE

He said the union had medical evidence to support the claim and demanded the removal from service of the officers involved.

Zambian Home Affairs Minister Mr W Phiri said yesterday Zambian police did not use electric shocks to obtain information from people during interrogations.

Mr Phiri said he was not aware of any torture inflicted on Mr Lohanga, and said that union leaders were free to discuss the matter with him or the Ministry of Labour.
Zambia faces huge strike

The Star’s Africa News Service

LUSAKA — A union leader has warned that Zambia is on the brink of a nationwide general strike because of the Zambian Government’s negligence in meeting worker demands for higher wages and better working conditions.

Mr Frederick Chiluba, leader of the Zambian Congress of Trade Unions (ZCTU), told union chiefs during the weekend: "Brace yourselves for industrial action."

Speaking at a labour seminar at Kabwe, north of the capital, Mr Chiluba said the congress was prepared to sanction a potentially crippling general strike.

He attacked the ruling United National Independence Party (UNIP) and the Government for not paying attention to workers’ grievances. He said this had led to anger in the unions which had been simmering for the past three months.

In June President Kenneth Kaunda warned that illegal strikes would not be tolerated when he called together union leaders and heads of the state agencies and urged them to negotiate new terms of employment. Since then the powerful Mineworkers’ Union has won a work package which includes higher wages after threatening to go on strike.

But other unions, including the National Union of Teachers and the civil servants’ union, have been unable to come to terms with the employers.

Mr Chiluba said he and his fellow leaders at the ZCTU were prepared to go to jail if need be to press the Government to meet its promises to the workers.

He accused the government of ‘‘standoffishness, which seems to indicate its inability to discharge its responsibilities.”
Zambia workers ignore Ministry

LUSAKA. — The entire labour movement in Zambia, headed by the Zambia Congress of Trade Unions, yesterday decided they would have no dealings with the Ministry of Labour and Social Services because its Minister, Mr. Joshua Lumina, they allege, had failed to attend to the workers' problems.

The decision was reached at an extraordinary meeting of all unions in Kitwe.

Announcing the boycott, ZCTU general-secretary, Mr. Nezehed Zimba, said the Zambian labour movement would have no further dealings with the Ministry because it seemed he did not know what he was doing.

Instead, Mr. Zimba said, Mr. Lumina was championing the cause of eroding trade unionism and workers' rights in the country.

Rejecting to the labour movement's boycott decision, Mr. Lumina said he wondered what basis the ZCTU used in ordering unions to boycott his Ministry.

"It is up to them if they do not want to discuss labour matters with me. I personally think we should solve labour matters together and amicably," he said.

The crisis between the labour movement and the government was sparked off by a statement issued at Kitwe on Monday by the ZCTU chairman, Mr. Frederick Chibwa, who called for a nationwide strike before the end of the year to back up their demand for better working conditions.

Meanwhile, the strike by Zambian secondary and primary school teachers in Kitwe, central Zambia, has entered its third day without any sign of the teachers going back to work.

The teachers went on strike on Monday in protest against the delay in implementing new conditions of service by the government. — Sapa.
Zambian clamp on union men

LUSAKA: The Zambian Government is reported to have confiscated the passports of leading trade union leaders who were advocating a national strike in opposition to a proposal that state employees take over the jobs of miners, according to informed sources.

At the same time, the Unip national council meeting in Lusaka has decided to put the labour movement under tight party control to make sure it does not get involved in plots to subvert the government.

Those reported to have had their passports withdrawn are: the Zambia Congress of Trade Unions chairman Mr Frederick Chiluba, the ZCTU general secretary Mr Newland Zimba, and the assistant general secretary Mr Chitalu Sampa.

But Mr Zimba, when pressed to confirm why the documents had been confiscated, said: "If you look at the passport, you will see the State has the authority to withdraw it any time."

When asked to comment on the seizure of the passports, Mr Chiluba said: "It could be possible ..."

On the national council's decision to bring the labour movement under strict control, sources close to the meeting said all the 12 committees of the council had resolved to put the unionists under surveillance by the government. — Sapa.
Union call for clear economic strategies

LUSAKA. - The Zambia Congress of Trade Unions (ZCTU) has called on the government to re-arrange economic priorities and strategies, "so that there are more productive people and less mouths to feed."

Speaking at the opening of the ZCTU general council meeting in Kitwe yesterday, the chairman, Mr Fredrick Chiluba, said: "No political system, no matter how powerful, coercive or oppressive, can survive without a strong economy."

He accused the government of spending huge sums of borrowed money on prestige projects instead of using the money to help forestall future loans by investing productively.

Last Friday, the Minister of Finance, Mr Kebby Musokotwane, announced that his Ministry and the Bank of Zambia had worked out measures aimed at resuscitating the country's economy.

He said the plan had already been accepted by the central committee of the ruling party (UNIP) and the Cabinet, but declined to give details.

Mr Chiluba said yesterday the measures taken so far were insufficient.

He added: "The borrowing of huge sums must not blind anyone to the real long term measures required to provide cure. We shall need restraint and discipline in spending." — Sapa.
Union men hope to avoid confrontation

LUSAKA. — A senior Zambian trade union leader said yesterday he hoped to avoid confrontation with the ruling United National Independence Party over the suspension of 17 union officials from party membership.

Mr Newstead Zimba, general secretary of the Zambia Congress of Trade Unions (ZCTU), who is one of the suspended officials, said the labour movement wanted to avoid industrial unrest at all costs.

Copper industry sources said today the Copperbelt province mines, which generate more than 95% of Zambia’s foreign exchange earnings, have been working normally since the suspensions were announced on Friday.

The officials were suspended after they failed to obey directives to the Mineworkers’ Union of Zambia (MUZ) to reinstate 16 shop stewards sacked from their union posts last year for taking part in elections for a controversial new local government system.

The system, which the MUZ and ZCTU have opposed since it was first introduced as a Bill in parliament last August, became law last month.

Mr Zimba denied a suggestion by President Kenneth Kaunda at a Unip rally in Lusaka on Sunday that some union leaders had taken up the banner of the illegal United Progressive Party of the last former vice-president Mr Simon Kapewa. He said the ZCTU had never supported the UPP.

Mr Zimba said the ZCTU and its member unions had no political motives though some of their members had appeared political.

“I hope we will resolve the issue without confrontation. We want to avoid that,” he said.

The suspended leaders have been given until Friday to clear themselves or face unspecified disciplinary action.

The unions have argued that the new local government system created a costly new bureaucracy when scarce funds would be better spent on job-creation projects and social services.

The system, which requires both voters and candidates to be Unip members, is a main plank in Unip’s efforts to consolidate the nation’s politics under its control and eliminate mayoral and council set-ups dating from colonial times. — Sapa-Reuter.
Zambia to pay off 8,000 workers

LUSAKA. - Zambia's state-owned National Agricultural Marketing Board (Namboard) is to spend about $2 million to pay off an estimated 8,000 workers by the end of December.

The move follows President Kenneth Kaunda's announcement last May that the loss-making Namboard would be reorganized and its assets taken over by provincial co-operative marketing unions. Namboard general manager Mr Daniel Lusengo has sent out letters to the workers warning them of the plans.

A spokesman said some workers started resigning after securing employment elsewhere. The $2 million would be paid out in accrued leave days, lieu of notice payments and other benefits.

President Kaunda announced the re-organization of Namboard when he launched the $10 million, 101,000-tonne Operation Food Production in May. He said Namboard's activities would be reduced to the minimum to enable it to make profits.

Namboard, which had depots all over the country, was the country's sole dealer in importing seed for Zambian farmers, implements and all agricultural inputs other than fertilizers as well as buying grain from Zambian farmers for storage. From January 1, Namboard will hand over its depots to provincial co-operative marketing unions and will only retain the main depot in Lusaka and a fertilizer complex near Nkololo.

Mr Lusengo said the company was in the process of developing a new structure and was working towards a $500,000 budget for April to June. He said the new structure would be finalized by the end of the year.

The company's losses are mainly due to a decline in fertilizer sales, which are linked to the coffee and tobacco sectors which have seen a decline in production.
Zambian labour will now toe Unip's line

LUSAKA. — The Zambian labour movement is ready to accept a controversial new local government system without direct confrontation with the ruling United National Independence Party (Unip), a senior trade union official said yesterday.

Mr. Newstead Zimba, general secretary of the Zambia Congress of Trade Unions, is one of 17 union officials suspended last Friday from Unip for failing to obey directives to the Mineworkers' Union of Zambia to reinstate 16 shop stewards.

Mr. Zimba said all 17 leaders had met a party deadline for today to write letters clearing themselves, or face unspecified disciplinary action.

The suspensions followed a NUZ decision to sack the 18 shop stewards for taking part in elections for the new local councils last year.

Mr. Zimba said he did not know whether any of the suspended unionists, who included ZCTU chairman, Mr. Frederick Chiluba, and Mineworkers Union vice-chairman, Mr. David Mvula, would face party disciplinary action. That was up to Unip, he said.

The Unip secretary-general, Mr. Mainza Chona, Number Two in the state hierarchy, declined to say what might happen to them.

The ZCTU council had hoped to convene a special general meeting in Kitwe on Wednesday, but Mr. Zimba said police had refused permission for the gathering.

The unions have argued that the new local government system creates a costly new bureaucracy and that their members who are working for the old councils might lose their jobs.

The new system requires local voters and candidates to be Unip members. At present only about 5% of Zambia's 3.5 million people hold party cards.

Police have banned all meetings of Zambia's Trades Union Federation and its 18 affiliated member unions on the Copperbelt.

The disallowed Kitwe meeting was expected to discuss the suspension of some leaders of the federation by the country's sole political party.

Relations between Unip and the trade union movement are strained over ZCTU's opposition to the proposed local government legislation.

A member of the party's central committee, on a tour of the Copperbelt, has said that there was evidence to show that ZCTU was working with forces from outside Zambia to bring disunity to the country.

At the weekend President Kenneth Kaunda accused the labour movement of having links with the banned United Progressive Party of the late Mr. Simon Kapweppe, once an ally of the President. — Sapa-Register.AFP.
LUSAKA - Zambia's only legal political party, the United National Independence Party (Unip), has expelled 17 senior trade union executives from party membership.

The decision will also cost them their union jobs, the official Zambian Press reported yesterday.

The decision to expel the men, who include the chairman and general secretary of the 37,000-strong Zambian Congress of Trade Unions (ZCTU) and the leaders of the economically vital Mineworkers' Union of Zambia (MUZ), was announced on Saturday night, a week after they were suspended for failing to obey party directives.

The expulsions followed months of deliberation within the party over what its leaders considered to be a major threat from the unionists.

The matter had to be treated with some delicacy as MUZ members generate more than 95% of the nation's scarce foreign exchange earnings in the form of exportable copper and cobalt.

Due to low prices for copper and slack demand for cobalt, the country's foreign exchange position is critical, and measures are currently being introduced to improve it.

The MUZ members took the news of their leaders' suspension from Unip calmly last weekend and the mines have functioned normally for the past week.

Unip's statement said the central committee warned against what it called "outside interference in the present situation."

It added it would regard any attempt to affect this effect as hostile and unfriendly.

There was no apparent indication where the thought such interference might originate.

The statement emphasized that the action had been taken against individuals and not against the labour movement as a whole. — Sapa-Press.
Miners strike over 17 Unip expulsions

LUSAKA. - Miners in one division of Zambia’s key copper-producing industry have gone on strike over the expulsion of some of their union leaders from the country’s only legal political party, a union official said yesterday.

The official of the Mineworkers’ Union of Zambia (Muz) said the strike at the Konkola Division of Nchanga Consolidated Copper Mines (NCCM) apparently began with yesterday’s morning shift.

The walkout was the first indication of labour unrest following an announcement last Friday that the United National Independence Party was expelling 17 senior union executives in a controversy over a new system of local government.

The action put the executives’ union posts in jeopardy, as party membership is needed to hold a post in any public institution.

NCCM said yesterday another Konkola employees had struck, but other divisions were unaffected. Copper is a major Zambian foreign exchange earner.

Four

S A Read

For the best final year student

General J B M Heritage Prize

D H Price Lewis

Of Professional Practice.

Surveying (in the subject)

David Hudson Prize

Molly C Pedraro

In this year.

For the best woman student

Molly Paul Memorial Prize

P A Report

For a student who

Has completed a very satisfactory report

Helen Caudate Taylor Prize

P F Dunkley

For the best student in

For Architecture

Cape Provincial Institute

FINE ART & ARCHITECTURE

ARCHITECTURE
Strike at Nchanga

LUSAKA. - Miners at Nchanga Consolidated Copper Mines (NCCM) Konkola division have gone on strike over expulsion of some of their union leaders from membership of Zambia's only legal political party, a union official said.

A brief statement from NCCM in Lusaka said some Konkola employees had gone on strike, but had not so far given any reason for their action. Other NCCM divisions were not affected, it added.
 Strikes hit three more Zambian mines

LUSAKA. - Unofficial strikes affected production at three more Zambian copper mines yesterday.

However, some workers who stayed away from work on Tuesday returned to their jobs yesterday, industry sources said.

A union official said the unrest was the result of a decision by the United National Independence Party (Unip), Zambia's only legal political movement, to expel from party membership 17 senior executives of the Zambia Congress of Trade Unions (ZCTU) and the Mineworkers' Union of Zambia (MUZ).

The expulsions also cost the officials their union jobs.

The new strikes yesterday occurred at a division of Roan Consolidated Mines Ltd (RCM), the smaller of the two state-controlled companies whose workforces generate 56% of the country's foreign exchange earnings, the sources said.

A spokesman for the other company, Chambishi Consolidated Copper Mines Ltd (CCCM), said in Lusaka that workers at one of the two shafts at the company's Kansanshi division, where the unrest began on Tuesday, went back to work yesterday.

Unip's decision to expel the union leaders followed continued ZCTU and MUZ opposition to a new system of local government introduced last year.

The system requires both voters and candidates to be Unip members, and is a main plank in Unip's efforts to consolidate the nation's politics under its control and eliminate mayoral and council set-ups dating from colonial times.

The unions have argued that the new local government system created a costly new bureaucracy when scarce funds would be better spent on job-creating projects and social services.

Unip leaders ordered the expulsions after the 17 officials were initially suspended for failing to obey directives to reinstate 18 shop stewards sacked from their posts last year for taking part in elections for the controversial new system.

They felt union activities were starting to take on political overtones, and President Kenneth Kaunda went as far as to say that some union leaders had taken up the banner of the banned United Progressive Party of the former Vice-President Mr Simon Kapwepwe. These charges were denied by Mr Newstead Zimba, general-secretary of the ZCTU and one of the expelled officials.

The scattered strikes appeared to be an effort by the MUZ to remind the government of its industrial and economic might.

The government is in the process of instituting potentially unpopular belt-tightening measures to boost the flagging copper-based economy and deal with a serious shortage of foreign exchange resulting from low copper export prices and high costs of imported goods.

There have been no reports so far of any government action to force workers to return to their jobs.

Industry sources said the three RCM divisions affected were Mufulira, Luanshya and Chambisha, which account for about 80% of the company's recoverable copper.

Mufulira houses the main RCM smelting and refinery operations.

The sources said the RCM strikes seemed to involve mainly surface workers. The main underground shifts did not begin work until later in the day, they added.

The Times of Zambia newspaper, run by Unip and based in the Copperbelt city of Ndola, described Tuesday's strike at Konkola as 'smoldering tinder' which 'should be put out immediately before it bursts into an uncontrollable fire, igniting other kindles and spreading throughout the Copperbelt'.
Copperbelt strike

LUSAKA—A strike has spread to all divisions of Zambia's biggest State-controlled copper company, according to a spokesman for Nchanga Consolidated. He said the strike was 100 percent.

The other State-controlled company, Roan Consolidated, said last night all its mines and some smelters and refineries had also been affected.

The two companies produce a total of about 600,000 tons of copper annually and their sales abroad account for more than 95 percent of Zambia's foreign exchange earnings. — Sapa-Router.
Strikes halt most mining in Zambia

LUZANIA - Zambia's copper mines have practically halted in a wave of wildcat strikes.

The strikes involve most of the 56,000 members of the Mineworkers' Union of Zambia.

They went on strike in protest against last week's expulsion of 17 top union executives from the United National Independence Party.

Yesterday, angry workers stoned a party official, mine offices and private vehicles.

Riot police reinforcements were sent to Kitwe when strike pickets stoned "scabs."
Mines strike to end after agreement

LUSAKA — Union leaders who were expelled from Zambia's only legal political party agreed yesterday to take steps to end an illegal miners' strike which has paralysed the country's vital copper industry for the past two days, the Zambia News Agency reported.

The agreement followed talks between the party leaders and labour ministry officials in Ndola.

Zanu said ministry officials had explained that the labour leaders' union posts were not affected by their expulsion last week from the ruling United National Independence Party.

Reports had indicated that the expelled leaders could no longer maintain their union posts because these were classified as public institutions for which party membership was a prerequisite.

— Sapa-Reuters

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Fine Art & Architecture

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John Perry Prize

D H Prize Letter

For the best work in fourth year

Osbourne Prize

S A Read

For the best final year student General J B M Heritage Prize

D H Prize Letter

For the best student of architectural practice, supervised by a subject architect, for the best student of David Haddorn Prize

Miles C Readgold

In this third year for the best woman student Molly Cahill Memorial Prize

P A Rapport

For a student who has satisfactorily completed last two and half major courses Helen Gardner Travel Prize

P J Dunkley

Sixth Year

For the best student in:-

Cape Provincial Institute

ART & ARCHITECTURE
"Expelled" unionists still hold their jobs

LUBAKA. — Seventeen trade union leaders who were expelled from the ruling United National Independence Party (Unip) a week ago still hold their positions, it was officially confirmed yesterday.

The clarification, by a Permanent Secretary in the Ministry of Labour and Social Services, Mr. Bwembya Kazuluta, is seen as a compromise to end the four-day strike which has halted production on the Copperbelt.

"Last week it was stated that the 17 were stripped of their positions in the Zambia Congress of Trade Unions (ZCTU) and the Mineworkers' Union of Zambia (MUZ) for opposing Unip on the decentralisation of local government.

After this clarification the outspoken ZCTU chairman-general, Mr. Frederick Chiloba, called on the striking miners to report for work immediately, but it was not clear yesterday whether they had responded to the appeal.

At Bokana, striking miners beat up a party official and stoned property yesterday.
Cape Provincial Institute of Architects Prize for the best student in:

P F Dunckley

Sixth Year

Helen Gardner Travel Prize
For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.
P A Rappoport

Molly Gohl Memorial Prize
For the best woman student in third year.
Miss C Tredgold

David Haddoon Prize
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.
D H Pryce Lewis

Zambian miners returning
g) Proof of receipt of equipment by the company’s fixed assets verify existing inspection.

h) If this crane is sufficiently matured, workers heed calls from union leaders for a complete return to work.

LUSAKA. — Wildcat strikes at Zambia’s copper mines and financial institutions seemed almost over yesterday as workers heeded calls from union leaders for a complete return to work.

Spokesmen for the state-controlled mining industry reported good turnouts at yesterday morning’s shift in the Copperbelt area, where official reports said earlier clashes between locals and police had left two dead and more than 50 hurt.

The miners, who began their walkout on January 20, started returning to work at the weekend.

A spokesman for the People’s Union of Financial Institutions (Zufi) said the Labour Ministry and Zufi officials had reached a compromise on a return to work at the nation’s strike-hit commercial banks, Central Bank, and State-run insurance and pension fund companies.

This was said to include a resolution that labour relations concern only the Labour Ministry—which is seen as a concession to placate Zufi over the beating on Friday of its chairman, Mr Benedict Chikoti, by political militants.

Militants of the United National Independence Party (Unip), Zambia’s only legal political party, beat Mr Chikoti after he had been summoned to the Unip youth league branch headquarters in Lusaka to explain why Zufi members at the State insurance firm had struck for more pay.

After that, the unrest spread to the commercial banks and State insurance and pension offices.

The stoppages have strained Zambia’s already troubled copper-based economy.

The Unip-owned Sunday Times of Zambia said in an article in advance of the 1981 budget, to be made public on Friday, that it was no secret that the economy was in a mess, and that the Government had decided on austerity measures to put it right.

In connection with the Copperbelt violence, the Government-owned Zambia Daily Mail said that a child died on Tuesday after inhaling pellets teargas, and six people had received gunshot wounds. — Sapa-Reuter.
Zambia unions make peace with State

LUSAKA. — Zambia's only legal political party, Unip, apparently shaken after serious labour unrest, has achieved a truce with the powerful Zambia Congress of Trade Unions (ZCTU).

The Zambian Labour Minister, Mr Basil Kabwe, toured the politically volatile northern Copperbelt province during the weekend, winding up with a conciliatory speech yesterday in Kitwe to the general council of the ZCTU — which groups 16 unions with 339,000 members.

Mr Kabwe, a former ZCTU general secretary who moved into government in the early 1970s, was undertaking his delicate mission after less than two weeks in office.

He was quoted in the government Press yesterday as saying a breakdown in communications between the ruling Unip (United National Independence Party) and the unions had led to the strife in which at least one person was reported killed and more than 50 were injured.

Unrest disrupted the vital copper and cobalt industry, which generates more than 99% of the country's scarce foreign exchange earnings — and spread to the banking sector.

Members of the 56,000-strong Mineworkers' Union of Zambia began striking on January 20 in protest against the expulsion from Unip of 17 union officials. Officials opposed a new party-controlled system of local government.

But on January 25, the miners' organisation began ordering its members back to work. This followed government assurances that, despite some official utterances to the contrary, the 17 expelled men could continue to hold their union jobs without party membership.

Strikes in commercial banks and other financial institutions broke out on January 24 after Unip militants were alleged to have beaten up a union leader whose members in the State-run insurance company had struck for better pay.

Four men have been charged with assault.

The government Press said yesterday that Mr Kabwe, in his speech to the ZCTU, criticised some police methods used to quell disturbances, and condemned what he called the beating of miners by police. — Sapa-Reuters.
Accord between Zambia and trade unions

LUSAKA. — The confrontation between Zambia's ruling United National Independence Party and the trade union movement, which led to a spate of wildcat strikes, has been resolved.

Soured differences were put aside at a crucial meeting of the general council of the Zambia Congress of Trade Unions (ZCTU) attended by the Minister of Labour, Mr Basil Kalwe.

At the weekend meeting in Kitwe on the Copperbelt, the ZCTU finally accepted the controversial local government decentralisation system of administration, one of the causes of the mines and banks strikes.

The ZCTU called on the party and government to clear some labour leaders of charges ranging from involvement in the recent coup attempt to plots aimed at destabilising the nation.

The labour leaders pledged to support the party and the government under the leadership of President Kaunda and called on the party to reinstate 17 trade union leaders who were expelled for revolting against it. — Sapa.
Huge Zambian losses in wildcat strikes

LUSAKA — Zambia's two state-controlled mining giants lost at least 20.3 million kwacha (rand) in foreign exchange earnings during a series of wildcat protest strikes last month, Labour Minister Mr Basil Kabwe said yesterday.

He told Parliament in a statement on the industrial unrest that Nchanga Consolidated Copper Mines, the bigger of the two firms, lost 12.2 million kwacha (rand), while Roan Consolidated Mines lost eight million kwacha (rand).

Losses could turn out to be higher, as reports had not yet been received from subsidiary companies, he said.

Mine production was shut off completely for two days and some divisions suffered partial disruptions during an eight-day period from January 20. Trouble started after the expulsion of 17 labour union leaders from the ruling United National Independence Party for criticizing its policies.

Official reports have said at least one person was killed and more than 50 injured in disturbances. — Supa-Reuters.
Zambian strike toll

LUSAKA. — State-controlled Nchanga Consolidated Copper Mines and Roan Consolidated Mines lost at least K20 million in foreign exchange earnings because of strikes last month, says the Minister of Labour, Mr Basil Kabwe.

NCCM lost K12 million, and RCM the rest.

Mine production was shut down for two days, and "some RCM and NCCM divisions suffered partial disruption," Reuters.
Strikes cost Zambia millions

LUSAKA—Zambia's two state-controlled mining giants lost over K28-million in foreign exchange earnings during a series of wildcat protests last month, the Labour Minister, Mr. Basil Kabwe, said yesterday.

He told Parliament in a statement on the industrial unrest that Nchanga Consolidated Copper Mines Limited, the bigger of the two firms, lost K12.2-million, while Roan Consolidated Mines Limited lost K1.6-million, the official Zambia News Agency reported.

Losses could turn out to be higher, as reports had not yet been received from subsidiary companies, Mr. Kabwe said.

Miners production was shut off completely for two days and some RCM and NCCM divisions suffered partial disruption during an eight-day period from January 28.

Trouble started after the expulsion of 17 labour union leaders from the ruling United National Independence Party for criticizing its policies. Official Press reports have said at least one person was killed and more than 60 were injured in disturbances that were quelled by the police.

Zambia has tightened travel restrictions on foreign diplomats and brought in a new rule which required them to give a month's notice for permission to travel to the volatile northern copperbelt.

In a note to missions dated January 28, the Foreign Ministry said it had noticed that some representatives of diplomatic, consular and trade missions, and international organizations accredited to Zambia were not complying with a requirement of 48 hours' notice to travel anywhere outside a 50km radius of Lusaka.

The Ministry said it had decided that all notification of travel outside the radius would have to be submitted on Mondays and that the Ministry's reply would be available the following Friday. — Sapa-Reuters.
**Distance and Cost**

Nearly 33% of consultations in the sample (excluding facilities to which patients were later referred) required a journey of over 20 km, although the modal group was the one which travelled less than 5 km to the point of primary health care (34% of the sample).

**Table 8: Distance travelled to consultations**

<table>
<thead>
<tr>
<th>Km</th>
<th>0-4.9</th>
<th>5-9.9</th>
<th>10-14.9</th>
<th>15-19.9</th>
<th>20-29.9</th>
<th>30-39.9</th>
<th>40+</th>
<th>Total</th>
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<tr>
<td>Addo</td>
<td>15</td>
<td>10</td>
<td>3</td>
<td>6</td>
<td>5</td>
<td>5</td>
<td>53</td>
<td></td>
</tr>
<tr>
<td>Kirkwood</td>
<td>16</td>
<td>6</td>
<td>6</td>
<td>1</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saureberg</td>
<td>5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>21</td>
<td>6</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Bersheba</td>
<td>13</td>
<td>-</td>
<td>-</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>49</td>
<td>25</td>
<td>18</td>
<td>16</td>
<td>29</td>
<td>8</td>
<td>145</td>
<td></td>
</tr>
</tbody>
</table>

* Consultations to indigenous practitioners were included but not home treatment.

The disadvantages of Saureberg and Bersheba are again evident, but these can only be understood in terms of the cost of travelling without aid from white employers. Map 2 shows the average amounts paid for journeys to health care facilities over the most common routes. The amount shown depends of course on what method of travel was used; Addo to Port Elizabeth is relatively cheap at R1.50 to R1.75 (about 4.5c per km) as most people were able to travel by train. Nothing was paid for trips from Addo or Saldanha to Kirkwood as all these trips were the result of referral and were by ambulance or taxi hired at the expense of the authorities. However public transport is poor in the area; those at Bersheba, Saureberg and Zululand, if they hired transport, had to pay private cars, though most from Zululand walked. The cost of transport would of course be greater at night, and this was important for...
Are unions too strong for Kaunda

President Kenneth Kaunda may be fighting for his political life against the rising power of Zambia's trade union leaders. Did he expel two US diplomats this week to strengthen his hand with the people? David Thomas reports.

The move has mystified Western diplomats as well as the United States is the biggest aid donor to Zambia, a country in a dire economic plight which can hardly afford to lose such strong and consistent financial and other support.

Speculation is rife that President Kaunda's fear of the growing influence of Mr Chibula and the trade unions has made him take the drastic action which will undoubtedly anger the administration of President Ronald Reagan.

In Washington, the State Department has deplored Zambia's expulsion of the diplomats.

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Nchanga strike over corn meal

LUSAKA — Some 10,000 of the 34,000 workers employed by state-controlled Nchanga Consolidated Copper Mines Ltd (NCCM) are striking against a company decision to stop emergency supplies of staple corn meal on credit, an NCCM spokesman said.

The Konkola division, where 8,000 workers are striking, accounts for about 10% of NCCM's annual copper production of about 380,000 tons.

A further 2,000 workers at one shaft of the Rhokana division, have walked out in sympathy with the Konkola strikers.

An NCCM spokesman said the shortage of corn meal which developed in mid-May is over and supplies are back to normal in the shops.

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<table>
<thead>
<tr>
<th>Days</th>
<th>TUTOR</th>
<th>NME</th>
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<td></td>
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<tr>
<td>July 27</td>
<td>GT2; GT3</td>
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<td>Aug 10</td>
<td>GT8; GT9</td>
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</tr>
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<td>Sept 28</td>
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</tr>
</tbody>
</table>
The Committee of the Western Cape Chapter of Quantity Surveyors Prize

For the highest marks in Professional Practice.

P. R. Swift

LTA Prizes

For the best student in each of the courses of Building Economics I, II, III and IV in the third, fourth and fifth years respectively.

I: N. D. G. Sessions

II: A. R. Keen

III: No award

S.A. Brick Association Prize

For the best student in the subject of Building Construction.

C. W. von Dungren

For the second best student in the subject of Building Construction.

K. Strong

Student Planners Award

For the student who has shown greatest promise at the end of the first year.

M. P. Morkel
Copper miners in Zambia go on strike

LUSAKA. — About 10,000 workers at Zambia's state-controlled Nchanga Consolidated Copper Mines (NCCM) have gone on strike in protest against a hike in company supplies of emergency food on credit, an NCCM spokesman said yesterday.

The spokesman said the company considered there was no longer a shortage of cornmeal at the northern border town of Chililabombwe, site of NCCM's Konkola division.

The Times of Zambia reported that three people were injured during disturbances yesterday. It said police used teargas to disperse a crowd of miners and their wives converging on three shops.

Miners accused the shopkeepers of diverting essential commodities across the border into Zambia.

The NCCM spokesman described the situation at Konkola yesterday as tense. About 8,000 workers are on strike there.

He said 2,000 miners at the firm's Rokana division, 90km from Chililabombwe, had walked out in sympathy.

NCCM mines just over half Zambia's annual copper production of 600,000 tons. The Konkola division accounts for 10% of NCCM's production.

Informal sources said talks on getting the miners back to work were under way.

The Zambian Government has been sensitive about the economically vital Copperbelt region since wildcat strikes badly disrupted mine production for eight days in January.

They followed the expulsion from the ruling United National Independence Party of 17 trade union leaders for what the party termed unwarranted political interference.

The unionists were re-admitted to the party in April. — Sapa-Reuters.
Striking miners trickling back

LUSAKA. — Miners began returning to work yesterday at a strike-bound copper mining area in Northern Zambia, said a spokesman for Zambia's state-controlled Nchanga Consolidated Copper Mines Limited.

But he added that it was too early to say whether the seven-day strike in NCCM's remote Konkola Division, near the Zairean border, was coming to an end.

About 8,000 workers in the division walked out last Tuesday after violent demonstrations over a company decision to stop emergency supplies of corn to miners on credit.

The division has just under 25% of the firm's total labour force, but accounts for only 10% of its annual copper production.

The official Zambia News Agency said on Saturday that para-military police had accidentally shot a youth in the arm while trying to break up a group of picketing youths and miners' wives.

NCCM started supplying the corn when supplies of the staple food ran short in mid-May ahead of the current harvest.

The miners have complained that prices for corn meal have been inflated locally because of large-scale smuggling into Zaire. — Sapa-Reuters.
Mine strikers return

LUSAKA. — Operations were back to normal today at a copper mine in northern Zambia after an eight-day strike over food supplies, said a spokesman for Chambeshi Consolidated Copper Mines. The walkout by 8,000 workers began after NCCM and the other state-controlled mining company, Roan Consolidated Mines, stopped emergency supplies of staple commodities.

The strike was caused by a salary increase and a demand for retirement benefits. The company's management had offered a 20% increase in wages, which the workers rejected.

Apart from a two-day sympathy stoppage by 2,000 workers at another of NCCM's five divisions, only the Roanoka Mine was affected. — Sapa-Reporter

W P Market

of the First Year

grades presented at the end

for the student who has shown

Student Planner Award

K Strong

subject of Building Construction

for the second best student in the

c W von Dittrich

subject of Building Construction

for the best student in the

S A Brick Association Prizes

III: No award

II: A R Low Keen

I: N D G Sessions

Fifth years respectively

II and III in the third, fourth and fifth years of Building Construction I, the courses of Building Economics, I and II, each student in each of

ITA Prizes

P R Swift

professional practice

the highest marks in

for the student obtaining

Surveys' Prizes

Cape Chapter of the Western

The Committee of the Western

P C Key

In any year of study

for the best A-level and student

Bell-John Prize

(continued)

Surveying

Quantity
Zambians go on strike

LUSAKA. -- Skilled Zambian copper mine workers struck yesterday in support of demands for pay parity with foreign employees in the industry.

The State-controlled Nchanga Consolidated Copper Mines company (NCCM) said Zambian technicians and graduates disrupted operations at its Rokana division near Kitwe.

They walked out of a meeting with Labour Minister Mr Basil Kabwe who was discussing their grievances.

The official Zambian news agency Zana said 400 skilled workers also struck over the same issue at the Lusakha division of the other State-controlled copper company Roan Consolidated Mines (RC). They returned to work later.

Rokana provides NCCM with all its smelting and refining facilities.

A strike over food supplies by workers at another NCCM mine this month cost the company $2,45-million, it said yesterday. -- Sapa-Bristol.

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Drawing

best classwork in Engineering

awarded to the student with the

Sammy Socks Memorial Prize

---

J H Rene

Civil Engineering

student in Land Surveying or

examinations to the best make

awarded on results of final

Professor George Moniz's Prize

---

B F McLeod

J H Rene

D P Weeks

T J Cunningham

P M Salmon

Fourth Year (Gold Medal)

Miss N Davidson

Third Year (Silver Medal)

Miss G Littleworth

Second Year (Bronze Medal)

of the 2nd, 3rd and Final Years.

for the best student in each

FACULTY OF ENGINEERING
In the community, there are multiple ways to support and engage with the community. The community is supportive of the development and growth of individuals and businesses. The community is also active in supporting educational initiatives and providing resources for those in need. The community is diverse and inclusive, fostering a sense of belonging and support for all members. There are many opportunities for civic engagement and volunteer work. The community is proactive in addressing social and environmental issues. The community is also known for its strong sense of history and culture, preserving and celebrating its heritage through various events and traditions.
Zambia talks on strikes

LUSAKA—The Zambian Prime Minister, Mr. Kaunda, met Zambian labour leaders in Lusaka yesterday to discuss unofficial strikes which have seriously disrupted the country’s vital copper mining industry.

The Zambia News Agency said the talks apparently underscored the government’s concern over the failure of the labour chiefs to persuade the miners to return to work.

The leader of the Mineworkers’ Union of Zambia, Mr. David Mwila, and other labour officials have been urging their members to go back to work since last Friday. — Sapa-Reuter.

S A Read

for the best final year student.
General J B M Heritage Prize

D H Price Lewis

for professional practice.
Surveying in the subject
Architectural or Quantity
For the best student of
David Haddon Prize

Miss C Tregold

In this year.
For the best woman student
Molly Cahill Memorial Prize

P A Rapp
d

For a report written
For a student who has
Helen Gardner Travel Prize

P D Duncalf

Sixth Year

For the best student in:

Fine Art & Architecture

For the best student in:

Architecture, Fine Art

Fine Art & Architecture
Bid to resolve Zambian strikes

LUSAKA. — The Zambian Prime Minister, Mr. Nkomo, met leaders of the country’s labour movement yesterday as wildcat strikes continued to disrupt most of Zambia’s vital copper industry.

Among those present were Mr. Frederick Chiluba, chairman of the Zambia Congress of Trade Unions, and Mr. David Mwila, chairman of the Mineworkers’ Union of Zambia.

Skilled Zambian personnel began the strike last Friday after asking to be told immedi-

ately whether their demand for pay parity with foreign staff doing the same work had been met.

The Labour Minister, Mr. Kafula Kabwe, returned to Lusaka over the weekend after cutting short a nine-day tour of the northern copperbelt province and said he would consult higher authorities about the strikes.

Asked whether the Government still believed the strikes were politically motivated, he said: “You will be told when consultations are over.”

Zambian leaders have, on a number of occasions, accused Mr. Chiluba of harboring political ambitions. He has consistently denied anything but a desire to see Zambian workers benefit from union efforts.

A spokesman for Roan Consolidated Mines said that copper and cobalt production was still at a halt at all RCM divisions.

At Nchanga Consolidated Copper Mines, the largest of the two State-controlled copper companies, a spokesman said the firm was still checking to determine yesterday’s turnout.

The company’s centralised smelting and refinery operations at its Rokana division, as well as a number of mining divisions, had been shut over the weekend.

The result of the strikers’ pay parity demand was expected to be included in a job evaluation survey, whose results they wanted to know last Friday. — Sapa-Reuters.
Zambian strikes called off

LUSAKA. — Zambia's strike-ridden Copperbelt started returning to normal yesterday as miners began returning to work.

The miners, who downed tools five days ago to press demands for equal pay for equal work with their expatriate counterparts, responded to appeals from leaders to return to work.

The situation at the Konkola division of Nchanga Consolidated Copper Mines, where a seven-day strike over mealie meal halved copper production last week, was reported normal, as were operations at the Mufulira division of Zambian Consolidated Mines, which also returned to normal, following a two-day strike. — Sapa.

subject of building construction.

for the second best student in the

C W von Buing

subject of building construction.

for the best student in the

S A Brick Association Prizes

III : NO award

II : A R Law Keen

I : NG Sessions

fifth, fourth, third, and first, respectively,

for the best student in each of the courses of building economics.

LA Prizes

P R Swift

professional practice.

for the student obtaining the highest marks in the Subject's Prize

Supervisors' Prize

Cape Chapter of Quantity Surveyors

for the best student in the Western Province in any year of study.

Bell-John Prize

(continued)
Zambian children fight police

LUSAKA — Paramilitary police fought street battles with hundreds of children of striking miners near the Zambian copperbelt city of Kitwe, police said today.

Some of the children were only nine years old, Kitwe’s district police chief Mr Alfred Mulopa said.

Police were called yesterday to the township of Mbanda, about 300 km north of Lusaka, after the children set up barricades and began stoning vehicles.

Police eventually gained control after using teargas and baton-charging the rioters.

Several hundred children were involved in the disturbances, which lasted for about three hours, Mr Mulopa said. No injuries were reported.

The copperbelt, the heart of Zambia’s economy, has been the centre of a week-long strike by skilled Zambian miners seeking equal pay with foreign staff doing similar work. The strike paralysed Zambia’s copper and cobalt industry.

Police also used teargas yesterday to disperse more than 600 striking miners at the Nchanga Consolidated Copper Mines, Kitwe plant near Kitwe.

The men had gathered at the State-controlled plant demanding a meeting with national leaders.

NCCM have said the strike is almost over.

See page 15: Zambian Minister mobbed.

---

K M Stuckland

Enginnering Student

Improved First Year Chemcoast Medal

L Ruck

Fourth Year (Gold Medal)

C E Swift

Third Year (Silver Medal)

A H Dobroszek

Second Year (Bronze Medal)

The following years:

For the best student in each of the following years:

MAISON CHEMIST RESEARCH AWARD

STICKLAND K M

ENG/ENGINEERING STUDENT

IMPROVED FIRST YEAR CHEMCOAST MEDAL

MALAWI CHEMICAL ENGINNERING

(continued)
Zambian Minister mobilized as tension rises
LUSAKA — Zambia's two state-controlled mining companies yesterday reported the virtual end of a strike which almost paralysed the industry.

Skilled Zambian miners walked out last Friday to demand the same pay as foreign workers doing similar jobs.

A FE C 1 Prize

Chemical

L. Menga
di

Brewing

Best coursework in Engineering

Awarded to the student with the
Sammy Zocks Memorial Prize

J H Rees

C.I.T.I. Engineering

Student in Land Surveying or
Examination to the best made
Awarded on results of Final
Professor George Mwansa Prize

B. F. McEwan
J H Rees
D P Weekes
J L Cunningham
P M Sotumon

Fourth Year (Gold Medal)

Miss C. Davidson

Third Year (Silver Medal)

Miss G. Littlewood

Second Year (Bronze Medal)

of the 2nd, 3rd and Final Years.

For the best student in each

Faculty of Engineering
Strikes: Kenya's public sector unions announce four-day strike

Strikes: Kenya's public sector unions announce four-day strike
Held Zambian unionists bent ‘on a coup’

LUSAKA. — President Kenneth Kaunda said yesterday that four senior trade union leaders and a businessman had been detained for inciting illegal strikes with the eventual aim of toppling the government.

The ruling United National Independence Party and the government had decided to detain the five to maintain industrial peace and security in the country, he added.

Dr Kaunda named the five as Mr Frederick Chiluba, chairman of the Zambia Congress of Trade Unions; Mr Newstead Zimba, ZCTU secretary-general; Mr Chitala Sampa, ZCTU deputy general secretary; Mr Timothy Wambo, the vice-chairman of the Mineworkers Union of Zambia and Mr Chama Chikombotse, a businessman in the northern Copperbelt city of Ndola.

The detentions follow the second major strike in Zambia’s vital copper and cobalt industry in six months and a series of labour disputes in the state-run Zambia Railways Company.

Previously there had not been any large disruptions in the mines since Zambia independence in 1964.

Dr Kaunda said the labour leaders had met other people to instigate illegal strikes in the country in both the mining industry and on the railways.

“Dr KENNETH KAUNDA ‘only action’

“We know that their ultimate wish is to take over the leadership of the Zambian Government. That is why they have refused to persuade workers to go back to work,” he added.

Dr Kaunda said that there had been 86 illegal strikes in Zambia this year involving more than 46,000 workers and resulting in more than 200,000 lost working days.

“The impact of these illegal works stoppages on the economy has been disastrous,” he said.

“I have taken this action because it was the only action which was left to the party and its government to maintain industrial peace and preserve security in the country,” he added. — Sapa-Reuters.
In all Industrial Council Medical Schemes, management committees are formed. There is equal representation and participation of registered trade unions and employers' associations on these. African worker representatives cannot participate in the decision-making process of the committees. It would be possible to bring in these representatives at a sub-committee level. However, it is doubtful whether this is frequently done. (8)

The medical schemes established under industrial council jurisdiction as already mentioned are exempt from complying with the Medical Schemes Act. They fall under the Industrial Conciliation Act. The only obligation they have to the medical schemes fund is to furnish information annually in respect of their finances and expenditure.

The medical schemes are required to be an improvement on the basic health provisions laid down in the Factories Act and Shops and Offices Act. There is often ambiguity as regards this, however. For example, in a recent memorandum recommending the establishment of a sick benefit scheme in the iron and steel industry, the workers complained that the new agreement gave a longer period of leave than the main agreement for the industry, but didn't include a comparison with the Unemployment Insurance fund which also extends sick pay. It is thus not always clear to the health provisions have, in fact, improved. 69% of Whites, Coloured and Indian workers who fall under industrial council jurisdiction are covered by a medical scheme. Only 8% of Africans to whom these agreements are extended are covered. (9) (See Table 3)

| TABLE 3 |
|------------------|---|---|---|---|
|                  | Whites | Col. | Asians | Africans | Total |
| No. of workers covered by all I.C.'s (1971) | 218 686 | 192 915 | 61 486 | 537 475 | 1 010 662 |
| No. of workers with medical aid coverage in terms of I.C. agreements (16 I.C.'s) | 145 865 | 40 593 | 7 017 | 549 | 194 024 |

No. of workers who could have been covered if those I.C.'s who have medical benefit had extended scheme to all workers in those industries.

|                  | 10 792 | 77 701 | 33 305 | 47 885 | 167 683 |

No. of workers covered by I.C.'s who have no medical scheme.

|                  | 62 152 | 76 006 | 25 342 | 496 458 | 651 998 |

% of workers covered by I.C.'s which operate medical aid

|                  | 81% | 43% | 66% | Negligible |

% of workers covered by I.C.'s which operate a medical benefit.

|                  | 99% | 96% | 99% | 84% |
The Committee of the Western Cape Chapter of Quantity Surveyors has organized a competition for the best student in the third, fourth, and fifth year of the course. The following students have been awarded:

- **Hall John Prize**: Mark Smith
- **Surveyors' Prize**: Emily Johnson
- **D G Sessions Prize**: Alex Brown
- **Low Keen Award**: Sarah Davis
- **Association Prizes**:
  - Best student in the first year of Building Economics: Tom Williams
  - Second best student in the second year of Building Construction: David Green
  - Student who has shown the most promise at the end of the course: Lily White

The committee hopes to see continued success and excellence in the field of quantity surveying.
Zambia is stalked by a 'ghost'

By Brendan Nicholson of Argus Africa News Service

The restless ghost of Simon Kapewwe, for 10 years an unrelenting opponent of President Kenneth Kaunda, is stalking Zambia's volatile Copperbelt.

The former leader of the banned United Progressive Party (UPP), who died last year, left a name synonymous with dogged opposition to the present Zambian establishment.

That is the sort of opposition that observers here believe may be behind the epidemic of wildcat strikes that has hit the Copperbelt this year.

**Strikes**

They believe the latest strikes, which were followed by the detention of four top labour leaders, were in effect the opening shots of Zambia's 1983 election campaign.

Lusaka sources say the powerful trade unions, politically to the right of the Government, appear bent on a change in Zambian leadership.

They predict nagging unrest until the elections with the main threat provided by the miners who have a firm grip on Zambia's main foreign exchange lifeline, copper production.

Several months ago President Kaunda publicly declared that labour leaders were setting up a new opposition to Zambia's only legal political force, the ruling United National Independence Party, under cover of the Mineworkers' Union of Zambia.

Announcing the latest arrests in a nationwide radio broadcast at dawn on July 27 the President accused them of plotting to overthrow his Government.

One of the detained unionists, Zambia Congress of Trade Unions chairman, Mr Frederick Chiluba, has frequently been named as a likely Kapewwe successor, both politically and as a rallying point for the group of 18 disparate Bomba-speaking tribes that statistics say make up 34.9 percent of the Zambian population.

It is unlikely that Mr Chiluba has sufficient following in the Lusaka area to effectively oppose the President on a national basis but the present one-sided confrontation with the Government may sort that problem out for him, simply by placing him in the public limelight.

The Lusaka sources suggest that Dr Kaunda may have accurately assessed the growing threat to him and may have staked everything on a bid to crush the seed before it germinated.

Another factor is the group of talented, young technocrats which has evolved, politically homeless, in one-party Zambia.

**Insult**

To add insult to injury the Minister of Labour and Social Services, Mr Basil Kabwila, was mobbed by miners he was trying to address on July 27. They topped it all off by wrecking his car.

What remains to be seen now is just how ready the miners are for confrontation.

They may well find themselves joined by workers in other sectors. If that sort of activity spreads, say observers, the strike could quickly become nationwide with disastrous results for Zambia's shaky economy.
Zambian mines warn workers

LUSAKA.- Zambia's two State-controlled mining companies, have called for improved discipline and productivity from their workers after the Government's detention of four union officials over mine strikes.

In lengthy advertisements in both Zambia's national daily newspapers, Nchanga Consolidated Copper Mines and Roan Consolidated Mines said the industry could not remain viable without higher productivity and better communications between management, unions and workers.

The advertisements were apparently timed to coincide with a meeting of the Zambia Congress of Trade Unions in the northern Copperbelt city of Ndola to discuss the detentions.

The four men are alleged to have instigated recent strikes in the mining industry, including one by skilled Zambian demanding equal pay with expatriate staff.

At this point the user may reply:

EXAMINE, PRINT, DROP, OR HOLD.

<STIFIED> is also present. PRESSLINE will ask the question:

What's the purpose of <STIFIED> used? The purpose of <STIFIED> is assumed. If no purpose are.

Further examination:

Together cause the title to be gown for printing. The <HOLD> will be printed. The <HOLD> is given. It will be needed to.

Print the title on the printer. The title is printed:

- Hold the title for further use. This may cause exit

Deleting the title:

Deleted. It is not, only the sentence is dropped.

- Drop the title, it is created by G2MAN, it is
The end-of-file image used to terminate the action of a processor or to separate groups of data read into a program. If it is used in control mode the following message is printed.

4.7. ©OP

The ©OP command cannot be used to terminate the action of ©DATA or ©RT, therefore ©EN must be used instead.

4.8. ©ERS

©ERS follows ©RT, ©PA or ©PC.

4.18. ©ERS

Files without deleting them from the file directory.

4.19. ©PAC

This command deciphers the octal code of a PAC received or PAC warning message. It is used as follows:

©PAC NNNNNNNNN

where NNNNNNNNN is the code to be deciphered. Trailing zeroes may be omitted. The following are equivalent:

©PAC 40001 ©PAC 400010000

4.20. ©FIN

Terminate a run. The image is printed. This image cannot be ignored. If ©RT, ©PA or ©PC is immediately scheduled for the current task, the code is restored to the current tape and a run is not terminated. A run is terminated by a run that runs a run. A run is required as part of a canned runstream. It can be used in ©CRS or ©CT. The runstream ends when ©FIN is issued.
2.2. DEMAND JOBS, COREQUE AND SOLICIT MISTakes

Demand jobs are run from a terminal, receiving immediate attention from ENMC as the control statement is processed. If errors are found in the line, the program will be reprocessed at once.

There are several types of input mode in which the output is prepared. In column 2 the job is entered, in column 3 the job is ready to receive the next line, and in column 4 the job is processed.

To enter a new line check the control statement.

Another possible input mode is coreque (CQUQ) mode. This means that if one or more lines are entered before the current line has been processed, the new lines will be processed before the current line in the subsequent read request.

* WAIT - LAST INPUT IGNORED *
"These people are well-formed, well-looking men in their appearance; the ears and noses are well formed, they are stout, some of them above six feet high, and others are less than six feet; they are dusky, and their language is one of the best on earth. The principal tribe is the C. Brown, and their language is one of the best in the world. The principal Missionary is Mr. A. Brown, who knows the Kafir language and can speak it as Kafir man: Scotch Missionary.

The English are a part of it, which we call the Orange River; the east by the British Kaffraria, west by the South Sea, and the north by the At Town, who is another. In the summer the light, Sometimes cattle, in the spring an ugly 1

There was a war which fough nations, but they didn't oblige to it, did not great gend he thought English and that was done in fighting; but they saw that he was a brave and clever man. I consider him that he was as brave as Napoleon or Duke Wellington. The government was left to him by his father, but he gave his brother".

Machel frees 're-educated' police

Maqoma was the Xhosa regent until Sandile came of age. The editor added a note to this essay explaining the Maqoma was "now a State prisoner on Robben Island, with other convict chiefs". What her readers probably did not know was that two of his children were then at Zonnebloem, across the bay, while two grandsons were in England.

A second composition on the same subject is by a much younger Miss Mackenzie's only comment is that "his pride in his count is beautiful".
Kaunda Government at loggerheads with unions as strikes hit Zambia

By Ronald Howard in Lusaka

A SERIES of strikes in Zambia, some in its vital copper mines, highlights a growing conflict between the country's Right-leaning trade unions and its socialist Government.

The copper and cobalt industry is in the throes of its second major strike in six months. Both are on a scale unseen since independence in 1964.

The nation's school teachers have recently staged a series of walkouts over housing, mainly in the northern Copperbelt province. Some building workers went on strike for several days last week in Lusaka over delays in their new collective agreement.

State-run Zambia railways has been disrupted several times in the past year and in the cities and towns local council workers are becoming increasingly restive as the deadline for their new agreement nears.

In the past year Zambian leaders, including President Kenneth Kaunda, have asked in public whether the trade union leadership has political ambitions and whether it is being manipulated from outside the country.

Specifically singled out on a number of occasions has been Mr Frederick Chiwha, chairman of the 370,000-strong Zambia Congress of Trade Unions.

He has a popular following among Bemba, Zambia's largest ethnic group, and the source of much labour in the copper mines.

Some political analysts say Mr Chiwha wants to assume the mantle of the late opposition politician Mr Simon Kapwepwe, who split from the ruling United National Independence Party after serving as Dr Kaunda's vice-president in the late 1980s.

Opposition parties were banned in 1972 and Mr Kapwepwe, who died early last year, rejoined Unip to contest the presidential election in 1978.

He was disqualified before the poll on a constitutional technicality and Dr Kaunda stood as the sole candidate.

Mr Chiwha has denied any political aspirations, saying he and the ZCTU are working solely for the good of Zambian trade unions.

Other political analysts note that Mr Chiwha does not have royal Bemba blood and might not be guaranteed full backing from tribal elders in a major political contest.

They add that, as one of 17 union leaders expelled from Unip last January, he would run the risk of disqualification should he wish to seek any political office, including the presidency, in the next general elections due in 1993.

The Unip constitution requires five years' continuous membership before anyone can seek the presidency. There can also only be one candidate presented to the public under the one-party system.

Mr Chiwha's name also dropped up when the Foreign Ministry ordered the expulsion of two United States diplomats in June for what it termed activities inimical to state security.

At the same time, the Ministry declared unwelcome four other Americans already on the country, three of them diplomats.

It said they had engaged in US Central Intelligence Agency activities in Zambia over the past few years.

Though the labour movement was officially linked with a failed Right-wing coup plot last October, so ZCTU leaders have been detained in connection with it.

Several people, including Mr Chiwha and ZCTU secretary general, Mr Newsbeat, had their passports confiscated for a few months. They have since had them returned.

Friction between Dr Kaunda's socialist Government and the Right-leaning ZCTU has increased since the pressures of the independence war in neighboring Zimbabwe evaporated with the arrival of black majority rule in Salisbury in April 1980.

The latest shutdown of most copperbelt mines on July 17, caused by skilled Zambian workers seeking pay parity with foreign staff, poses the biggest potential threat to Zambia's fragile economy. The country earns more than 95% of its foreign exchange from metal sales.—Sapa-Reuter
miners

Columbia's angry cash with

michael ngeka

michael ngeka
Track trouble

LUSAKA - The troubled Tazara railway authority, which operates the line linking Zambia to the Transian port of Dar es Salaam, is having trouble retaining skilled technical and clerical staff because of poor salaries.

According to the Sunday Times of Zambia, only 16 of the 74 Zambians trained in China to help run the railway are still working for the authority.

The rest have taken higher paid jobs elsewhere.

The line, opened in 1976 to reduce Zambia's dependence on traditional routes to the south, has been plagued with technical and administrative problems since its opening. — The Star's Africa News Service.

Line open

LUSAKA - Rail traffic between Zambia and Zaire has been resumed following the payment of nearly $2-million in arrears by Zaire to Zambia Railways.

Traffic was suspended 10 days ago because of an outstanding debt to Zambia railways. — The Star's Africa News Service.
March 11, 1974

The Copper Curtain

Miners Challenge Kaunda

Zambian miners, who set off a com-
Zambian union boss to be freed

LUSAKA — A High Court judge in Lusaka has ordered the immediate release of Zambian trade union leader Mr. Frederick Chiluba after upholding a habeas corpus application challenging his detention "without" charge three months ago.

Mr. Chiluba (35), chairman of the 17-union Zambia Congress of Trade Unions, has been detained since July 27 together with three other labour leaders for what the state alleged was a conspiracy to incite labour unrest with the "ultimate objective of taking over the country." — Reuters.
ZAMBIA - LABOUR

1982 - 1989
were stolen in Soweto. The rest were stolen all over the country and channelled to Soweto where they were eventually tracked down by the police, he said.

Brigadier Viktor said the cars came in all sizes and shapes. “There are practically all makes of motor cars at the Jabulani Police station where most of them are parked”, he said.

At Jabulani The SOWETAN found hundreds of cars from mini’s to Valiant sedans, bakkies and panel vans. Even two or three big trucks were to be found in a jumbled fleet.

There was an astonishingly long number of expensive comfort codes disguised in.

Brigadier Viktor said cars which were not stripped or destroyed were taken by smart alecs who just wanted a free ride and thereafter abandoned the car.

He said this category of thieves was charged with taking the car without the owner’s permission and get usually a lighter jail sentence. He said the other group were those who strip people’s cars or change ownership through forgers and try to sell it to someone else.

He said these were severely punished by the law. However, he said, there was no particular jail sentence stipulated by law.

Kaunda fires opposition union leader

LUSAKA — A prominent Zambian opposition union leader was sacked from his parliamentary seat yesterday, shortly after President Kenneth Kaunda reshuffled his cabinet by firing two ministers of state.

In addition, four district governors lost their jobs in moves by Mr Kaunda to strengthen his ruling United National Independence Party (UNIP) and government administration.

General Secretary of the Zambia Congress of Trade Unions (ZCTU) Newshead Zimba lost his parliamentary seat because, according to the UNIP constitution, only party members can be MPs. Mr Zimba was expelled from the party a year ago along with several other trade union leaders, including Frederick Chihuba, chairman general of the ZCTU.

The two ministers who lost their jobs are Nephas Tembo (Lands and Natural Resources) and John Chafo (Labour and Social Services). They were dropped from their posts for anti-party activities and inefficiency, respectively.

The four sacked district governors are Tiona Chimundu (Sioma), Philemon Chipenga (Kawambwa), Davis Shangala (National Guidance) and Morgan Simwinyi (Kafue). When Mr Kaunda announced his reshuffle on Sunday he said that the four had been sent to Bulgaria for a special economic course but they returned to Zambia without the consent of UNIP.

DISCIPLINE

President Kaunda also suspended Minister of State for Legal Affairs and Solicitor General Ludwig Sondashi for three months for “indiscipline.” His return to his post will depend on his behaviour during this period, the President said. — AFP.
406 workers get the sack

LUSAKA. — Zambia's state-owned electricity company yesterday sacked about 400 workers for refusing to end a pay strike, a company spokesman said.

The administrative manager of the Zambia Electricity Supply Corporation said the men were based at the company's Lusaka workshop, which would be reinforced by workers from other areas.

The dismissed men stopped work three days ago in protest against arrears in annual increment payments.

— Sapa-Reader.
Workers get their jobs back

Mail Correspondent

LUSAKA. - The Zambian government has ordered the reinstatement of 256 workers declared redundant by Contract Haulage - a government-owned transport company, last week.

The Minister of Labour and Social Services, Mr Basil Kabwe, also admitted that his ministry was to blame for the redundancies because it had wrongly advised the management of Contract Haulage to sack some of the workers.

It was originally estimated that the laying-off would involve 450 workers throughout the company's depots in the country. The figure was later reduced to 256.
Unions plan national wage claim

LUSAKA. — Zambia's labour unions plan to submit a national wage claim to the government to offset the effects of a large rise in the price of staple maize meal and of other cost-of-living increases, the Zambian Press reported yesterday.

The Government-owned Zambia Daily Mail quoted the general secretary of the Zambia Congress of Trade Unions (ZCTU), Mr. Newstead Zimba, as saying the earnings of Zambian workers were being eroded.

Mr. Zimba, one of four Zambian union leaders detained for more than three months without trial last year for alleged political agitation, was speaking yesterday after the price of maize meal, was raised by about 25% to meet increased production costs. — Sapu-Reporter.
Kaunda faces fights with his workers

THE worst conflict since independence between the Zambian Government and the country’s labour movement, could seriously affect the presidential and general elections later this year.

This follows an ultimatum given to the government by the powerful Zambia Congress of Trade Unions (ZCTU), calling on the government to scrap a 5% wage ceiling or it would call for general industrial unrest.

The ceiling was imposed by the government as part of a condition stipulated by the International Monetary Fund, which has recently granted Zambia a loan of $1.6 billion. The condition has clearly put the Zambian Government in a dilemma.

The 5% ceiling has been vehemently rejected by the ZCTU. Since its introduction earlier this year, members of the unions have persistently said it was irrelevant to the current economic position of Zambia, where inflation has spiralled.

Zambia’s trade unions have insisted they have a right and say in the running of state matters, and have added that this is enshrined in both party and republican constitutions.

The assertion has led critics to accuse the powerful and influential chairman-general of the ZCTU, Frederick Chiluba, of not being a true trade unionist, but a politician, using the labour movement to further his political aspirations.

On March 27, during the ZCTU extraordinary general council held on the Copperbelt, the unions gave the government a 30-day ultimatum to rescind the five percent wage ceiling, failing which they would call for a general labor dispute.

The ZCTU’s general secretary has explained that before acting on the expiry of the ultimatum the unions will demand a meeting with President Kaunda.

A senior official of Zambia’s ruling United National Independence Party has indicated that the party would study the ultimatum but added that 1983 was a “delicate year” - obviously referring to the presidential elections.

The party (Unip) would certainly not like a clash with the masses at this crucial time, the party-owned Times of Zambia has hinted.

The Ministry of Labour for not meeting the labour movement earlier on the rejected wage ceiling, "instead of courting confrontation.

The paper warned: "Zambia still has fresh memories of the crippling miner’s strike on the Copperbelt in 1961 in which the country lost K22 million.”

From LEE MUSONDA in Lusaka

The paper is right. It knows how powerful the ZCTU is and the relations between Unip and the unions have never been rosy, specially since 1981 when President Kaunda detained four top leaders of the ZCTU.

The four later won their freedom through the courts.

Mr Chiluba has said of the wage ceiling: "We do not know how the government arrived at this figure. In fact, it is a figure we have no respect for.” And he has urged unions and management to ignore the ceiling and instead negotiate for “reasonable wage increases”.

When he opened the ZCTU extraordinary general conference on March 17, Mr Chiluba did not hide what was in store when he said: "Relations between the labour movement and the government are headed for troubled waters.

"The patience of the labour movement is running out. We have held out the olive branch for too long. The party and the government must take the consequences arising out of this.”

The reason for the labour movement rejection of the ceiling has been the government’s lifting of controls on prices of most essential commodities.

Their prices have rocketed, leaving the worker living on a hand-to-mouth basis because almost all the basic needs are beyond his reach.

Even Members of Parliament have backed the labour movement’s stand on a wage ceiling. One of them is suspended former leader of Labour, Mr Joshua Lumbia, who told Parliament recently that a ceiling was "recessive”.

Instead, he said, "the government must decontrol the wage ceiling to allow room for trade unions to bargain.”

But it has also been pointed out that increases in prices of commodities should be brought in line with the country’s productivity in order to produce more and in the end create job opportunities.

Charging of "economic prices", reputedly an IMF condition, has in the past boosted production of a diverse amount of agricultural produce. In the last few years, the emphasis has been on the staple crop of maize which has been imported at a great cost (even politically) from Zimbabwe (then Rhodesia) and South Africa.

Zambians have queried the logic behind the government importing maize at K10 and more a hectar while a local farmer is paid about K12.

Now the producer price is now round K25 a bag and both large and small-scale farmers are happy. It is now only the drought and the scarcity of spare parts and inputs preventing farmers from producing the optimum.

There is, however, a school of thought which says higher prices will not do much more than merely line the pockets of the already rich industrialists or middle-men.

Since President Kaunda declared about 10 years ago, that he would nationalize all firms that showed signs of growth - that is with an annual turnover of more than K50 million, many companies have tried to show negative growth, though they may have been making good money.

Charging of economic prices by state-owned shops and the private sector is intended to reduce the imports, but it has hit hard the low-wage earners to whom it has meant increases of more than 25%. They are now demanding a proportional increase in wages, more than the 5% IMF condition.

International financiers and donor countries will meet in the middle of this month in Paris to try to reschedule some of Zambia’s loans. This will help Zambia financially because it is expected it will lead to the country getting more foreign exchange.

The only fear is that short-term money lenders will do anything rash to upset the apple cart.
By LES NISONDA

Miners CTD copper with Kambalda faces show-down

Kambalda faces show-down with Kambalda faces show-down...
Labour crisis in Zambia

Lusaka. — President Kenneth Kaunda yesterday concedes that "most Zambian workers are earning starvation wages" but quickly promised to readjust them as soon as the economic situation improved.

Speaking after watching a combined display by the army, air force and para-military police to mark his 50th birthday today, President Kaunda added that the bad economic situation could only be overcome through hard work.

The President said this on the eve of an ultimatum given by the labour movement for the government to scrap the 5% wage ceiling or it would call for a general strike.

The ZCTU general council held an emergency meeting this week on the Copperbelt to discuss the President's answer but the result of the meeting will only be known today after the expiry of the ultimatum.

Meanwhile, commending the Zambian armed forces for their continued loyalty and impressive performances during the liberation struggles in Southern Africa, President Kaunda said: "Our defence and security forces have been the pride of Zambia and all independent African states."
**Labour unrest looms in Zambia**

**Mail Correspondent**

LUSAKA — Labour problems are still simmering in Zambia, despite the government's attempt to smooth over the situation by doubling the 5% wage ceiling to 10%.

The Zambia Congress of Trade Unions (ZCTU) has rebuffed President Kaunda over his offer of 10%, thereby possibly fueling unrest, especially in the mining sector.

The powerful Mineworkers' Union of Zambia (Mun) has also rejected the 10% offer and has demanded immediate talks with Zambia Consolidated Copper Mines (ZCCM) over the issue.

No date for talks between the union and ZCCM has yet been fixed.

After the ZCTU initially rejected the 5% wage ceiling, the government persuaded the International Monetary Fund to increase it to 10%.

The 5% was a condition for giving Zambia the stand-by credit facility "without which Zambia could have collapsed," according to President Kaunda.

ZCTU acting general secretary Mr Chitala Sampa said yesterday: "The situation is tense and any discussion on the issue would be careless talk."

ZCTU's rejection of the 10% could lead to a major head-on collision between the government and workers.

On Tuesday, the governor of the Bank of Zambia, Mr Bitwell Kuwani, warned that trade unions should not negotiate above the 10% wage ceiling.

President Kaunda set off yesterday morning for a one-day visit to Luanda, Angola, where he will hold talks with Angolan President Eduardo dos Santos.

A State House spokesman said the two leaders were expected to discuss the South West Africa independence impasse and the lifting of Cuban troops in Angola to the issue.

They may also discuss the forthcoming Organisation of African Unity conference which convenes in Addis Ababa, Ethiopia, on June 6.
Trade unions put Kaunda on the spot

LUSAKA—President Kenneth Kaunda of Zambia is in a quandary, and the man most responsible is Mr. Frederick Chiluba, leader of the trade-union movement.

The Zambian Government has won approval of the International Monetary Fund for a D10 billion standby facility. It is the key element in an economic recovery programme which includes rescheduling of external debt, and an appeal for increased aid from international donors.

A strict ceiling on wage increases is an integral, if not explicit, part of the agreement with the IMF. However, Mr. Chiluba, who has been a vocal critic of the IMF, has threatened to strike if their housing problems are not resolved. The Union of Financial and Allied Workers—a wildcat strike last year showed that it could disrupt the economy almost overnight by closing the banks—is asking for 25 percent.

A key union, the mine workers, representing the 50,000 men on the Copperbelt, has yet to show its hand. But there are indications of discontent in the mines. ZCTU officials claim affiliated membership of 300,000—which, if correct, is a remarkable 80 percent of wage-earners. Whether this indicates a capacity to control and direct events, however, is another matter.

Union officials, circumscribed in their official statements by the need to keep within the political parameters of a one-party state, say privately rank-and-file discontent is mounting. "We are following the workers, not leading them," one said.

The strategy now is aimed at satisfying what they call "minimum basic needs," including wages and living standards for a family man.

They privately put this at more than K300 (R25) a month, well above the current minimum wage. In the remote event of agreement on such a figure, or even a move to meet it, semi-skilled and skilled workers would demand comparable increases. —Financial Times.
275 workers are laid off

Mail Correspondent

LUSAKA. — A clothing-manufacturing company, on the Zambian Copperbelt — which says it is fighting for scarce foreign exchange to help it buy or import raw materials — has declared 275 workers redundant.

And an angry general secretary of the National Union of Commercial and Industrial Workers, Mr Albert Musinge, said this was the largest number of workers to be laid off in the clothing industry in recent months.

Several firms have closed down and declared employees redundant because of a shortage of foreign exchange.
Unions reject wage limit

Mail Correspondent

LUSAKA. The Zambia Congress of Trade Unions (ZCTU), to which all Zambian trade unions are affiliated, has rejected the 10% wage increase ceiling.

It has demanded instead a free collective bargaining dependent on the capacity of companies to pay.

ZCTU has also demanded an immediate withdrawal of the labour guidelines announced on Friday by the chairman of the Incomes and Prices Commission, Mr. Sketchley Sacha.

Announcing the resolutions, the acting general secretary of ZCTU, Mr. Chitalu Sampa, said: “The council met under very compelling economic constraints and great anxiety among workers arising from confused press statements.”

“Those are some of the resolutions passed after a two-day general council meeting which ended in Kalwe yesterday.

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“The wage ceilings had not brought any desired results and were a contradiction in terms of government commitment to living wages and an increase in the number of workers.”

Asked if ZCTU would resort to industrial unrest if efforts to meet Dr. Kaunda failed and if Mr. Sacha’s guidelines were not withdrawn, ZCTU acting chairman Mr. Robert Sampa said: “It is too early.”

ZCTU’s chairman general Mr. Frederick Chaila and general secretary Mr. Newson Mtshimba were absent from the meeting. Both are in Geneva ‘attending to other labour matters.”
Lonrho boss sent on leave after threatened strike

LUSAKA. — A South African Lonrho executive, Mr. Douglas Viljoen, who on Monday was forced out of his office by about 120 angry workers for alleged racism and negligence of their welfare, has been sent on indefinite forced leave.

Mr. Viljoen, general manager of Motor Holdings, a Lonrho subsidiary in Lusaka, was not available for comment yesterday and was not in his office.

Lonrho's general manager

Mr. Jeff Asheim-Brown held a meeting with the principal labour officer, Mr. H. H. Mbulupelo, on Monday and agreed to send Mr. Viljoen "on leave until the matter is sorted out." Workers threatened to strike if he was not removed.

Yesterdaj morning workers were happy and busy, said a ruling United National Independence Party official: "Workers are all happy as you can see. We are particularly pleased about the turn of events and we hope things will remain so."
Kaunda to meet unions

Mail Correspondent
LUSAKA. — President Kenneth Kaunda is expected to meet the Zambia Congress of Trade Unions, to which all trade unions are affiliated, this week to resolve the protracted 10% wage impasse between the government and unions.

The government imposed a 5% wage ceiling which was rejected by the ZCTU. President Kaunda replied to 10% and the ZCTU also refused this and threatened industrial problems. The unions complained that the cost of living was too high for their members.
Kaunda calls for restraint by labour

Mali Africa Bureau
LUSAKA. — President Kenneth Kaunda yesterday opened a crucial two-day meeting with his labour leaders who have spurned the IMF 10% wage ceiling condition, with a call on restraint and warned that "in days of grave economic problems, it is easy to forget our achievements".

President Kaunda centred his keynote speech on "economic problems facing Zambia".

While deterring his government's achievements, he warned that "the frog will only realise the importance of water in a well when the water in that well dries up".

Dr Kaunda told the labour leaders, drawn from all the 18 affiliates of the Zambia Congress of Trade Unions, that "in spite of Zambia being born with a very rich copper spoon in our mouth at independence, Zambia is a very poor country... and so long as we do not accept this fact, our behaviour will continue to be falsely-based".

On the rejected 10% wage ceiling, he said: "It is important that it is structured in such a way that the lowly paid will get more of any given company and the more highly paid will get less and less until we reach the apex where perhaps nothing should be given."
pay rise warn of dangers.

For President Kaunda and yesterday President Kwanza said yesterday that the government had not yet fully implemented the 10 percent increase in the minimum wage.

Mr. Kaunda said this morning's wage increase was a matter for the President and the government to decide. He said that the government had been informed about the move and would consider it in the coming days.

The government has been under pressure to increase the minimum wage, which has not been increased in five years. The minimum wage is currently $1.50 per day for a 10-hour workday.

Mr. Kaunda said that the government would consider the increase in the minimum wage, but that it would also need to be considered in the context of the overall economic situation.

The minimum wage increase was one of the key demands of the opposition party, the United National Independence Party (UNIP), during the recent general elections.

The government has been accused of not taking the opposition party's demands seriously, and many workers have been protesting for higher wages.

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Unrest looms as unions hold out

Mail Correspondent
LUSAKA. — The Zambia Congress of Trade Unions (ZCTU) has vowed it will not budge over the controversial 10% wage ceiling because “it was not party to the conditions agreed upon by the government and the IMF”, says the general secretary of ZCTU, Mr Newstead Zimba.

The two parties have reached a deadlock over the International Monetary Fund ceiling and the ZCTU has threatened industrial unrest.

As a result, President Kenneth Kaunda held a crucial meeting with labour leaders, but the meeting ended in stalemate. He then appointed a tripartite committee, chaired by the Prime Minister Mr Nkumbula Mambila to explore further ways of solving the impasse, but it has not met since June, and then much to the annoyance of the ZCTU.

“Our answer to any requests for anything lower than 10% has been no. It is still no and will always be no,” Mr Zimba said at the opening of a five-day seminar yesterday.

The ZCTU has persistently complained about what it calls “unproductive jobs”, such as the central committee and other party posts, and wants them scrapped.

Mr Zimba also warned against abuse of power, “or else the old days of conflicts of the 1960s will repeat themselves against industrial peace, which we all need badly.”
Zambia rail strike ends

Mail Africa Bureau
LUSAKA.—The 16 day strike by 250 railwaymen ended yesterday after the government promised the workers to pay them improved salaries, backdated to last year. But the Minister of Power, Transport and Communications, General Kingsley Chinski, who promised the workers new salaries scales, condemned the strike, which the workers had termed as "a strike against starvation."
Union cautions govt on郡

LUSAKA. — The chairman of the powerful Mine Workers Union of Zambia (Mwu), Mr Timothy Walamba has urged the government to abandon its protective policies and place more emphasis on those that have maximum benefit for its citizens.

Yesterday's government-owned Zambia Daily Mail reports that Mr Walamba made these remarks when he addressed the Mwu quarterly supreme council meeting.

He said Zambia was facing a serious shortage of essential commodities because parastatal organisations and private manufacturing companies failed to satisfy demand.

He suggested that to solve these problems the government should review its policies on imports and buy from cheaper sources.

"We are a landlocked country and shall remain so forever. Much as we have to help our brothers and sisters still under racist, registation; this should not be at our own expense," he said.
The Minister of Finance, Mr. Huldum, has issued a statement that the country's economy is in a state of crisis due to high inflation and low productivity. The government has announced a new austerity program that will include cuts in public spending and an increase in taxes. The minister has also revealed that the country's debt is rising at an alarming rate, putting the country at risk of defaulting on its loans. The government has urged citizens to tighten their belts and save where possible.

The statement has caused a stir among the country's workers, who fear that the new austerity measures will lead to job losses and reduced wages. Union leaders have called for a nationwide strike to demand better working conditions and higher wages. The government has responded by dismissing the union leaders' demands as unrealistic and illegal.

In a press conference, the Prime Minister stated that the country's economy is facing a critical juncture and that tough decisions must be made to ensure its long-term sustainability. The government has also announced plans to implement a new tax on luxury goods to help reduce the country's debt.
Strikers lose heart

LUSAKA --- Striking Zambian public service workers drifted back to work under threat of dismissal yesterday after reluctantly accepting a government pay offer.

The strikes had erupted sporadically among street sweepers, sewage workers, teachers and grave-diggers over the past month, following labour accusations that the government had reneged on an agreement to pay a 10% increase backdated from last August.

Union officials representing the workers on Tuesday grudgingly accepted a final offer of between one and 11%, payable from last November.

On the public service, settlements increases will be granted "gradually" from 11% for those earning the minimum K50 a month down to no increase for those earning K400. — Sipja-Reuters.
Zambia defuses row over State wage increases

The Star's Foreign News Service

LUSAKA — Mounting discontent among public service workers in Zambia over the non-payment of wage increases announced last year has been defused after talks between the Government and union leaders. The unions have agreed to accept rises of from one to 11 percent in a move which represents a considerable climbdown.

Unrest over this issue has been simmering for months and was beginning to spill over with a number of strikes involving refuse collectors, grave diggers and manual workers at various institutions around Lusaka.

The unions were demanding implementation of an agreement signed last December which awarded all workers a 10 percent increase backdated to August. What they have now is a far smaller overall percentage increase and only backdated to November.

The Government is not able to pay more. To have stuck to the original deal would have adversely affected the provision of essential services.

The unions have accepted this watered-down version of their pay settlement reluctantly, but there seems to be no way in which a protracted strike could have gained them more.

The country would be bankrupt if the International Monetary Fund had not come in with a rescue package a year ago.

Permanent representatives of the IMF are installed in Lusaka and the Government is to enter into a new agreement with the organisation in a few weeks’ time.

One original condition of the IMF agreement was that wage increases be kept to five percent. After much agitation the Government raised this to 10 percent but many workers never received that amount.

This latest settlement, which covers teachers, civil servants and local-authority workers, is much more in line with the original IMF conditions.
**Zambian pay strike over**

"Mill Africa Bureau"

LUSAKA. - The four national unions whose members, numbering more than 151,000, went on strike to back up demands for a 10% pay increase, yesterday reported a 100% return to work.

The workers decided to return to work after an announcement two days ago by the Agriculture and Social Services Minister, Mr. Frederick Hapunda, of increments for public service workers ranging from 1% to 11% to be paid next month. Mr. Albert Chihale, general secretary of the Zambia National Union of Teachers, said most of the 25,000 members of his union were happy with the increases.

"They are happy to have at least something, because in trade unionism there is always this spirit of give and take," he said.

Spokesmen for the other three unions, the Civil Servants' Union of Zambia, the Zambia United Local Authority Workers' Union and the National Union of Public Service Workers, expressed similar sentiments.

Meanwhile the Zambian Government has appealed to the World Food Programme for more than $200,000 worth of food for the 200,000 people who have been seriously affected by the prolonged drought and are threatened with famine.

The Times of Zambia reported yesterday that the Minister of Agriculture and Water Development, General Kingsley Chinda, had signed a letter of the government's request on Wednesday.

He said the government had asked for $784,170 in maize and $916,100 in beans as relief food for distribution to villagers in the Gwembe Valley, Mwamula, Petauke, Katete, Chadiza, Chipata, Sesheke, Senanga and Nalwaya areas.

In the eastern province, the Permanent Secretary, Mr. Rhodes Sambondo, has confirmed that the government has allocated three boats to help get relief food to villagers in the Chipata and Chama districts.

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**Horwood dodges election challenge**

DR SLABBERT backing for peace moves

**Political Staff**

HOUSE OF ASSEMBLY.

The Leader of the Opposition, Dr. Van Zyl Slabbert, told the Government yesterday its new style of negotiation politics would fail unless it negotiated with accepted leaders in South Africa. Dr. Slabbert also welcomed the peace initiatives in Mozambique and Angola, paying tribute to the Government and promising the FPF would do nothing to damage the efforts.

"The more money and energy invested to handle South Africa's internal problems," he said during the third reading debate on the mini Budget.

Dr. Slabbert said he had found the FPF's new approach to negotiation politics encouraging, but he criticized the National party in its exercise of force into the groups it defined.

The National party's realization that the dilemma in South Africa was to bring about self-determination without dominating led to more meaningful debate, he said.

"At least we now agree on the problem and are not talking past each other."

But, while the Government showed a new willingness to negotiate with others, it would not drop its insistence on group differentiation and forced group membership.

Dr. Slabbert said the FPF did not deny the existence of groups, but believed people had to be free to form their own groups.

"Unless you allow freedom of association on a political basis, there can be no negotiation," he stated.

"You can only negotiate if you know the people with whom you negotiate have credibility and the support of their communities. You must negotiate with acknowledged leaders who you negotiate in a vacuum."

Denying people the freedom to choose their own leaders to negotiate with the Government merely turned the situation to the domination of the Government said it was trying to avoid.

There had to be individual freedom and mobility in the economic field, because it was the individual and the group who worked, who wanted job opportunities and the ability to deal in property.

On the social level, there had to be equality of access to essential services in a democratic society.

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**PPF to press ahead with probe on Ciskei raid**

**Political Staff**

CAPE TOWN. - The FPF will press ahead with plans to send a mission to Mgwali whose people are earmarked for resettlement to the Ciskei despite the return of residents arrested by South African security forces.

But the Ciskeian Department of Foreign Affairs has charged that the visit is intended to stir up "revolutionary change" in the Ciskei.

Responding to the announcement that the FPF will be launching an on-the-spot investigation into last week's Mgwali detentions, the Ciskei Department of Foreign Affairs issued a statement expressing its "utmost surprise at this one-handed action which negates the friendly relations that exist between RSA and Ciskei.

"Mgwali is geographically located in the RSA but is administered by the Ciskei and to Mgwali will not solve the Mgwali problem but will instead aggravate matters and might have very serious unpleasant repercussions.

The FPF spokesmen, including Dr. Harry Oppenheimer in the border areas Dr. Paul Moeroc, rejected the Ciskeian claim of administrative responsibility over the detained residents and said Mgwali did not belong to the Ciskei and is not part of the sovereign state of the Ciskei," he said.

Dr. Moeroc, who will lead the fact-finding mission, said the South African authorities would be responsible for spending South African taxpayers' money returning Ciskeian residents from their homes near Sterottenberg to Frankfurt in the Ciskei.

The South African Government has also instructed its ambassador to the Ciskei, Mr. M. Botha, to raise the Mgwali raid with the Ciskei Government.

The official handbook in Parliament today

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**NRP calls for fringe benefit tax**

**Political Staff**

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The official handbook in Parliament today
'Kaunda only' rule angers unionists

Malawi Bureau
LUSAKA.—The bickering which has kept the labour movement, the ruling party and its government in a delicate relationship, seems certain to recur as the nation puts finishing touches to May Day preparations.

This time the bickering centres on a decision taken by the central committee of Unip, the sole and ruling party, to allow only President Kaunda to address workers on May Day.

Labour leaders, riled by this decision, have reacted angrily and some of them have threatened to boycott the May Day celebrations this year if the party does not rescind its decision.

Adding to the tension is a report published by the party-owned Times of Zambia which quotes a Zambian Congress of Trade Unions leader, Mr. Newstead Zimba, as saying labour leaders will defy the rule.

"All senior labour leaders have already been deployed in various districts in Zambia to deliver a message of workers' rededication to national economic reconstruction," Mr. Zimba told a Press conference in Kitwe on Tuesday afternoon.

Also confirming the latent bitterness that lies in the minds of labour leaders was a decision passed by the Zambian United Local Authority Workers Union (Zalawi) seminar last week. Participants resolved to boycott May Day rallies if labour leaders were barred from addressing them.
Kaunda appeals to unions

LUSAKA — In his first reaction to the threat by the Zambia National Congress of Trade Unions (ZCTU) to boycott the third national economic convention opening on July 23 here, President Kaunda has appealed to the labour movement and other organisations to work together with the party to find solutions to the country's economic problems.

Addressing government, parastatal and trade union officials in Livingstone, President Kaunda said: "Since Zambia is a one-party participatory democracy, all other organisations should come together and participate in the reconstruction of the country."

The ZCTU, through its chairman-general Mr. Frederick Chiluba, warned at the weekend that the labour movement would not attend the national convention if the government did not withdraw the new mealie meal prices which took effect at the beginning of the month.

President Kaunda, speaking in a conciliatory tone, told labour leaders to avoid the tendency to seem more concerned about the problems than the party was.

He warned that if the organisations refused to work with the party on national reconstruction, they would be undermining the interests of not only the sections they represent, but the country as a whole. — DDC.
Zambian wage demand

Mail Correspondent
LUSAKA — The Zambia Congress of Trade Unions (ZCTU) has demanded a 25% general wage increase for workers in the lower income groups following the government’s failure to reduce meat and mealie meal prices.

Releasing resolutions passed at an extra-ordinary general council yesterday, ZCTU general secretary, Mr. Neushold Zimba, directed unions to negotiate with employers for the wage increase, to come into effect from August 1.

He said the ZCTU had exhausted all available avenues on the question of mealie meal prices and had no alternative but to press for a general wage increase.

He warned that workers would resort to any option available to them if the government rejected the demand for a general wage increase, or otherwise reduced prices which were increased last month.

He ruled out the possibility of a general strike but mentioned country wide demonstrations and workers “working to rule” as weapons to achieve their demands.
Zambia railways roll again

LUSAKA — More than 2,000 Zambian railway workers in the country’s southern region have returned to work following appeals by union leaders, a Zambia Railways official said yesterday. The workers, mainly members of the Railway Workers’ Union of Zambia (RWUZ), went on strike four days ago in protest against the sacking of union officials in Kabwe and misunderstandings about overtime payments. The strike nearly paralysed railway operations in the southern region, the official said. — Reuters.
Sackings spark bank strike

Mail Correspondent

LUSAKA.—Government officials and labour leaders have been plunged into frantic negotiations to stop the spread of a strike by workers in financial institutions sparked by a decision taken by the management of the Zambia National Provident Fund (ZNPF) to sack more than 1,400 striking employees.

The ZNPF took the decision yesterday to stop a strike by its workers who were demanding the removal of the organization’s company secretary, Mr. Christopher Mundia.

The workers accused Mr. Mundia of maladministration.

But when the widely-publicized decision took effect, other bank workers represented by the Zambia Union of Financial Institutions — which represents ZNPF workers — decided to strike in sympathy.

Several banks were forced to close yesterday morning, and government officials, labour leaders and senior workers in the institutions started negotiations amid fears that if not checked, the strike could spread to other provinces.

Mr. Samuel Lungu, the acting secretary general of the Zambia Congress of Trade Unions said: “We are certain to be in Lusaka tomorrow and we hope the situation will be resolved.”
Strike shuts down banks in Zambia

LUSAKA - Zambian banks closed yesterday as staff went on strike in support of workers at the country's social security organisation who walked out in protest against the reinstatement of an unpopular senior official.

Every bank in central Lusaka, including the national Central Bank, was closed.

The stoppage could bring Zambia's stuttering economy to a halt, but union officials said talks were held late yesterday to end the strike.

Bank workers and employees of the Zambia National Provident Fund (ZNPF) are members of the Zambia Union of Financial Institutions and Allied Workers.

ZNPF staff have been on strike for several days following the reinstatement of Mr Christopher Menda, who was recently cleared of allegations of maladministration made by staff. —Reuters.
Zambia cracks down

Mail Correspondent
LUSAKA. — In an effort to end a state of strikes which threaten to embarrass Zambia during its triennial anniversary celebrations, the Minister of Labour and Social Services, Mr. Frederick Hapunda, has announced tough measures to deal with strikers.

Mr. Hapunda told journalists on Wednesday night that workers staging wild-cat strikes would lose their pay for the time they were on strike.

He said: "From now onwards, any worker who goes on a wild-cat strike will be disciplined, and to this effect employers should not pay wages to such workers for the days or hours they are on a wild-cat strike."

A teachers' strike, which started last week, continued to spread, threatening to halt the country's educational system.
Union angered by price hikes

LUSAKA — The Zambia Congress of Trade Unions (ZCTU), the mother body of all trade unions in the country, has threatened to abrogate an agreement they made with President Kenneth Kaunda last year.

The union had agreed to sit on boards of directors of parastatal companies under the national conglomerate, Zambia Industrial and Mining Corporation (Zimco).

President Kaunda is the chairman of the Zimco board of directors and both the ZCTU chairman-general, Mr Frederick Chiluba, and ZCTU secretary-general, Mr Newstead Zimba, are its directors.

Mr Chiluba announced the intention of the ZCTU on Monday afternoon when he reacted to a decision by a Zimco parastatal, 1975 Limited, to raise the prices of edible oil, soap and detergents by between 30 and 70 per cent, with effect from last weekend.

This increase is the third in the past three years, raising prices of certain items to almost three times their 1982 level.

For the past three years the ZCTU has voiced its opposition to the increases, charging that they were being imposed to cover losses incurred by weak managements in parastatal bodies which were a burden to the ordinary worker.

Voicing the ZCTU intention to withdraw from parastatal boards of directors, Mr Chiluba complained that workers representatives on the boards were outnumbered and were not effective.

He said the trade unions could only remain on the boards if the government agreed to increase the number of labour representatives.

"We have become a liability rather than assets to the workers." — DDC
Children die in doctors' go-slow

LUSAKA—Eight children died in one ward of a northern Zambian hospital on a single day during an action by junior doctors protesting against low pay and bad working conditions, it was reported yesterday.

The eight deaths at the weekend in Ndola's Arthur Davidson Hospital compared with the normal one or two deaths a day, the Zambia Daily Mail quoted health officials as saying.

'It was terrible to have parents queuing for death certificates,' Dr Kilesa Chipandwe, senior medical superintendent at the hospital, told the newspaper.

Dr Chipandwe said nine junior doctors at the hospital had joined colleagues across the country in the go-slow.

The hospital, with more than 300 beds, had only two senior doctors and depended heavily on the younger physicians.

In Lusaka, the capital, junior doctors at the University Teaching Hospital also took part, and the hospital had to cancel consultations by specialists to spare them for emergency cases.

The precise demands of the junior doctors and their current pay levels were not immediately known.

Zambia is locked in a bitter economic crisis caused by years of falling prices for copper, the nation's main source of foreign revenues.

The Government has imposed strict austerity measures to try to reverse the decline, including limits on salary hikes for public servants. —(Sapa-AP)
Zambian trade unions in clash with Kaunda

The Zambia Congress of Trade Unions (ZCTU) chairman, Mr Frederick Chiluba, said membership of his organisation with 18 affiliated unions has fallen to between 350,000 and 360,000 from 500,000 five years ago, because of recession and widespread redundancies.

He also said friction is mounting between the unions and the government, which is facing severe financial difficulties resulting from a sharp fall in earnings from copper, almost Zambia's only export.

As economic resources continue to dwindle, the government is not as cooperative with and responsive to unions as before, Mr Chiluba said in an interview.

In the latest setback for the unions on May 14, the High Court in the Copperbelt town of Kitwe threw out a petition by the ZCTU challenging the legality of a government ban on automatic deductions from the pay-packets of union members of the two kwacha (1.60) union dues.

The ban, introduced last February after a series of short stoppages for more pay by bank workers and others, has resulted in a sharp fall in income for some unions.

In a further move to curb union power, President Kenneth Kaunda in March banned strikes by all workers in what are officially deemed to be essential industries.

Invoking the Preservation of Public Security Act, President Kaunda outlawed strikes by workers in the health, mining, transport, food and other sectors “declared by the President to be a necessary service.”

The ban appeared to be aimed at forestalling possible unrest as a result of further economic stringency measures which are expected in the next few months as part of the International Monetary Fund's attempts to revive Zambia's feeble economy.

Economists expect these measures to include a further steep devaluation of the national currency, the kwacha, making imported goods even more expensive than they are already.

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Mr Chiluba said the ban on strikes may benefit the government in the short term, but it could do great harm in the long run if the authorities increase the hardships ordinary Zambians are facing.

Prices have rocketed while wages have stumped in real terms over the last decade. In 1980, real earnings fell to 1968 levels. The purchasing power of the kwacha sank to 27 per cent of its 1975 value by mid-1984 for low-income Zambians and to 30 per cent for the better-off, according to official figures.

Signs of poverty are everywhere. Doctors and nutrition workers say malnutrition is once again a major rural phenomenon, now a growing problem in cities too.

Mr Chiluba, ZCTU chairman since 1974, said he has "no romantic views about strike action."

"But the right to strike is enshrined in our laws and when one is robbed of that, one naturally gets worried."

He added: "The Zambian worker is essentially a very peaceful force. He does not want to engage in any unnecessary provocative acts except in self-defense."

The patience and forbearance of Zambian workers has been proved, for the country has suffered from relatively few prolonged strikes in the last four years despite the hard times.

The last major round of strikes occurred in 1961, when Mr Chiluba and three other union officials were held without trial for three months on allegations of inciting unrest with the ultimate aim of taking over the country.

President Kaunda defended the detentions on the grounds that wildcat strikes had a disastrous effect on the economy and endangered law and order.

Mr Chiluba believes he could be detained again.

"I don't want to think so, but one is in an arena where you are misunderstood, you could easily be misunderstood again," he said.

Although Zambia is a one-party state, the government tends to view unions as opposition political parties, he added.

In a recent speech in Ndola, where Mr Chiluba works as a company credit manager, he accused the ruling United National Independence Party (UNIP) of attempting to bring trade unions directly under its control.

"We have noticed a new political trend in our country which is bent on removing all possible criticism in our political framework."

"Thick clouds have formed, threatening to rain very heavily to wipe out all checks and balances provided by the trade union movement."

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**From MICHAEL RANK in Lusaka**

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Zambian miners get pay rises 18/6/85

LUSAKA — Zambian miners have won pay rises of up to 65 Kwacha (about R54) a month following a brief but bitter strike earlier this month, a spokesman for the state mining company said yesterday.

A Zambia Consolidated Copper Mines Ltd (ZCCM) spokesman said the increases would be phased in over two years and backdated from May 1.

The local Mineworkers’ Union of Zambia (Muz) leader, Mr Moses Bwali, told a rally in the copperbelt town of Kitwe on Sunday that membership of a controversial pension scheme which sparked the strike was not obligatory, although the Muz recommended joining.

The week-long strike was staged by miners who said they could not afford to contribute to the pension fund in addition to tax, social security and union membership payments.

Mr Bwali urged more than 4 000 miners sacked for taking part in the strike to appeal for their jobs.

The strike resulted in 4 000 tons of lost copper production, out of an annual output of 550 000 tons.

Mr Bwali also called on the government not to invoke regulations empowering it to ban direct deduction of union membership dues from workers’ pay packets.
Zambian miners win pay rise

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The Zambian Mineworkers' Union of Zambia leader Moses Bwali told a rally in the copperbelt town of Kitwe membership of a controversial pensions scheme which sparked the strike was not obligatory, although the MUZ recommended joining. — (Sapa-Reuters)
Miners killed
LUSAKA: An underground rock fall has killed five miners at the Kanso Copper Mine at Nkana mine. A company spokesman said two miners were killed and seven were injured in a similar incident nearby Masuliana mine. — (Sapa-AP)
Zambian fertiliser firm must fire 450

LUSAKA — Zambia's ailing fertiliser company, Nitrogen Company of Zambia (NCZ), yesterday disclosed plans to fire 450 workers to meet the conditions of a World Bank loan.

Managing director Ronald Fogg told the Zambia Daily Mail that the State-owned firm had no choice but to go ahead with the sackings because the plant at Kafue, 60km south of Lusaka, was working at only 25% capacity.

The World Bank loan, worth about $85m, would be used to bring capacity up to 85% and was conditional on declaring 450 workers redundant by October, he added.

Fogg said he was willing to discuss the plan with trade union officials, but there was no possibility the company would change its mind. "We are going ahead with redundancies because we have no choice," he added.

NCZ is typical of many Zambian companies which are operating at very low capacity. Mass lay-offs could cause serious social problems because unemployment is already high.

Zambian sources said NCZ had about 2,500 workers. NCZ and World Bank officials were not available for comment.— Sapa-Reuters.
Week-long strike over

LUSAKA—The week-long strike on Zambia's Copperbelt has ended and officials of the Zambia Consolidated Copper Mines (ZCCM) are now being appeals from more than 4,000 workers sacked over the action, company spokesman said yesterday.

He said essential staff were carrying out maintenance work at Chambeshi, where the strike started on June 1.

The miners worked on the strike to back demands that a controversial pension scheme be dropped.

—(Sapa-Reuter) 9/16/85
Zambia's hospitals are hit by strikes

LUSAKA—Government hospitals in three main Zambian towns were at a virtual standstill yesterday as hundreds of nurses went on strike demanding higher wages and danger money for looking after AIDS victims, health officials said.

Critically ill patients in hospitals in the Copperbelt towns of Kitwe, Luanshya and Ndola were moved to private hospitals and clinics by relatives and outpatient clinics were closed throughout the day, they said.

Roman Catholic missionary nuns and student nurses helped with emergency cases in some hospitals.

In Kitwe, the country's second-biggest centre in the heart of the copper mining province in central Zambia, psychiatric patients roamed the main State hospital and its grounds unattended, Zambian journalists said.

The number of nurses who went on strike was not immediately known. But health officials and local reporters said State hospitals in the three centres were virtually paralysed.

The nurses and assistants struck in demand for higher wages at a time when the former British colony, independent since 1964, is gripped by unprecedented inflation fuelled by record low prices for copper, 96% of the country's export income.

Rocketing

The nurses joined most of the country's 35,000 Government teachers who went on strike three weeks ago demanding higher pay to compensate for the rocketing living costs, said by the government to be running at 60% but by some analysts at 600%.

Most State schools in Zambia have been closed since the teachers walked out. The Government has promised to meet demands for higher pay and allowances.

Nurses at some hospitals told Zambian reporters they wanted more money not only to meet higher living costs but also to compensate for risks they said were involved in caring for victims of the killer disease AIDS.

The nurses ignored an appeal by Alex Chirwa, general-secretary of their Civil Servants' Union of Zambia, to return to work.

There was no official reaction from the Government to the strike. Nor was any information immediately available on how the hospitals would tend to the dying, the critically ill or casualty patients.

In Lusaka, banks and other financial institutions expressed fears that low-paid workers were planning similar protests.

The strike represented the worst urban unrest since December when tens of thousands of mainly-jobless men, women and children rioted in a dozen cities and towns in protest against a doubling of the Government-fixed price of staple maize meal.

At least 15 civilians were killed in clashes with troops and police, forcing President Kenneth Kaunda to cancel the riots.

The increases were proposed by the International Monetary Fund as a condition for short-term credits to ease Zambia's economic woes. — (Sapa-AFP)
Strike spreads

LUSAKA—A strike by Zambian State nurses spread to most main Government hospitals and clinics in cities and towns outside the capital yesterday.

Some patients at two hospitals in Kitwe and Ndola had reportedly died from lack of attention.

The nurses are demanding more pay and danger money when tending to AIDS victims. — (Sapa-AP)
Nurses strike paralyse Zambian hospitals

LUSAKA — A teachers' strike has spread from Lusaka to the whole of Zambia and a walkout by nurses has virtually paralysed hospitals in the northern Copperbelt, the state-owned Zambia Daily Mail newspaper said yesterday.

The teachers and nurses are both demanding hefty pay rises, including a 50 per cent increase in basic salary.

Their strike action is unofficial and the government has condemned the stoppages, warning that they could lead to violence.

"Everyone feels they should resort to a strike for every dispute and if this continues unabated, people might even begin to take people’s lives over very trivial matters," Secretary-General of the ruling United National Independence Party, Mr Grey Zulu, said.

The strikes have broken out only three months after food riots last December, which left 18 people dead. — Sapa-RNS
Zambian nursing strike takes toll

LUSAKA — At least 40 Zambian children have died through lack of medical care in State hospitals as a result of a strike by government-employed nurses and assistants, the Zambia Daily Mail reported on Saturday.

The government-owned newspaper, in a page 1 editorial on the fourth day of the strike, urged the nurses to "examine their consciences".

"How do they feel seeing people dying as a direct result of their failure to attend to them?" the Mail asked.

The newspaper gave no attribution for its report that at least 40 children had died.

Meanwhile, Roman Catholic missionary nuns, student nurses and other volunteers staffed Zambia's main hospitals and clinics at the weekend to replace the strikers. — Sapa-AP.
LUSAKA — Striking nurses began a patchy return to work yesterday as state doctors confirmed 49 people, mainly children and expectant mothers, had died as a direct result of the strike.

Thousands of teachers, also demanding payment of salary increases, stayed out on strike for the fourth week. In Chipata in the eastern province and Luanshya in the copperbelt province nurses went back to the wards but threatened another walkout unless the government meets a May deadline for the payment of salary increases. Hospitals in other copperbelt centres remained understaffed as nurses and some junior doctors continued their stayaway.

However, bank workers appeared to heed appeals from union officials not to press ahead with a threatened strike yesterday while negotiations continued. A week ago the union declared a dispute with the Zambia Bank Employers' Association over a pay offer which the union considers inadequate. The employers offered an average salary increase of 30 percent in response to union demands for 50 percent.

The Zambia Congress of Trade Unions has expressed its concern over the wave of worker militancy in the country, which is fuelled by inflation some economists say is running at 500 percent a year. — Sapa 11/0
A CARETAKER of a building who called a senior official of a recording company a "kaffir" and then assaulted him, was ordered this week in the Rand Supreme Court to pay the man R2 000.

The court order followed after Moso Hamilton Nzimande, a music director of Gallo Recording Company, took his claim on appeal to the Rand Supreme Court. His claim against Gilbert Daniels and Daniels' employer, the Nukerki Company, failed earlier in the Johannesburg Magistrates' Court.

It was testified that the incident took place in the foyer of the Nukerki Building in Johannesburg where both men were employed. On December 4, 1984, while Nzimande was talking to a cleaner, Daniels came out of an elevator and said that Nzimande was making a noise. He repeatedly referred to him as "kaffir" and also assaulted him by hitting him.

Judge Goldstone said the use of the word was unwar- ranted and unjustified. It was aggravating to have said this to somebody who held a senior position in a large company and in the presence of a cleaner in a building where Nzimande was employed, he said.

Zambian workers end two-day strike

ZAMBIA postal and telecommunications workers ended a two-day strike this week after management offered to pay a daily transport allowance in place of the free transport the workers were demanding.

A statement from the State-owned Posts and Telecommunications Corporation said that after discussions the corporation had agreed to pay the allowance, back dated to November 1.

The statement made no mention of the demand for salary increases.

Postal Workers on the northern copperbelt also went back to work after the new agreement was announced. - Sapa.

Ndlouv was brought to the attention of City Press that Davidson resigned as Uwusa treasurer on Augus 16, 1986.

Ndlou said in a telex note: "He was replaced as treasurer by NS Thabethe. We would appreciate it if you would print the corre- spondence in the same prominent position as the original article."

Ndlou's note concluded: "Uwusa has nothing to do with land sales."
Zambian strike ends

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Zambia angers foreign miners

Argus Africa News Service

LUSAKA. — Foreign workers in Zambia's mines are angry over a decision to end some of their contracts as part of a plan to replace foreigners with Zambians.

Some of the 108 foreigners whose contracts were ended by the Zambian Consolidated Copper Mines (ZCCM) have sued the company for breach of contract.

It is understood that one of them, a Briton who was general manager of a mine, has sued for nearly R250,000.

ZCCM's chief executive, Mr Francis Kaunda, said the company had the right to hire and fire and this could not be questioned.

Last week ZCCM announced the cancellation of 108 contracts with expatriates while the government's Zambianisation committee rejected 30 applications for renewal of work permits.

The chairman of the Zambianisation committee and junior Labour Minister, Mr Richard Banda, said the government intended to take "a critical look" at private companies which were not doing enough to train Zambians to take over from expatriates.

He said mines will start producing an annual report on their Zambianisation programme, which had been agreed by the Mine Workers' Union.
Masa backs Baragwanath doctors’ stand

Own Correspondent

JOHANNESBURG — The Medical Association of SA (Masa) has come out in support of the Baragwanath doctors under fire from the Transvaal Department of Hospital Services for their criticisms of conditions at the hospital.

Southern Transvaal Masa president Dr Sholem Kay said the organization deplored in the strongest terms the victimisation of the doctors, who are being forced to sign a retraction of their allegations if they wish to remain employed at a provincial hospital.

He said a Masa delegation had recently visited Baragwanath, and was able to confirm the doctors’ claims about conditions in the medical wards.

Dr Kay said the letter should be seen as reflecting a feeling of despair on the part of medical staff.

“The need to care for patients being nursed on the floor and under beds would inevitably put doctors under great stress,” he said.

He also noted the letter had been published in the SA Medical Journal, not the public press. Its intention was to gain the medical profession’s support.

Doctors had been upbraided for saying the authorities had done nothing to alleviate the situation, said Dr Kay. While some action had been taken, conditions at Baragwanath had not improved but continued to worsen.

Masa deplored this too, said Dr Kay. He added there was no magical solution. Ultimately, the problem of hospital facilities in Soweto could be solved only through building more hospitals.
Miners jailed

LEHARA - Several state-employed miners were in police cells yesterday after burning down a miners' union office.
Zambian overtime clash is looming

LUSAKA — A confrontation is looming between the 50,000-strong Mineworkers' Union of Zambia (MNU) and government over a recent decision to tax workers' overtime pay which was exempted from tax last year.

Finance and Planning Minister Gibson Chigoga announced in his budget speech on November 17 that miners would no longer enjoy this privilege.

MNU chairman Timothy Walumbwa rejected Chigoga's claim that the overtime pay tax exemption had been abused by miners, who had slackened in their work.

Walumbwa told a news conference the union was challenging the minister to prove his claim.

Chigoga claimed it had been observed that miners had slackened in completing their tasks during the normal working shift, preferring instead to work overtime.

Walumbwa said if the miners had slumped in their output either their employer, Zambia Consolidated Copper Mines, or government should have informed union representatives beforehand. — ANO.
Non-racial team invited to Zambia

WINDHOEK: A team from the non-racial Namibia National Rugby Union (Namru) has been invited to play in an inter-Africa tournament in Zambia in April next year.

Namru, a mainly coloured union which has always been opposed to "normal sport in an abnormal society"—is the rival body to the white-controlled SWA Rugby Union.

The Star's Africa News Service.
ZAMBIA - LABOUR

1991-1992
JOHN Mubanga, 21, is selling watches on the street in Lusaka. He has a secondary school certificate, but can't get a job because employers want skilled workers.

His plight is similar to that of thousands of unemployed or underemployed youth who now make up the largest section of Zambians without formal work.

Mubanga is luckier than most. "I am sure I go home with good cash — better than those who are in the office." Sociologist Frank Mukula says the statistics on youth unemployment are considerably higher than for any other labour force category, and this applies to young people within the age group of 15 and 24.

Data from the 1980 census shows most of the unemployed population, 72 percent, were aged between 12 and 24 — in comparison with 12.2 percent in the 25-39 age group.

One compounding factor is that school leavers lack the necessary skills and experience required in formal employment. This is further worsened by lack of capital and maturity called for to meet the challenges of self-employment in the informal sector.

"Around 100 000 young people pass through the school system every year, but most of them lack the skills and collateral to gain employment," concedes Youth and Sports Minister, Rev Ben Zulu.

To redress this situation, the Department of Youth Development in the Ministry of General Education, Youth and Sport has been setting up youth training centres, business enterprises, research and staff development programmes. — *A/A*
Servants: Luckier after liberation?

The core characteristic of the institution of domestic service is inequality, whether in South Africa today or in post-independence Zambia. Here Jacklyn Cock, author of Maids and Madams, reviews Karen Hansen's book Distant Companions, which looks at the institution of domestic service in post-colonial Zambia.

The institution of domestic service has been said to be the barometer of white privilege—a microcosm of the racial inequality on which the entire apartheid system is based. Will the institution disappear in post-apartheid South Africa, or will it remain and be recast to reflect relations of class-based rather than race-based inequality?

A new study of domestic service in Zambia underlines the importance of the question. In Distant Companions, Karen Hansen shows how since political independence in 1964 domestic servants are not only more numerous (numbering some 100 000 persons) but even more miserable, underpaid and exploited than in the past.

“In terms of the purchasing power of their wages, servants are worse off today than during the colonial era,” she writes. “Other segments of the working class have also been affected by runaway inflation, but the wage gap between servants and these other groups has widened increasingly. “While servants during the colonial period got rations as part of their employment package, few do so today... Although some employers hand out food and used clothing occasionally, such handouts rarely form a regular contribution which the servant can count on in his or her own budget.”

Hansen calculates that a minimum monthly budget, featuring meat or fish twice a week as a complement to nshima, the maize porridge, plus very basic esse-

To PAGE 2
Banks close

LUSAKA - All commercial banks in Zambia, including the Central Bank of Zambia, have closed their doors indefinitely following a strike by the union workers.  The strike was sparked by the dismissal of several union officials.  The strike affected the government-owned insurance corporation ZSIC.
SA, Zim combine in a joint business venture

By Winnie Graham

New links have been forged between a white-run South African company and a go-ahead Zimbabwean business. This was the outcome of a chance remark concerning a short-term preservative with major benefits for the leather-processing business.

The firms, Anikem, a chemical company based in Kempton Park, and Medicos Zimbabwe, signed a marketing agreement on June 19, in terms of which the South African firm will market the revolutionary new product.

According to Kamal Waghmarae of Anikem, the industry for years researched methods to improve the chemical short-term preservative for raw hides.

During the 1980s salt, a major preservative in Zimbabwe's leather industry, was in short supply. Accordingly, research was conducted to develop a suitable chemical preservative.

Douglas Ruhukwa, chairman of Silky Toch International (STI), led this team of researchers and found the solution.

Advantages

STI, trading as Medicos Zimbabwe, commercialised the preservative which has a number of advantages over salt.

Mr Waghmarae added: "The product is environmentally friendly. It can be safely disposed of through approved channels."

He points out that the overloading of effluent systems with salt incurs penalties but the new preservative eliminates this problem.

In addition, even the most advanced chemical preservatives can preserve a hide for only 14 days. Tests have proved the new short-term preservative is effective for at least 39 days.

The concept was greeted with enthusiasm in South Africa, though some technical managers had difficulty accepting that a locally developed technology could be so effective.

During a meeting with Medicos in South Africa, someone mentioned the new preservative. Anikem's interest was immediately aroused by the chance remark.

Satisfied

A secret agreement was signed and Anikem went ahead with tests to evaluate the formulation of the product and its market prospects.

Once it was satisfied with the product's technological standards and sales prospect, it approached Medicos with a view to obtaining the marketing rights south of Zimbabwe.

"At first Medicos was sceptical about the cooperation," he said.

"The danger of a takeover or white/black patronisation was a worry, but Medicos realised that Anikem meant business."

The availability of a superior new product will mean increased revenue for both companies.

Environmentally, there will be a reduction in sodium loading of effluent and, on the production side, increased storage time of raw hides will promote more efficient production runs for tanneries.

"Not least of the benefits is a meaningful cooperation between white and black business which can only bode well for the future of South Africa," Mr Waghmarae said.
Nambibia: Mugabe opts out

The stars Allana

The statesman
Experts will restructure Zambian bank

LUSAKA - Nine international finance experts are to be seconded to the Bank of Zambia in order to streamline it.

The central bank, riddled with financial mismanagement and frauds, is expected to restructure its entire bank process.

A bank spokesman said yesterday that the restructuring exercise was expected to be completed by June.

The IMF, Swedish International Development Agency (Sida), Canadian International Development Agency, British Overseas Development Administra- tion, and the UN Development Programme are to second or fund the experts.

Banking systems and training would begin once staff changes had taken place, the spokesman said.

Bank of Zambia governor Jacques Bussieres said earlier that many unqualified Zambians would be retired early or be deployed in other parastatal sectors.

When President Kenneth Kaunda appointed Bussieres governor in January 1990 he said: "I made mistakes when I thought any one with an economics degree or a qualified accountant could do the job, because they have all failed."

Government commissioned Sida and the Copper Industry Services Bureau in 1989 to evaluate bank operations.

Bussieres has since announced that about 900 workers will be rerenched by the end of June.
Zambia Consolidated to lay off 7,000 miners

LUSAKA — Zambia Consolidated Copper Mines is to lay off about 7,000 miners because it cannot sustain its 60,000 workforce, says Mineworkers' Union of Zambia deputy chairman Charles Mbao.

This week the Zambia Daily Mail quoted Mbao as telling a union meeting at Kitwe that the union was surprised that ZCCM continued large-scale recruitment of local and expatriate staff in almost all areas of mining. ZCCM has approached the union to declare some of its miners redundant.

Mbao said that in recent years ZCCM had intermittently employed more casual labourers to perform operations previously done by union members.

He also accused the company of replacing union miners with employers of private sub-contractors.
Citizen editor appeals

THE Appeal Court yesterday reserved judgment in the appeal by the Citizen editor-in-chief MA "Johnny" Johnson against the rejection of his defamation action against Frontline magazine editor Denis Becket and publisher Sega Press.

Johnson claimed damages of R50 000 because of a reference to the "increasingly depraved Johnny Johnson" in a Frontline article in May 1991. The claim was dismissed by the Witwatersrand Supreme Court.

Zambian wages double

ZAMBIA public servants have clinched a 100% wage rise. The deal was agreed on after protracted negotiations, which led to a four-week strike by civil servants, doctors and municipal workers.

Bus plants for Namibia
LUSAKA. — The Zambian government has uncovered a racket in which 10,000 “ghost” civil servants were being paid millions of kwacha in salaries and wages, including housing allowances, by the state.

The government has launched an intensive investigation to ascertain who the actual beneficiaries are.

This huge wage bill is said to be one of several major factors contributing to Zambia’s current economic malaise.

Deputy Minister of Finance Mr Derrick Chitala confirmed yesterday that the government was trying to find out the category of the “ghost” workers on the payroll.

Mr Chitala was appalled by what he called gross inefficiency and bureaucracy which greatly contributed to the government loss of millions.

“There are at the moment more than 146,000 civil servants. This is too high a figure to activate any meaningful development,” Mr Chitala said.

He said the government was determined to cut down on the wage bill.

“A retrenchment exercise in the civil service is currently underway,” he said.

The International Monetary Fund (IMF) and the World Bank, in collaboration with the government, were scrutinising the budget for the current fiscal year to reduce the high inflation rate in Zambia, now pegged at about 200%.

The budget was expected to be presented by the end of this month. Mr Chitala added. — Sapa
Workers laid off

THE Zambian government will lay off 1,484 civil servants to reduce public expenditure.

In another development, Mazabuka MP Mr. Samuel Miyanda called for reduced taxes because of recent price increases triggered by the maize meal price rise.

Miyanda said people hardly manage to survive.


Strike blocks maize deliveries

LUŠAKA—A strike by railway workers is holding up emergency supplies of maize that are being imported to feed Zambians facing famine because of the drought.

Goods and passengers were stranded at various points in Zambia as the strike entered its second day yesterday.

Zambian Railways has warned that if the strike continues, the maize deliveries will be halted.

Already 30 trucks of maize are reported to be stranded at Thomson Junction in Zimbabwe, where they were when the strike began.

The railway workers are demanding wage increases of more than 200 percent. — Star Africa Service.
LUSAKA - Nine hospital patients, including seven children, died in Zambia's Copperbelt at the weekend following the dismissal of 17 junior doctors.

The doctors were dismissed from the Kitwe Central Hospital after they had protested against the removal of the senior medical superintendent and two other senior officials.

The Zambian government was adamant though that the 17 would not be reinstated because they had violated medical council regulations.

"We have tolerated this for too long - a trend where patients' lives have been put at risk because of individual problems," Deputy Health Minister, Dr Katele Kalumba said in Lusaka.

Meanwhile, junior doctors at the University Teaching Hospital in Lusaka said they would strike on Monday in solidarity with their colleagues in Kitwe.

Medical students at the University of Zambia Ridgeway campus said they would boycott classes. - Sapa
Marchers demand return of doctors

LUSAKA - More than 200 medical students at the University of Zambia in Lusaka staged a protest march yesterday demanding the reinstatement of 17 junior doctors dismissed from a Copperbelt hospital.

The doctors were dismissed from the Kitwe Central Hospital after they had protested against the removal of the senior medical superintendent and two other senior officials.

The Zambian government was adamant though that the 17 would not be reinstated because they had violated medical council regulations.

The government-owned Times of Zambia newspaper reported on Monday that nine patients, including seven children, had died in the Copperbelt hospital on Saturday and Sunday, following the doctors' dismissal.

Student leader Mr Kachinga Sichiza on Monday accused the government of wasting valuable resources by seeking medical treatment in South Africa instead of improving conditions in Zambian medical institutions.

However, the country's vice-president, Mr Levy Mwanawasa, rebuked the students:

"You should be disciplined and learn to solve problems and issue through the right channels," he said.

He gave an assurance that their grievances would be looked into.

The acting director of the University Teaching Hospital, Dr Isah Yikona, said the running of the Lusaka hospital had not been affected by the students' protest.

The students marched about 2km from the UTH to the cabinet office, where they demanded to be addressed by Mwanawasa.

He emerged after 30 minutes only to criticise the students for their "bad behaviour"." - Sapa.
Zambian economy 'now rubble'

LUSAKA — As strikes continue to rock Zambia, President Frederick Chiluba has made an impassioned plea to workers to return to work and give his six-month-old government time to refurbish the economy, which had been reduced "to mere rubble". In a May Day address, Chiluba said workers were demanding wages that neither the government nor any firms had the means to award. The increases asked for bore "no relationship whatever to increased productivity." — Sapa.
Nurses refuse to return to work

LUSAKA - MORE than 1,000 Zambian nurses and paramedical staff at Lusaka's University Teaching Hospital defied a government order to resume work yesterday.

Dozens of nurses gathered in front of the hospital administration block in defiance of a government ultimatum to resume work by midnight on Wednesday or face dismissal.

They have been protesting against a government decision to exclude nurses and clinical officers from being categorised as professionals as happens with other civil servants who obtain professional diplomas.

The ultimatum was issued on Tuesday. Health Minister Dr Boniface Kavindele urged nurses to resume work because he said the Cabinet had agreed to rectify the anomaly.

A hospital spokesman said the protesters had defied the government order to resume work.

"Only a skeleton staff is manning the wards. We don't really know what these people are striking for because they have been assured by their union leaders that their problem was receiving serious attention."

Operations at the hospital had come to a virtual stop, the spokesman said.

"We can't cope with the large volume of work," a doctor at the hospital agreed. "We are overstretched."

Junior doctors have threatened to join the strike if the issue is not resolved soon. - Sapa.
Zambian teachers strike

Thousands of Zambian teachers in several parts of the country went on strike this week, demanding explanations from government on glaring salary disparities between teachers and management officials.

But Zambia National Union of Teachers general secretary Loti Chella on Tuesday appealed to teachers to return to work as the matter had been raised with government. And government personnel secretary Gafften Kairaq acknowledged that the gap between lowest and highest paid in the public service was too great and made a commitment to "rectifying anomalies." — Sapa
Work permits revoked

ZAMBIA's government has revoked the 'self-employment' work permits of 17 SA companies for failing to prove their physical existence.

Immigration Department spokesman Paul Mula confirmed in Lusaka on Saturday that out of 18 companies gazetted by the government, 'Sekete Oil Company, proved its existence.'
IN the heart of Misisi compound, an impoverished squatter settlement in downtown Lusaka where the majority of adults are unemployed and most of the children are uneducated, there is a glowing ray of hope for the future.

In an abandoned lot surrounded by a half-finished wall, a group of about 100 Zambian “street girls” between the ages of eight and 16 are starting a new life.

Traumatic past

They do not live with their parents, have never been to school and spent most of their days babysitting, selling vegetables and even their young bodies to make ends meet.

But now they are involved in a unique, brave, new project called “Tasintha” – which means “we have changed”.

In the open air, with only one Red Cross-donated tent for shelter, the girls sit on bricks and learn to read, write and do basic arithmetic. Nurses give health education classes on Aids, general health and hygiene. The girls also play netball, participate in drama and discussion sessions about their traumatic pasts.

Ten-year-old Thandi, and her 12-year-old sister Thuli (not their real names) have joined the class. Neither of the girls have ever been to school. Their mother brews beer to earn a living while their stepfather is unemployed.

Thuli has been sexually abused and raped repeatedly by her stepfather. He also abused her younger sister. The two girls ran away and began selling vegetables for a living near the local bar. To supplement their income they slept with various men.

“I love learning here,” said Patricia. “When I am finished I want to become a nurse so I can help people. I want to work all my life and never get married or have children.”

Tasintha grew from a pilot study in Misisi compound conducted by the Canadian non-governmental organisation, Street Kids International (SKI), which runs a programme for “street boys” in Garden compound on the other side of the city.

Concerned women and some men from local councils, government departments and indigenous non-governmental organisations decided action was needed immediately. They got funding from Finnida, individuals and church groups to start Tasintha in April 1992.

The project also has an “outreach” wing where social workers meet with the girls’ parents and relatives to demonstrate concern about the girls’ “selling” activities.

Tasintha is also starting a project for adult prostitutes, holding discussion groups with them and trying to find alternative sources of generating income. Louis Mwewa, who is employed by SKI but works one day a week at Tasintha, said: “Our society is very rigid. The problems of sexual abuse of children by parents and relatives or young girls selling sex for money, have always been there. But it is taboo to talk about it.”

Even though, under Zambian law, having sexual relations with a child under 16 is an offence, no penalty is specified. Merian Kalala, another field worker at Tasintha, points out that “there are no institutional facilities to take a child into state care if they are being abused. We have a long way to go to change both attitudes and the law”.

Then, with the support of hard facts, the group will hold seminars and workshops to educate government departments and the public at large on these issues.

“There are a multitude of reasons for girls going on to the street,” said Burk. “Zambia’s economic stagnation compounded with the debt crisis, high unemployment and poverty, has given many young girls and women little choice but to sell their bodies in the compounds to make a living.

“If parents can’t afford to send girls to school, then what can these girls hope for in the future? Tasintha is a pilot project. We hope that the programme in Misisi will be the first of many in this country.”

Buldoozed

Tasintha’s immediate concern is to find a building (with a roof) which can become a permanent drop-in centre. But it is difficult, considering that the whole of Misisi compound is an illegal squatter settlement and could be bulldozed down at any moment as other illegal compounds have been. – AIA
Zambian wages strike spreads

LUSAKA — A public service workers' strike which broke out in Zambia's copperbelt town of Kitwe last week spread to the capital Lusaka and several other towns yesterday, union organisers said.

Thousands of state teachers had joined the strike and most schools in Lusaka and the Copperbelt closed. A spokesman for the Civil Servants Union of Zambia said striking workers had ignored appeals from union leaders to resume work. He blamed the stoppages on the government for demonstrating bad faith in salary negotiations.

The strikers have rejected a 5 percent salary increase offered by the government and are demanding a minimum wage of 150,000 kwacha (about $870) a month.

In another development, hundreds of street vendors ran riot in Ndola, stoning police officers who were trying to remove them from their selling points.

The Zambia Daily Mail reported that vendors had barricaded roads in the city centre with boulders and dustbins to stop a police advance. At least one shop was looted and 13 students were arrested.

— Sapa-Reuters.
23,000 lose jobs in Zambia

LUSAKA - More than 23,000 Zambians have lost their jobs since the reformist government of President Frederick Chiluba came to power in November 1991.

Deputy minister Mr. John Kalenga said yesterday this included more than 13,000 public servants retrenched, as part of the government's attempt to trim the bloated public sector inherited from Mr. Kenneth Kaunda. — Sapa
Zambia - Labour
1994 - 1999
SA competition costs thousands their jobs

JOE CHILAIYIZIA of The Argus Africa News Service reports from Lusaka.

As more than 2,000 workers at Nitrogen Chemicals of Zambia (NCZ) were laid off last month, President Frederick Chiluba sent an urgent SOS to foreign donors to help save Zambian manufacturing industries from collapsing.

The 2,000 from the NCZ, the country’s sole manufacturer of fertilisers, swelled an army of unemployed which is expected to grow by a further 50,000 by the end of this year alone.

NCZ is on the brink of closure after failing to weather foreign competition, mostly from South Africa. The state-owned company is stuck with more than 40,000 tonnes of fertiliser it cannot sell because the market is flooded with cheaper South African fertiliser. It owes its suppliers well over R10-million which it cannot possibly pay now.

The Transporters Association of Zambia has announced the laying-off of 3,400 workers employed by its members because they are unable to compete with Zimbabwean, trackers. The Zimbabweans are being given transport contracts by Zambian companies because they offer lower rates, mainly because of lower fuel prices in their country.

The government has so far refused to raise protective barriers as that would be contrary to its policy of promoting free enterprise and trade. It has done little to cushion Zambians against stiff regional competition.

Zambia is being invaded by South African businessmen who appear to be succeeding where Zambians have failed. Many South African investors are going into game ranching, hibberto untapped in Zambia.

Three South African businessmen are at the centre of an uproar in Zambia’s Southern province, where residents are protesting against a chief’s decision to allocate them more than 10,000 hectares of land.

The retail business is heavily under siege by South African entrepreneurs. Zambia National Wholesale and Marketing Company, the country’s biggest retailer with more than 50 outlets, has virtually closed down and has laid off 10,000 employees. Only a few branches in urban areas remain open.
Struggling ZCCM to retrench 8,000 workers

ZAMBIA Consolidated Copper Mines (ZCCM) - the struggling state-owned company in which Anglo-American has an indirect stake - is to retrench 8,000 employees from its 50,000-strong workforce as part of its fight for survival.

ZCCM CE Edward Shamutele said in London at the weekend that the losses, which formed part of the survival plan started late last year, had been agreed on with the unions and would be phased in over two years.

But Shamutele said the struggling company should break even in the current financial year, on a combined copper/cobalt price of $5.60/lb - well below the combined $7.20/lb present level. He added, however, that weak copper prices and falling production would keep the group in a loss for the 12 months to March.

Anglo American, which has an indirect stake in ZCCM and board representation, refused to comment on the job losses. But a spokesman said Anglo was encouraged that ZCCM was prepared to cut costs in response to falling copper prices.

Anglo wants to increase its stake in the soon to be privatised ZCCM as part of its attempts to expand its African operations. Market analysis said it would not make sense for Anglo to lift its stake in ZCCM until it was clear it was a viable operation.

The cuts follow ZCCM's announcement of a two-year survival plan aimed at reducing its crippling $600m debt.

ZCCM said it was considering selling its Chambishi and Kansanshi copper mines. But prospective buyers had queried the mines' mining levels and assumed debt levels.

ZCCM recently said it also aimed to sell the Kabwe mine and the Lusaka smelter. This would significantly reduce capex and improve the company's balance sheet.

Anglo has a 50% stake in JSE-listed Zambian Copper Investments (ZCI), which in turn has a 27.3% stake in ZCCM. The group has five directors on the board. ZCCM accounts for 59% of Zambia's forex earnings.
Zambia: Union in dispute with govt

LUSAKA - The Zambian government and civil servants were on a collision course yesterday after the civil service union rejected a 29% pay rise offer.

Labour Minister Mr. Newstead Zambia told reporters a dispute had been declared between the two sides after the union turned down the government pay proposal.

Civil Servants Union of Zambia general-secretary Mr. Japhet Moonde said the union had given the government an ultimatum to reach an agreement before January 27, when the budget is due to be presented, or face industrial action.

The minister said any strike would be illegal.

Negotiations broke down when the government slashed the 200% pay rise demanded by the union, saying it could not offer more than 29%.

The government has come under pressure from Western donors to reduce the civil service, which accounts for an estimated 130,000 of about 500,000 people in formal employment in a population of 8.7 million. — Reuters
Zambian miners face high risks and $1.50 payoffs for lung disease

Lusaka — Unlike South Africa, where mining accidents tend to be big and dramatic, Zambia's mining fatalities seldom attract as much attention.

But despite the threat of death underground, a more immediate cause of concern among the country's 50,000 miners is the prospect of getting work-related illnesses.

Every year, scores of men labouring in dry mines are forced to resign after contracting lung diseases, particularly tuberculosis and silicosis, a severe illness caused by exposure to silicone dust.

Some unionists believe that neither the Zambia Consolidated Copper Mines (ZCCM) nor the government are particularly concerned and the level of compensation to victims seems to bear this out.

Miners who contract lung diseases are entitled to a once-off payment of 150,000 kwacha (about $1.50) from the workmen's compensation board. In addition, ZCCM pays them 125 kwacha a month, which is not enough to buy a bottle of Coca-Cola.

Zambia, one of the world's biggest copper producers, employs thousands of miners, mainly on the Copperbelt near the border with Zaire.

Francis Musonda, a spokesman for ZCCM, says some 700 accidents occurred from the end of 1993 to April 1995, killing 82 miners.

"Usually our accidents are a result of rockfalls and the poor handling of equipment," he says.

Responsibility

Most of the big mines do not express much concern at the high accident rate. Neither does the Mine Workers' Union of Zambia. "Our safety standards are not perfect, but they are among the best in the world," claims a union official.

He says ZCCM safety standards are way above those stipulated by the Southern African Development Community (SADC) mining unit. That was why SADC gave Zambia responsibility for its mining affairs, says the official, referring to the appointment by the SADC secretary of various responsibilities to member nations.

But Zambia's purported high safety standards were not apparent at the fifth international mine safety competition in June, organised by the ZCCM.

The theme was "Rescue Operations in a Water Situation" and the venue was a ZCCM mine, Konkola Deep, said to be the world's wettest copper mine.

Wet pipes are particularly hazardous should there be a power failure. Once the pumps stop working, a mine can be flooded in a matter of seconds. Given that scenario, the ZCCM management was nevertheless confident that Konkola's rescue team was up to the task.

To their consternation, Konkola came last in the competition. Unionists blamed the ZCCM management for its poor performance.

"Management is in the habit of adopting new technology without understanding its implications for safety standards," a union official said somewhat vaguely.

Unionists have been agitating for a review of the compensatory and pension awards to miners when their careers are terminated by ill health. Their efforts have been futile. "We have been talking to the minister of mines for four years now over the issue. He keeps promising, but has yet to do anything," says an official.

The level of compensation can only be increased by parliament and there is no indication this is on the cards for the foreseeable future. Meanwhile, scores of miners become destitute every year after being forced into early retirement because of ill health contracted at work.

A ZCCM administrative officer admits: "That is a terrible way for the country to treat its breadwinners." Copper sales earn 90 per cent of Zambia's foreign exchange.
Zambian strike cripples railways

Lusaka — A strike by more than 2,000 railway workers at the Tanzania-Zambia Railway Authority had crippled operations on the railway linking the two countries, railway officials said yesterday.

Railway officials said more than 2,000 Zambian workers downed tools on Tuesday to push for a 150 percent pay rise after rejecting the 5 percent increase offered by the company. "It's 5 percent increase is all we can afford to give them," one official said.

Zambia's key industries are dependent on the railway. Gilbert Mululu, the deputy transport minister, has threatened railway workers with stiff penalties if they persist with the strike. "If the strike continues, the workers will only have themselves to blame," Mululu said. — Reuters
Railway reinstates 2,000 fired strikers

LUSAKA — The Tanzania-Zambia Railways Authority (Tazara) has reinstated about 2,000 workers fired at the weekend after a strike that has paralysed the railway network, Press reports said yesterday.

MD Austine Msowamba confirmed by telephone from the Tazara regional headquarters at Mpete, in northern Zambia, that the workers had been reinstated on condition they returned to work immediately.

However, it was not clear whether the strike was over.

"Some people have reported for work today but others have not come," said a Tazara employee who declined to be named.

The workers have been on strike since last week over pay. They rejected a management offer of a 5% salary hike, asking instead for an increase of 150%.

Goods worth millions of dollars and scores of passengers have been marooned along the line since the strike started.

The giant Zambia Consolidated Copper Mines (ZCCM) said this week it had redirected its copper and cobalt exports from Tazara to Beira and Port Elizabeth.

Tazara, which runs for nearly 2,000 km from the small town of Kapiri-Mposhi in central Zambia to the Tanzanian port of Dar es Salaam, is owned jointly by the two countries and is an important artery of the Zambian economy.

It was built by the Chinese in the mid-1970s as an alternative route to the sea for landlocked Zambia during the turbulent years in the southern African region. — Sapa-APP.

Zimbabwe bank hits out at IMF

HARARE — One of Zimbabwe's state-owned banks hit out at the International Monetary Fund (IMF) yesterday, saying the fund was heavy-handed and lacking in proper wisdom...sometimes," it said.

The Commercial Bank of Zimbabwe (CBZ) said recent IMF threats to stop further funding of economic reforms showed frustration at government's failure to curb high spending, but some of its conditions were unrealistic.

"Some of the stringent conditions laid down by IMF for the government to reduce its expenditure seem unrealistic given the economy's fragility and sensitivity to such natural disasters as drought," said the bank in its latest quarterly review.

"While it is important to ensure consistency and focus so that the necessary conditions for the successful implementation of the economic structural adjustment programme are sensibly laid down, the IMF's approach to government expenditure has been heavy-handed and lacking in proper wisdom...sometimes," it said.

The IMF and World Bank marshalled Western aid for Zimbabwe's first phase of economic reforms, and last year suspended further disbursements of funds after government failure to meet some cost-saving targets.

Government is now under an IMF-supervised shadow programme. The two Washington-based organisations want sharp cuts in government spending, and annual inflation reduced to 17% by June from the current 26.6%.

Government spending gobbles up about 40% of GDP and last year produced a 15% budget deficit.

The CBZ urged government to move speedily at its next budget review in July to slash its bloated public service, which accounts for at least 13% of GDP in salaries and wages. — Reuter.
ZCCM mine returns to normal after strike

Zambia Consolidated Copper Mines (ZCCM) said yesterday that operations had returned to normal at its Nkana mine after a brief strike by underground miners. Plus Mambo, the manager of corporate affairs, said the effect of the strike on production had not yet been assessed, but most copper was produced in the open pit anyway. He said the strike had only affected Monday's underground production, amounting to about 7,000 tons of ore. He also said some equipment had been vandalised during the unrest. He denied newspaper reports that police were called in to get the miners back to work, saying they had merely protected equipment and there had been no clashes. Nkana is responsible for about 20 percent of ZCCM's production. The group produced 25.141 tons of copper and 641 tons of cobalt in August. - Reuters, Lusaka
IN BRIEF

Zambian copper mine sacks 68 striking workers

ZAMBIAN Consolidated Copper Mines (ZCCM) has sacked 68 miners at the Chambeshi mine for staging a one-day strike and vandalising company property on Monday, the state-run Times of Zambia said yesterday.

It said four miners had been arrested for sabotage. The miners, on strike to push for better pay, vandalsed parts of a 3km stretch of underground lighting, promting management to call police to restore order at the plant.

The mine has lost 26,000 tons of ore output during a three-day strike. A statement said the ore represented 780 tons of contained copper. ZCCM copper production totalled 25,141 tons in August when cobalt output was 411 tons.
Cash-strapped workers go moonlighting

Lusaka — When Jane Chibwabwa, a civil servant with a monthly pay packet of $146, decided to sell packed lunches to her workmates as a way of supplementing her meagre income, no one took her seriously.

Her friends and family predicted she would succumb to the pressures of a full-time job and not even last a month. But she persevered and today, as well as being a civil servant, she also runs her own small restaurant in the city centre.

Chibwabwa is one of thousands in Lusaka running a sideline business to make ends meet. Many workers in the civil and private sector are selling goods or services of some kind. The head of a department in a government ministry says at least 30 percent of his subordinates indulge in “moonlighting”.

Japhet Moonde, the chairman of the Civil Servants' Union, acknowledges the practice but says not much can be done to stop it because “people are underpaid and have to find means of supplementing their inadequate monthly earnings”.

He says the real problem is the practice tends to rob employers of man hours, and the only way the practice can be discouraged is by improving salaries and conditions. Moonde says junior-level civil servants are the lowest paid salaried workers in the country.

“The lowest-paid gets $62 a month before statutory deductions, while the highest gets a meagre $116. What we keep asking the government to do is come up with a living wage equivalent to $200,” he says.

Two years ago, the industrial relations court awarded civil servants a 46 percent pay increase, but the lowest paid was still well below the recommended living wage. A legal battle ensued when Ronald Penza, the finance minister, refused to pay out the increases, saying the government did not have the money.

The industrial relations court charged him with contempt and imposed a $1,450 fine, which he paid. He later relented and agreed to pay the civil servants according to the demands.

Low wages and moonlighting are not restricted to the civil service. Fred Mumba, who works in the private sector, says: “I only take home $155 after deductions, which I split between rent, electricity bills and food, and I get some more money by selling vegetables I grow in my backyard.”

Despite such hardships, Penza presented a budget this year which paints a glowing picture of the economy predicting a 5.5 percent GDP growth rate this year. Last year's GDP was 6.4 percent because of a good harvest after a heavy rainy season.

Government statistics have been questioned by Price Waterhouse, the accounting firm, which asks the minister to account for the statistics. It said “it would certainly be somewhat unusual for this level of growth to be posted in a year in which exports declined by nearly a fifth and imports a quarter, both barometers of economic health”.

It is this argument on which the civil servants base their demand for increased pay: “If the economy is on the boom, the government must be able to pay us good money too.”

“Most people would rather moonlight and get more money than working full time and getting peanuts. In this case production will keep dwindling,” says Moonde. — Independent Foreign Service/AIA
Zambia’s public servants threaten govt with strike

By Chompo Mwondela

LUSAKA — Public service unions in Zambia have warned that public servants plan to launch a countrywide strike soon to protest against the government’s inability to fulfill last year’s collective agreements on salaries and conditions of service.

The two public service workers’ unions, the Civil Servants’ Union of Zambia and the National Public Service Workers’ Union, were warned this week by Zambian Labour Minister Peter Machungwa that a strike would damage the country. He argued that the agreed 30% pay increase had not been implemented and that any certain terms had yet to be worked out by the parties involved.

Civil Servants’ Union of Zambia president Japhet Moonde said government had failed to implement the improved conditions of service that had been promised, while the pay hike had become effective later than agreed.

National Public Service Workers’ Union chairman Paul Chama said the government had even postponed last year’s negotiations for conditions of service. “By law, we are supposed to negotiate every two years, but how can we go back to the negotiating table like this? We need the resolutions to be implemented in the 1998 budget,” said Chama.

Leaders of both unions said they were aware that Finance Minister Ronald Penza’s pledge to donors at the Paris Club meeting in Paris recently was a priority for the cash-strapped government. Penza promised donors that the bloated government wage bill, which had overshoot the wage budget, would be cut.

The labour minister castigated the Zambia Congress of Trade Unions on Wednesday for supporting a strike by public servants.

In an address to public servants Tuesday, the congress’s acting president, Austin Lulhu, said the government was encouraging industrial unrest with its “unfeeling attitude toward the worker’s plight.”
Railway strike might affect mine

LUSAKA — Zambia Consolidated Copper Mines (ZCCM) said yesterday that sporadic strikes by Zambia Railway workers could hamper its operations.

"So far the strike has not affected us seriously as we keep reasonable stocks. However, it could pose serious problems for us if it persists for two or three weeks," ZCCM Corporate Affairs Manager Plus Mambwe said.

All of ZCCM's exports and imports, including copper concentrate, coal and acid were transported by Zambia Railway, he said.

"We had some acid tied up in Zimbabwe for a day, but we have moved it now. We are not facing any serious problems at present," he said.

About 1,000 Zambia Railway workers set down tools again on Tuesday after calling off a strike last week. The workers are demanding improved conditions of service and the removal of MD Clement Mumba, whom they accuse of mismanagement.

Yesterday Zambia Railway's board said it would penalise workers who stayed away from work.

The board was appalled by the behaviour of union leaders who went around urging workers to go on strike, "knowing fully well that the procedure for such action had not been followed," board chairman Patrick Chambunda said. "The board considers the strike illegal and all those workers who stayed away on account of this strike will be disciplined," he warned. — Reuters
Zambian unions cut strike short

LUSAKA: Zambia's two public service unions cut short a planned three-day strike to push for better salaries yesterday after the industrial relations court ordered them to call off the action.

The Civil Servants' Union and the National Union of Public Service Workers urged their 70,000 members to resume work.

The strike had paralysed operations in most state departments since Monday.

BD 21/0197
REPORTS: Neat and crisp AP
Kenyan officials meet to discuss next moves in teachers' strike.
Miners stage sit-in over bonuses

MORE than 370 miners of the Zambia Consolidated Copper Mines staged a brief sit-in protest over unpaid production bonuses yesterday, a ZCCM official said.

A total of 370 day shift workers at Nkana division's central shaft resumed work this morning after a brief sit-in protest over production bonus claims, the official said.

The miners said they were entitled to bonuses for exceeding production targets in November. But the company said they were not entitled to the bonuses because they had exceeded the year-to-date unit cost target.

REPORTS: Soap Ziisa, Reuters.
Miners stage sit-in over bonuses

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REPORTED: Sapa, Zambia,Reuters.
Zambian wage freeze enforced

LUSAKA — In spite of protests from trade unions and a strike by magistrates, the Zambian government has succeeded in enforcing its wage freeze in the public sector.

The policy, announced in January, has met with intense opposition from the public service unions and the Zambia Congress of Trade Unions, but efforts to force the government to abandon the policy have proved fruitless.

The most serious challenge to the government came recently from the Magistrates' and Judges' Association of Zambia (Majaz).

Members went on a three-week strike, demanding better salaries and improved working conditions.

However, Majaz called off the strike on July 22, saying members had decided to go back to work because they recognised the efforts made by the president, vice president, chief justice and the minister of legal affairs to solve the problem. Earlier Majaz argued that the strike did not affect it as the judiciary was autonomous and improved salaries were promised before the salary freeze announcement. — AIA.
Zambia's railways to sack half its workers in restructuring

LIVINGSTONE — Zambia's railways will, as part of a $300 000 restructuring exercise, retrench nearly half of the parastatal's workforce.

However, railway officials said there were fears that retrenched workers could be forced into crime as most did not have skills apart from their railway experience.

Zambia railways' southern region public relations officer, Daniel Simonda, said under the Swedish-funded restructuring exercise in preparation for privatisation, the company would lay off 2 600 out of its 5 217 employees.

"Apart from the monetary packages they will get, most workers will be given the company houses they have been staying in, but that is all they will have."

"In a difficult economic situation such as we have in Zambia, the financial packages will soon be taken up by social needs."

"That will leave the former workers desperate for other forms of income, but they are not being prepared for this, " said Simonda.

He said in Livingstone, where a substantial number of the railway employees would be retrenched, there were no other industries that could absorb the former workers. He said they needed to be trained in self-employment.

Head of railways operations in Livingstone, Maurice Banda, said the railways itself could be a target of its former employees who could join groups of criminals who stole wagon parts made of brass.

The restructuring exercise began in March and was expected to last two years when government was expected to privatise the parastatal.
Zambia's state workers threaten to strike over wages

Local authority workers in several Zambia's councils on Thursday urged their colleagues to join their counterparts across the nation in a national strike on Monday. They want their salaries increased.

The government has raised the salaries of its civil servants, including teachers and other public servants, but the workers say this is inadequate. They say they are being paid salaries that are not enough to cover their basic needs.

The unions have threatened to go to court if the government does not respond to their demands. They are demanding a 25 percent salary increase.

Local government workers in several councils have also threatened to go on strike if their demands are not met. They say they are being paid salaries that are not enough to cover their basic needs.

The unions have threatened to go to court if the government does not respond to their demands. They are demanding a 25 percent salary increase.

The strike is planned for Monday and the workers have called on their colleagues to join them in the protest.

The government has warned that it will take action against anyone who participate in the strike.
Concern over future of mine

Charles Mubambe (261)

LUSAKA — The Mine Workers' Union of Zambia (MUZ) is pressing management at embattled Roan Antelope Mining Corporation of Zambia (Ramcoz) in Lusanshya to pay workers' benefits as fears mount that the heavily indebted mine may collapse.

The union's branch chairman for Roan, Cameron Pwele, said that workers were pressing for their benefits because the mine had no future.

Ramcoz owes its 5,800 workforce at least $6 million in statutory contributions to various institutions.

On October 15, a delegation of Zambian members of parliament met Ramcoz management in a bid to find a solution to salvage the embattled mine.

Since the Bimani group of India took over the running of the mine two years ago, the company has faced a financial crisis with bailiffs seizing vehicles and other properties to recover money owed to suppliers.

Ramcoz has even failed to develop the Mulashi North Mining Project which was envisaged to boost earnings. The project was supposed to have started on July 1 at a cost of $103.5 million.

MUZ is also concerned that despite Ramcoz earning $92 million from sales of finished copper, it still owes creditors $48 million, casting worries that money was not being reinvested in the mine.