Fair Employment Practices

April 75 - October 78
Africans first for vacant ‘White’ jobs

Labour Correspondent COLOURED and Indian are being barred from moving to vacant ‘White’ jobs.

Instead, Africans who can be more easily replaced if ever a White wants the job, are taken on.

Some of the White-owned mining trade unions are blocking Coloured advancement to make way for Africans in better paid jobs.

One of these is the Yeal en Staats Unie, 30,000-strong and represented in 16 industries.

DISCARDED

Yeal en Staats general secretary, Mr Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by upward-moving Whites — in preference to Coloureds and Indians.

"This is not because we have anything against the Coloureds, but because this way provides better protection for the White worker," he said.

"Bantu are not recognised as employees under the Industrial Conciliation Act," Mr Bornmann said, and many of our industrial agreements specifically require them to have an exemption do do certain jobs, which Coloureds and Indians don’t need.

"When a union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available."

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: "We are extremely cautious about our labour pattern. We don't want Whites to be displaced if the economy goes into a decline."

"Yeal en Staats's outlook contrasts with the Boiler-makers Society's, its black counterpart, which has a Coloured as well as a White member.

The Boiler-makers' aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann, said that wherever a Black does the same job as a White, he is paid at the same rate.

PROTECTS

"This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if it had to pay lower rates to Africans — they would not take on Whites."

However, in most industries the rate for the job the White Unions insist on is the minimum one. In practice, White workers are paid up to twice the rate.

So when Blacks take over "White" jobs, they are paid as little as half the actual White rate.
BONUS WORK FOR BLACKS

All railway workers would benefit by the Railways plan to create more job opportunities for Blacks and to pay the Black workers wages based on the nature of their work, the General Manager of South African Railways, Mr J G H Loubser, said in Port Elizabeth.

Opening the annual conference of the Railways Artisan Staff Association, Mr Loubser emphasised to the all-White organisation that Black workers would not hold a threat to their job opportunities.

He said that the extensive and productive employment of Blacks by the Railways was being increasingly considered.

'The gradual implementation of bonus work for persons other than Whites, and the remuneration of these workers based on job-evaluation will yield advantage for all,' Mr Loubser said.
Anti-discrimination body to probe racist firms

CAPE TOWN — A multi-racial body to focus attention on organisation and business firms which practice colour discrimination will be formed in Port Elizabeth next week. Provisionally, the body will be known as the Anti-Discriminatory Committee.

The Rev Alan Hendriks, national executive chairman of the Labour Party, said yesterday, from his Uitenhage home, that various people, white and black, had been invited to serve on the committee. Their names could not be divulged yet.

The Anti-Discriminatory Committee would strive to identify organisations and firms which practised race discrimination. It would seek support for others which did not. It would seek, in instances such as these, to involve workers in order to ensure black and white workers working in equal conditions.

Although the committee was not affiliated to any political party, the idea of its formation stemmed from discussions initiated by members of the Labour Party at a congress in Umtata last year.

Although Mr. Hendriks would not give further details, it appears the Anti-Discriminatory Committee will function on the lines of the National Urban League, a civil rights body in America, and the Society of Friends Race Relations Committee in England.

The National Urban League is officially described as a voluntary, non-partisan committee of civic, professional, business, labour and religious leaders. It has a staff of trained social workers.

It works for the elimination of institutionalised racism and to provide direct service to minorities over employment, housing, education, social welfare, health, law and — as the Anti-Discriminatory Committee intends doing — gives advice on consumer affairs.

— DDC.
Highest rank for woman

Pretoria Bureau
Major Eileen van Zyl, chief inspector of female prisons at Prison Headquarters, has been promoted to the rank of lieutenant colonel from August 1. It was announced in Pretoria today.

She becomes the first woman to be promoted to this rank in the prison service.

Four colonels have been promoted to the rank of brigadier:
- Colonel W. S. Janse van Rensburg, commanding officer of Pollsmoor Prison Command (Cape Town), from September 1.
- Colonel P. S. Nelthuisen, commanding officer of Langkop Prison Command, from December 1.
- Colonel G. N. M. Radley, administrative control officer of the security section, Prison Headquarters, from December 1.

NEW COLONELS

Seven lieutenant colonels have been promoted to colonels:
- Lieutenant Colonel H. J. van der Walt, deputy information officer, Prison Headquarters, from April 1.
- Lieutenant Colonel G. S. Botha, administrative control officer, Bloemfontein Prison Command, from September 1.
- Lieutenant Colonel P. H. Henning, commanding officer of Kaaimans River Prison Command, from December 1.
- Lieutenant Colonel J. A. van der Schyff, commanding officer of Durban Prison Command, from December 1.
- Lieutenant Colonel J. Illech, administrative control officer of the workshops section, Pretoria Prison Command, from January 1, 1976.
Equality in jobs drive by TUCSA

Labour Reporter

The 200 000-strong Trade Union Council of South Africa has launched an "equal opportunities drive" to combat employment discrimination.

"Let's clean up our own backyard," the council says in a detailed guide to its members, issued today in booklet form.

It proposes a programme based on educational efforts and backed by case studies and platforms for discussion and sharing of ideas.

The aim is to eliminate "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which impairs equality of opportunity or treatment in employment.

"There are just not enough male White hands to run this country on their own," the council says. "If the skilled and managerial jobs continue to be monopolised by Whites, the economic growth rate will have to decline and inflation will increase."

Even if the Coloured population were grouped with Whites, the Black population would still have to do more skilled work to provide more goods and services.

Those prevented from using their talents become disinterested and less efficient in the work they do. Likewise, those who keep others out of jobs because of race or sex become complacent and lazy, the council adds.

"The continued practice of employment discrimination in South Africa will eventually and certainly lead to social unrest and violence — unless the situation is changed."
Black-White wage gap must close

Industrial Reporter

IT IS a matter of extreme urgency that the wage gap, between White and Black, should be closed, according to Mr. F. G. Beard, the South African Industrialist.

Mr. Beard, who was speaking during a Durban seminar arranged by Professor R. Tsusenius, of the Graduate School of Business at the University of Stellenbosch, said the wage gap would never be closed unless Blacks were trained to do skilled work and paid the rate for the job.

He said that the White-African wage ratio had improved since 1970 from 6.3:1 to 5:1, for those in Government employ, but in real terms there was now a gap of R29 instead of the R229 in 1970.

"The Government apparently feels that as long as African wages rise percentage-wise more than that of the Whites everything in the garden is lovely," he said.

Mr. Beard said it was unlikely that Black workers would be prepared to wait for the end of the century to get equal pay for equal work.

He said salaries for Black teachers, doctors and nurses should be made equal by 1980.

Mr. Beard said he could not agree that wage increases should come by reducing profitability.

TRAINING

"If the Black workers are properly trained to do skilled or semi-skilled work and are paid accordingly, they would certainly earn their keep — profits should soar, not decrease.

"The wage gap has to be narrowed appreciably as a matter of urgency if we and our children are to continue to live peacefully in South Africa."

Dealing with company profits, Mr. Beard said that "long-haired idealists who preach the anti-social nature of profits and who were trying to foist socialism, or should I say Communist, ideas on us should either be dealt with under the Suppression of Communism Act or deported to Russia."

Last year South African companies had a particularly good year. Greater volumes and more units of every kind were sold. "Small wonder that the profits soared — they would have done so had there been no inflation."

Dealing with the training of Blacks, Mr. Beard felt that the Government should carry the full cost of training. The private sector had moved slowly on in-factory training because of all the red tape involved. He suggested that an auditor's certificate could replace the costly inspections by a civil servant.
BLACK WAGES

Warnings from Durban

What should I pay my Black employees?

Not surprisingly there were some fairly divergent views expressed over what should be done about SA's lower-echelon wages at this week's Institute of Personnel Management Symposium in Durban.

Deputy Minister of Bantu Administration and Development WA Cruywagen offered nothing more helpful than the observation: "When the minimum wage paid exceeds the economic value for the employer of the work performed, the work opportunity necessarily ceases to exist."

His attitude was poles apart from that of Nedsaul's group economic services manager, Merton Dafut. He sees the problem of raising the poor's living standards as urgent; the financial constraint involved undeniable; the penalties of failure obvious; and the solution slow and difficult.

Required changes, he said, would be helped by government's intensified efforts to make economic decentralisation work, as would steps taken to give Black political evolution credibility. But trends suggest increases in the real incomes of Blacks are likely to be at the expense of private sector, industrial and commercial investment. And because they were more likely to be spent than saved or taxed away, they would diminish the proportional pool of savings available to finance investment.

So, said Dafut, unless growth in public sector spending was checked, faster development would simply not be possible.

Natal Employers' Association director, Len Thorne, couldn't accept Cruywagen's contention that there was an "excessive supply of labour". No longer was an industrialist able to fire one man and replace him with one hired at the factory gate.

Though there had been an improvement since Durban's 1973 strikes, he feared once workers no longer felt themselves under existing constraints (from production cutbacks) there could be renewed strike pressures.

Thorne sees a prime need as giving a true rate for the job in the more skilled areas. If an African is, for instance, doing half a White artisan's job he ought to get half the White's pay — not just a minimum wage.

This argument horrified Dafut. "Either you pay a person sufficient to live and behave like a decent human being, or you don't. This is the sort of thing we can find in our own heads if we stop and think."

He also crossed swords with Hulett's Joe Magwaza who contended workers should be educated in basic business economics to avoid abnormal wage demands and strikes. There was, contended Dafut, nothing abnormal in wanting to earn as much as your neighbour. As for education, that was needed in the front office, not among workers.
**Gelyke lone word statussimbool**

**SUID-AFRIKA** so stel hy en 'n unieke statussimbool. Die ding is om te kant of jou stasie- of betaal met bruin, swart en wit werkdom prestee ooveel tie dieselfde werk.

Daar is 'n goedige weduwe wat nie die van die eerste, ingege regeeringsbeleid, die duur tussen die lone van bruin en swart kan uitwis. (Onthou die Minister van Arbeid, mn. Marais Viljoen, hierby.)

**Kapstad** so Ag. ons doen dit al lank al.

"Ons is die baasbrekers op die gebied, ons het nog nooit die wêreld verlaat nie." sê die stadssekretaris, mnr. H. G. Heugh.

"In alle poste betaal ons aan wit of bruin prestes die dieselfde salaris."

**Uitsonderings**

Hy gee toe daar was vroërs enkele uitsonderings, maar dit was in die geskiedenis, daar die loonverhouding van die Departement van Gesondheid vasgehou was, sê hy.

By die Kaapse Afdelingsraad is dit ook so. Mnr. Stanley Eastman, adjunct-sekretaris van die raad, sê dieselfde betaal vir dieselfde werk is reeds bale lank beleid van die raad.

"Hierdie maak nie saak van 'n man wat, bruin of Bantoe is nie. Almal verdien dieselfde geld, of van die werknemers nou klerk, verkoerser, vragmester of wat ook al is.

Parow se munisipaliteit is nog nie hekkel as nu, maar hy roe. Stadssekretaris D. V. van Rooyen sê hy raad is met mening beleg om die loonverhouding te vernou. Dit is wel so dat 'n blanke verkoperskonstantebel met R3 319 per jaar begin en bruin wat prestes dieselfde opleiding gehad het, met R2 708.

Maar dit net 'n kwesel van tyd, dan verdien hulle, dieselfde, sê mnr. Van Rooyen.

Die ekstra verhoog wat Parow se stadsraad aan sy werknemers goe om te prober byhou met die sygnaal, lewer nie dieselfde betaal nie. Dit word vir blank en bruin prestes dieselfde, sê hy.

Langsaan, in Bellville, probeer die stadsraad ook die loonverhouding nuw maak, sê stadssekretaris H. Hahn. Verlede jaar in Julya, byvoorbeeld, het blankes 'n gemiddelde salaris- aangepassing van 10 persent gekry en bruine 17 persent (van hul oorspronklike salaris, wat in die geval van blank baserig was).

**Grootar eise**

Mnr. Hahn gee toe daar is by huile ook nog groot verskil in die salaris van amptenare soos verkoperskonstandebels en opsigters. Maar dis omdat daar groter eise aan die blanke as aan sy Klereling-eewke se gestel word, sê hy. Die pos kan dieselfde naam hê, maar die aard van die werk en die vereiste kwalifikasies verskil. 'n Blanke vergelyking is moontlik.

'n Blanke opsigter se werk is bv. veelalómmer, "want hy het met groot gebouw-kompleksie in die stad te doen." Hy verdien R3 516 per jaar, 'n Klereling-opsigter R4 146.

Die verklaring klop nie so goed in die geval van bou-inspektore en behuissingsbestuurders nie. Die verskil vir almal is hier dieselfde, maar die salarise nie: R4 140 teenoor R2 868 in die geval van blank, R10 850 teenoor R14 140 in die ander.

**Skuff nader**

Daar word wel volgens die stadssekretaris, "groter eise" gestel aan die blank in die volgende beroep: Bibliotheek-assistentie graad een (blank kry R3 816; bruin R2 628; munisipale konstantebels (blank R3 516; bruin R1 788); verkoperskonstantebels (blank R2 628 tot R4 860; bruin R2 368 tot R3 516); klers (blank R2 418 tot R5 050; bruin R1 788 tot R3 150).

**NIE OC**

OOR die verduideliking van Arbeid, mnr. Marais bepaal gelyke betaal belangrik word as wisselwet en die Vakblaffers. "In die praktisie is alles as opsigte veral om die loonverhouding nie, die die tempo van..." Dit moet uly in...
EQUALITY OF PAY

Coloured municipal employees would receive the same salaries as White employees with the same qualifications as from July 1, the Mayor of Port Elizabeth, Mr. James Kingsman said in Port Elizabeth. About 200 Coloureds are involved.

Meanwhile, it has been announced that the salary and wage gap between Black and White employees of the Johannesburg City Council is to be drastically narrowed. From the beginning of next year Coloureds will receive 85 per cent, and Blacks 75 per cent of salaries and wages paid to White employees in similar posts.

Announcing this last week, the chairman of Johannesburg's management committee, Mr. J. F. Oberholzer, said that Black labourers employed by the City Council would receive a wage increase of 30 per cent, bringing their wage to about R100 a month.
ASB say no to equal pay

Cape Times Correspondent

JOHANNESBURG. — The Afrikaanse Studente Bond yesterday voted overwhelmingly against the principle of equal pay for equal work for all races.

They did so in the last moments of the ASB congress at the Rand Afrikaans University after a week of unanimous motions, which supported race contact, were moved away from discrimination, the raising of Black living standards and the narrowing of the wage gap.

Having just accepted a motion on the wage gap in yesterday's final session, a number of surprise amendments were moved. One motion, sponsored by the Tuto students, was defeated.

Another delegate said that the motion was dangerous. It meant economic integration in the fullest meaning of the word and separate development would be subverted.

An amendment from the organizers deleting the portion concerning an open labor market did not help the motion. All but the proposer and seconder voted against it, and two Potchefstroom students abstained.

DEFEATED.

However, attempts to argue that it was justified in the structure of separate development and that economic inequality was no way to protect the White race were defeated.

A free labor market was absolutely in conflict with separate development, it was said. There had to be proof that the Black man's opportunities in South Africa to help the Black man back to the homelands where he could work for the sky.

Delegates also said that there was no possible way to pay.

Another delegate said that it was necessary to protect "our skins" and the Afrikaner identity.

ECONOMIC REASONS. It was necessary to protect "our skins" and the Afrikaner identity.

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PAY PARITY STUDY URGED

Municipal Reporter

DURBAN City Council had no idea what it would cost to eliminate the wage gap between White and Black municipal workers on an equal pay for equal work basis.

And the city's two most powerful White municipal trade unions, together with the only Black trade union, are all in favour of equal pay for equal work.

The chairman of the Council's Joint Advisory Board, which deals with salary scales, Councillor Bob Ouston, yesterday called for a study to be made of how Black-White pay parity would affect the city's budget.

He said the Council had granted the White trade unions a 15% increase in future for which the unions agreed to allow certain posts to be made available to Blacks.

It is now time for the city to get a definite policy on pay parity between the races, Mr. Ouston added that in the past his board had been guided by State policy and State legislation such as the Job Reserve Lot Act, and had been unable to provide Blacks with White jobs.

In protected employment for Whites in hope falling away said the council should examine how this will affect the municipal workforce,
EAST LONDON. — The Labour Party has decided to bring pressure on shops and other firms practicing discrimination against Blacks.

The Coloured Party's public relations officer in the Transkei, Dr L. K. Sharpiey, said a desegregation action committee would be established in all major Eastern Cape towns in the next week or two. "Shops who discriminate against Coloureds, Indians and Blacks will be blacklisted and people will be encouraged not to support them," he said.
SOUTH AFRICA's use — and misuse — of her manpower has always been a key factor in its political development.

Equally, job reservations and the controls, the ban on registered trade unions and migrants, labor disputes, political issues which have long hobbled its economic growth.

Now, one of the country's most powerful employer organisations, the Federated Chamber of Industry, is considering a national manpower development policy which, if adopted by the Government and the private sector, could not only speed up South Africa's economic growth, but provide the wheels for profound social change.

Key elements in the policy are:
- The greater geographical and occupational mobility of workers.
- The improvement of skills in the total labour force.
- The phased-out of the migrant labour system.
- The relaxation of statutory and traditional job reservation.
- The preparation of Black workers for meaningful involvement in the collective bargaining process.
- The fixing of minimum wages in accordance with the basic necessities of life.
- The extension to the total labour force of a de jure unemployment, pension and sickness benefit schemes.
- The abolition of discrimination against women in the labour market.
- The co-ordination of the labour policies and programmes, as administered by four Government departments — Budget, Education, Labour and Mines.

In the case of any such policy — with its implied drastic shifts in South Africa's traditional labour attitudes — a careful selection of job-related studies should be made, ensuring that the research is based on official forecasts.

The National Manpower Policy will be 330,000 new entrants into the labour market every year. Between now and the year 2000, that figure will swell to over a million. More than 70 per cent will be Black, of whom a smaller proportion will have to find work outside the homelands.

The most immediate effect of the policy — if adopted — will be to free the bulk of Black manpower for national development.

By FLEUR DE VILLIERS

Dr H. J. J. Reyniers, prove social security benefits and introduces adequate unemployment, pension and sickness benefit schemes for the "total labour force".

On the question of the better use of manpower, the FCI is considering an equally veritable line.

Increased attention should be given to the entry and re-entry of women into the labour market, including vocational guidance, training, hours of work adapted to family responsibilities and the establishment of day nurseries.

Discussing the policy as a whole, Dr Reyniers says that the FCI felt the need to integrate the structural changes which are already taking place in the labour market and to allow further adjustments without unrest or stress. Labour policies in South Africa had remained largely neutral or "reactive".

If adopted, the National Manpower Policy evolved by an employer organisation could become a new charter for the South African worker.
U.P. plan for SA labour

The Argus Correspondent

DURBAN — South Africa, which was entering its third major industrial revolution, would have to opt for a more extensive social welfare system in future, Dr Gideon Jacobs, MP, the United Party’s chief spokesman on Labour, said in Durban at the week-end.

Addressing a meeting of the Union Jack, he said that once a country had become fully industrialised it had the choice of diverting its immense economic resources into one of three main directions:

1. Results either concentration of mass consumption (American) or on the development of an extensive social welfare system (British) or on creating projects (Dutch).

In view of our population expansion and the disparity of wealth between the haves and have-nots, we will have to opt for a more extensive form of social welfare system, Dr Jacobs said.

REASONS

South Africa’s economic growth was essential to South Africa for a number of reasons:

© To sustain a growing population, which was expected to reach 50 million by 2060.
© To meet a growing dependency expenditure, present at about R100 million and likely to increase.
© To consider the activities of political agitators. “In this sense, South Africa must expand economically or we will explode politically,” he said.

GROWTH

South Africa had all the basic ingredients required for rapid, non-inflationary economic growth.

The “bitter” lesson in our whole economic system, however, is the insufficiency of high-level skills, and unless this situation can be rectified, South Africa will continue to have high rates of inflation which will in turn impede our economic growth.

Outlining his priorities for a new initiative in labour, he said the most important consideration was to implement labour and training policies dictated by the human economic needs of the country and its people, and not by ideological considerations.

He called for trade union rights for blacks, the removal of statutory discriminatory measures, including job reservation.
Phase out racial laws—Reyners

CAPE TOWN — Dr H. J. J. Reyners, executive director of the Federated Chamber of Industries, said here yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both whites and blacks would have to make radical adjustments in their traditional attitudes.

Dr Reyners was addressing the change-orientation and planning seminar organized by the graduate school of business of the University of Stellenbosch.

He said it had to be accepted the black urban populations of South Africa were here to stay, and "once we accept this fact our planning for the future must take cognizance of it."

The inevitable changes would mean better training and vocational instruction for the blacks for higher occupations and inducing white workers to accept blacks as equals at the work bench.

He said that four-fifths of the blacks in South Africa had the characteristics of a stable population, and as far as industry was concerned, stability was essential, as it made for better planning.

Dealing with the problem of wage discrimination, Dr Reyners said that discrimination between people of different races who performed identical work "is repugnant to us."

But certain economic realities had to be considered. Regardless of race or colour, the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognized that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap problem was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that most black and Coloured workers "are" still unskilled.

This meant that the majority of non-white workers would not benefit from the equal pay for equal work approach which was an attractive slogan, but did not make economic sense. Change had to come, but it had to be gradual. There was the question of whether to give more people work at a lower wage or to pay a higher wage and give work to fewer people.

To adopt a new wage structure faster than the economy could absorb the change would be to defeat the whole object of the exercise. — SAPA.
Race laws must change

Dr H J REYNDELS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

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A leading liquor store chain, the Solly Kramer group, has abolished pay-and-employment discrimination based on colour.

"There will be no replacement of Whites by Blacks," said a spokesman today, "but our policy will be to appoint the best man for the job."

Already there are senior Black sales assistants at a few of Kramer's 131 stores.

It is expected that a Black manager will be in charge of one of the larger stores by the end of the year. He will control an annual turnover of about R500,000.

The company's new staff manager, Mr Tony Frost, is in charge of a centralised staff-training programme which does not differentiate among races.

The programme seeks to train staff and retrain existing staff with the aim of improving productivity by reducing staff turnover.
Racial

26/8/75

pay goes

THE SOLLY KRAMER'S liquor group has abolished all salary discrimination based on colour, throughout its operation, it announced in Johannesburg yesterday.

The group employs 1500 workers, of whom 700 are Black. All staff now operate on one salary structure and are eligible on the same basis for group benefits such as pension and medical aid.

Kramer's operates 131 bottle stores throughout the country. — Sapa.
Pay rise call to Minister

Labour Reporter

The Coloured Postal Employees Association made a direct appeal for equal pay to the Minister of Labour and of Posts and Telecommunications.

The call by Mr F M Lutlig, the association's national secretary, followed the Minister's official opening of the association's biennial congress.

The theme of the congress is "equal pay for equal work."

Mr Lutlig said he had learned from high authority that the productivity of Coloured post office workers did not lag behind that of other post office employees.

"We believe we have rendered sufficient proof of our loyalty, our attitude and our sense of responsibility for the introduction of equal pay for the same work.

Mr Lutlig also asked for his association to be given the opportunity to join in future pay negotiations, hinting at the formation of a federation of post office staff associations.

He thanked the Minister warmly for his interest.

Labour Reporter

The narrowing wage gap could have serious inflationary consequences.

The warning came last night from the Minister of Labour and Posts and Telecommunications, Mr Viljoen.

He pointed out that the Government is "irrevocably" committed to a gradual narrowing of the wage gap, but added:

"If we do not succeed in balancing expenditure and production, we—all of us—will have to pay the price."

Not only the Post Office but the Government called for wholehearted co-operation, Mr Viljoen told the biennial congress of the Coloured Postal Employees Association in his opening address in Johannesburg.

Better news was Mr Viljoen's announcement that all Coloured employees of the Government, and of certain other institutions, could get a medical aid scheme similar to that for Whites.

"The Cabinet has already approved this scheme."

Mr Viljoen sketched advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training, and explained improvements imminent in leave for Coloured workers.

At present 50 offices were under the exclusive control of Coloured staff.

A total of 60 Coloured supervisors had attended seminars on modern personnel management.

"Improved arrangements would come into effect in January next year, providing equal leave privileges to those enjoyed by Whites."

In some cases leave had been increased from 24 to 36 days a year and sick leave from 60 days to 120 days in every three years.

At Work

Senior Coloured workers handled certain facets of cable-jointing, mounting and line installation work.

At the end of June this year, there were already 67 trained telephone electricians in service, 106 apprentices, telephone electricians and 28 technicians.
"Immediate" equal pay call by CRC

Own Correspondent
CAPE TOWN — The Coloured Representative Council decided unanimously yesterday to ask the Government again for the immediate introduction of equal pay for equal work.

Introducing the motion, Government-nominated member, Mr W S Africa (AFLC) said it was sad that nothing had so far been done to meet the council's previous repeated requests.

The Government had said it accepted the principle of equal pay for equal work, but nothing had been done.

"Our people cannot eat principles, slogans and promises," he said.

Other motions adopted by the council yesterday included:

- The immediate removal of all statutory and non-statutory discrimination based on colour;
- Equal old age pensions for Whites and Coloured people without means test or adjustment to the cost of living index;
- The lifting of the present income limit of Coloured people who wanted a loan from Housing Commission funds;
- Freedom for Coloured people to buy farms anywhere in South Africa without being subjected to permits.
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The Government had said it accepted the principle of equal pay for equal work, but nothing had been done.

"Our people cannot eat principles, slogans and promises," he said.

Other motions adopted by the council yesterday included:

- The immediate removal of all statutory and non-statutory discrimination based on colour;
- Equal old age pensions for Whites and Coloured people without a means test or adjustment to the cost of living index;
- The lifting of the present income limit of Coloured people who wanted a loan from Housing Commission funds;
- Freedom for Coloured people to buy farms anywhere in South Africa without being subjected to permits.
Sex discrimination is as entrenched in SA's wage structure as race discrimination. African women are the most under-paid of all.

It is well known that the proportion of Africans in the work-force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50%, but the African work force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Lübmer and Wilie Breitenbach point out in a recent booklet, *The Black Worker in South Africa*, this is "one of the most striking phenomena of recent years."

Between 1951 and 1970 African women workers grew by 230%, against 46% in the case of men. Even if agrarian employment is excluded (since there are problems in comparing census data) women increased by 160%. Lübmer and Breitenbach point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (38%) and on a par with that for Coloured women.

In 1960, one in five African women was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce; in manufacturing from mere 7,000 in 1951 to 70,000 in 1970; in commerce from only 2,000 to 50,000.

This pattern raises the issue of sex discrimination in pay. Rev Allman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the *FM* that "Sex discrimination is a bigger bugbear for us than race. The employers are not in favour of eliminating the sex differential as they are getting women as cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since the great majority of men still earn below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry cleaning industry. Last year the (African) Laundry and Dry Cleaning Workers' Association decided that men should forgo part of their pension wage in order to narrow the male female differential. The Wage Board, however, retained the differential.

The Johannesburg branch of the (Coloured) National Union of Laundering, Cleaning, and Dyeing Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Tyacke says: "If this is not possible, we would at least like to see the usual 20% 25% differential reduced."

Wage Board chairman Izak Claasens tells the *FM* the Board's approach is to reduce the sex differential in unskilled jobs, where no "muscle power" is involved, but that in unskilled jobs minimum wages for women are fixed at 80% of those for men.

**AFRICAN WOMEN WORKERS**

<table>
<thead>
<tr>
<th>Description</th>
<th>1960</th>
<th>1970</th>
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</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>655,000</td>
<td>6,550,000</td>
</tr>
<tr>
<td>Domestic service</td>
<td>833,000</td>
<td>6,330,000</td>
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<tr>
<td>Mechanical and mechanical</td>
<td>4,000</td>
<td>4,000</td>
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<tr>
<td>Textiles</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td>Wholesale and retail trade</td>
<td>29,000</td>
<td>29,000</td>
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<tr>
<td>Clothing and footwear</td>
<td>21,000</td>
<td>21,000</td>
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<tr>
<td>Opening and closing</td>
<td>2,000</td>
<td>2,000</td>
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<tr>
<td>Sales and retail trade</td>
<td>20,000</td>
<td>20,000</td>
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<tr>
<td>Food and grocers</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>Public administration and finance</td>
<td>4,000</td>
<td>4,000</td>
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<tr>
<td>Wood and paper manufacture</td>
<td>5,000</td>
<td>5,000</td>
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<tr>
<td>Legal services</td>
<td>4,000</td>
<td>4,000</td>
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<tr>
<td>Marine trades and catering</td>
<td>21,000</td>
<td>21,000</td>
</tr>
<tr>
<td>Other</td>
<td>10,000</td>
<td>10,000</td>
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<tr>
<td>Housewives</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Unemployed</td>
<td>165,000</td>
<td>165,000</td>
</tr>
<tr>
<td>Total economically active African women</td>
<td>1,889,000</td>
<td>1,889,000</td>
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</table>

(Source: 1970 census)

*FM* vice president Morris Kagan suggests that the Wage Board should ask employers to carry out a scientific investigation into factors cited by employers as justifying sex discrimination. Among these are: men more stable, not prone to absenteeism; and physically stronger. Interestingly, Claasens says there is no evidence that women are more prone to absenteeism.

"In fact they are 'frequently more responsible than men,"" and Emama Mashumuh, secretary of the (African) Commercial, Laundry, and Allied Workers' Union of SA, asserts: 'What men can do we can also do and some times do better'.

Eric McMaster, assistant vice president (pensional) of Checkers, and Alan Fitch, the OK's personnel director, tell the *FM* that although actual pay rates for both men and women are usually above the minimum laid down in Wage Determinations, they nevertheless reflect the pattern of sex differentials in Determinations. They also both make the point that to bring women up to men's pay rates would be "very costly."

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job "shop assistant," but there is a wide differential in certain other categories.

Thus, in the case of skilled clerks and sales assistants, the proposed new minimum wage for women is only 68% of that for men.

Women of all races are affected by discrimination in these job categories, and Allman tells the *FM* the unions have been pressing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general washer, the women's proposed minimum is 80% of that of men. In some areas, that will mean a new minimum wage for them of merely R35 a month.

Confirming, Tessa's assistant general secretary, Robert Kraft: "There is no doubt about it - women are being used as cheap labour in this country. Discrimination against women in the retail trade is a question of motives of industrial agreement."

Kraft adds that it is feasible and desirable to advocate that companies form "a move towards equalisation of pay between the sexes in the country. Discrimination against women in the retail trade is a question of motives of industrial agreement."

It's often argued, particularly in the case of Black women, that their wages can justifiably be kept low on the grounds that they are not the main breadwinners. Very often, of course, this is simply not true and women are indeed the main breadwinners, sometimes assisted by a child who really belongs at school even the main breadwinners.

It would be interesting to see some of the trade unions take Claasens at his word and present irrefutable evidence that the majority of workers do not want wages to be related to sex. There could hardly be a more appropriate job for undertaking in International Women's Year.
SA must provide system

The Argus Correspondent

SALISBURY. — South Africa must provide for a system of industrial partnership between organised management and organised labour, Dr Zach de Beer, an executive director of the Anglo American Corporation of South Africa, said here.

Speaking at a seminar on labour relations in Salisbury, Dr de Beer, who is head of his corporation’s manpower resources division, said: ‘We should not consider that we have unlimited time.’

Referring to the 1973 strikes and the disturbances on the gold mines this year, Dr de Beer said: ‘A situation already exists in which all of us stand to lose unless we develop a partnership based on truth and trust demands full disclosure.’

The world was one of change and there was a need for human institutions to keep pace with technological, economic and political development, and social change that included a revolution of rising expectations, he said.

COURSE

South Africa was further back up the road than the highly industrialised countries and should not pursue the course those countries had followed simply because they had followed it.

‘We should recognise that our task is not identical with theirs, but overall and in the long run, the same kind of change is taking place here as there.’

He said in South Africa the question of trade unions for Blacks was a controversial one. Unions were not outlawed, but neither were they recognised in legislation for bargaining purposes.

RIGHTS

‘However, some of us regard the extension of such rights to Blacks as inevitable and necessary,’ he said.

There was a vital need for South Africa to have an objective comprehensive colour-blind job evaluation system, he said.

The trend has been for White wages to go too high and Black wages to stay too low, resulting in over-valuation of some jobs and under-valuation of others.

Anglo American and De Beers had introduced a job evaluation and wage setting system with good results, and the system had been adopted throughout the gold, coal and diamond mining industries.

PARTNER

Dr de Beer said that however much a business wished to be non-political, it was found in practice that in any business of any size, government was in fact a partner.

While labour relations should be bilateral, government would generally exert influence and had to intervene if there was persistent trouble.

‘Accordingly, it is starry-eyed to ignore polit-
Wage gap must be narrowed call

JOHANNESBURG — There is no question that South Africa must continue to narrow the wage gap although increased wages for races other than white have contributed to inflation.

Restraining such increases would be a threat to social peace, Dr Dawie Gouws, a leading personnel consultant, said.

He was interviewed after speaking on wages at a symposium of the Institute of Personnel Management here yesterday.

The institute is seeking to devise an anti-inflation plan for personnel management.

The elimination of the wage gap where there was at least an equivalent productivity increase, was essential under the anti-inflation programme, Dr Gouws said.

He was referring particularly to the wage gap between people of different races doing the same work.

This gap had increased substantially although the lower paid race groups had received higher increases percentage wise, he said.

Thus skilled and semi-skilled whites got R325 a month this year compared to R164 a month received by their black counterparts.

Improving wages for blacks who are earning around subsistence levels is already a matter of social conscience.

This should not be ignored in the anti-inflation campaign.

There were no easy solutions to this and other problems connected with inflation. One of the most important objectives in the fight against inflation should be to change attitudes and expectations, and to demonstrate the relationship between pay and productivity.

Dr Gouws foresaw a "conversion effect" on wages, with the lower income levels pressing against the top.— SAPA.
Check Black pay, employers told

By GERALD REILLY

The South African Institute of Race Relations has appealed urgently to employers to review Black wages.

The director of the institute, Mr Fred van Wyk, said yesterday it was feared that some employers might shelter behind the anti-inflation manifesto which provided for a go-down in wage and salary increases.

It should be emphasised that low-paid workers were specifically excluded from this provision.

Mr Van Wyk said increases granted to the mass of urban Black workers had been swallowed up by the sharp rises in essential foods and other commodities during 1975.

The prices of bread, mealie meal, milk, and other basic foods on which the vast majority of African families depend have all gone sky high, and there is no doubt that the number of hungry African families in the major areas is rising.

"If we want to avoid growing friction between Black and White and the grim consequences of labour unrest, the authorities must keep in close touch with the economic situation of urban Blacks," Mr Van Wyk said.

Voluntary organisations were doing a fine job in helping to feed the hungry in the townships, but it would be far healthier if Blacks were placed in a position where their earnings gave them the security every worker merited.

Mr Van Wyk said the vice-president of the institute of Personnel Management, Mr J. Dickerson, said earlier this week that the poor response to the Government's tax concessions for Black training had been "nothing less than pathetic and somewhat alarming."

Mr Van Wyk said if employers were refusing to cooperate in this vital area, the Government should step in and take over the responsibility for raising the earning power of Blacks by industrial training.
BLACK WAGES 'MUST GO UP'  

Mercury Correspondent

PRETORIA — The Institute of Race Relations has appealed urgently to employers to review Black wage levels.

The institute's director, Mr. Fred van Wyk, said yesterday it was feared that some employers might shelter behind the anti-inflation manifesto which provided for a curb in wage and salary increases.

But, he said, it should be emphasised that low-paid workers were specifically excluded from this provision.

Mr. van Wyk said increases granted to most urban Black workers had been awash swollen by the sharp price increases in essential foods and other commodities this year.

"The price of bread, meat, meal, milk and other basic foods, on which the vast majority of African families depend have gone sky-high, and there is no doubt that the number of hungry African families in the major areas is rising."

Mr. van Wyk agreed with the chairman of the U.K. S.A. Trade Association, Mr. William Like, who said in London this week that the implications for South Africa's lower-paid workers would be forbidding if inflation continued.

"If we want to avoid growing friction between Black and White and the grim consequences of labour unrest, the authorities must keep in close touch with the economic situation of urban Blacks," Mr. van Wyk said.

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Mr. van Wyk said if employers were refusing to co-operate, the Government should take over the responsibility for raising the earning power of Blacks by industrial training.
Minister hits at males

GRAHAMSTOWN.—Racial discrimination and discrimination against women were inextricably linked in South Africa, Mrs Stella Sigeau, the Transkei Minister of the Interior told the International Convention of Women in Grahamstown yesterday. Racial discrimination is the shield behind which White males "harbour their racism and sexism," she said.
SA librarians: equal pay move is backed

Employers differentiating between males and females in advertising vacancies for librarians on their staff, will in future be notified by the South African Library Association that such discrimination runs counter to the official point of view of the association.

The decision to take this action resulted from a motion adopted at the recent annual conference of the Library Association.

The motion requested that representations be made to all authorities employing librarians to attach one salary scale to a position, whether the incumbent be male or female.

In the memorandum accompanying the motion it was stated that cases still occur where different salary scales for male and female applicants are specified in advertisements for vacancies.

More often still, advertisements state that applications are invited from librarians (female), leading one to infer that the salary scale attached to the position is too low to interest male applicants.

When discussing the implementation of the motion, the administrative council of the association decided that general publicity should be given to its point of view on equal salaries for equal work done by male and female librarians.

Attention will also be given to specific cases of employers differentiating between male and female applicants in advertisements for vacancies.

Cases brought to the attention of the association will be referred to a committee which will then inform the organisation concerned that the association advocates equal salaries for male and female librarians.
'Grounded' because she's a woman

Pilot's ban to be raised in House

By David Ake
Mulder reveals plan
for the public service

R BLACKS

By NICHOLAS VAN OUDTSHOORN

THE GOVERNMENT has plans to drop pay discrimination against Blacks working in the public service.

The scheme will mean equal pay for equal work for all South Africa's 400,000 State employees.

In an interview this week the Minister of the Interior, Dr Connie Mulder said a top-level investigation had revealed that the immediate extra cost of the scheme would be about R95 million.

Dr Mulder said that if the Cabinet gave the go-ahead, public servants of all races would be paid according to specific notches laid down in one key salary scale.

The scale would start at the level of the lowest paid unskilled workers and rise to that of the highest paid officials, such as secretaries of Government departments.

There would be minimum and maximum salary levels for each grade. When the maximum was reached, the employee would move on to the next grade.

Annual increments in each grade would vary, and increase as the grades progressed.

Dr Mulder said: "Each employee will have to be phased into the grade for which he is qualified. There will be one salary scale for the whole public service. It will not be influenced in any way by racial discrimination."

Reliable Government sources said the key salary scale idea for the Public...
Equal pay will mean equal taxes too

- FROM PAGE 1

ment a uniform salary scale for the public service will cost us immediately about R95-million. Such a step could only fan inflation if increased productivity did not follow higher wages.

"If we are suddenly going to pay an unskilled worker a higher wage, then his productivity must measure up to that increase," Dr Mulder said.

He agreed that it would be difficult to measure productivity against salaries of professional people such as doctors. So he considered it logical that the phasing out of disparate wages between racial groups would "start at the top."

"This means that professional groups, where there is a definite comparison in qualifications and training, may reach parity or near parity first," he said.

Dr Mulder gave examples of what had already been done in this direction recently: the appointment of the first Coloured lecturer at the University of the Western Cape, Dr J. G. van der Ross, and the Black diplomats who are now serving at South African missions abroad. In both cases they received the same salaries as White counterparts.

CONTRIBUTE

They pointed out, too, that the scheme would almost certainly lead to drastic changes in the income tax system for Blacks, and at least partial abolition of many subsidies — such as for transport, housing and medical services — which they enjoy at present.

"If Blacks are to receive the same pay for the same jobs as Whites, they will also have to contribute the same taxes and pay the same for everything else," said one source.

Seen as particularly important is the statement in Parliament this month by the Minister of Bantu Administration and Development, Mr M. C. Botha, that the Government has already appointed a committee of inquiry to examine whether Blacks should pay the same taxes as other race groups.

In the interview with Dr Mulder, he said the public service key salary scale was only one of the many ideas being investigated "as part of the Government's declared policy to continually narrow the wage gap between the different racial groups."

It was impossible at this stage to give dates or a blueprint for the removal of wage disparity, he said, because many factors, including the economic situation played a major role in such decisions.

"It is not a matter of merely saying we need an amount to level all wages, and then, if we find we have the funds, simply to go ahead. Other factors must be considered — one of the most important being productivity."

For instance, to influence...
Minister rejects equal pay bid

HOUSE OF ASSEMBLY — The government has turned down the request by the Coloured Representative Council for parity in the salaries and pensions of Coloured people with those of whites.

The Minister of Coloured Relations, Mr H. Smit, said yesterday that the request for parity in salaries, social pensions and allowances "could not be taken up in the draft estimates as tariffs which would effect immediate parity have not as yet been authorised."

Mr Smit made this clear when he replied to a question tabled by Mr T. Aronson (UP, Walmer) who had asked whether the government had turned down any requests for funds by the CRC.

The minister said the CRC had requested a budget of R284 549 000, which included amounts set aside for the implementation of parity in pensions and salaries. However, this request could not be implemented.

The minister also said that no date had yet been set for the next session of the CRC, which was adjourned last year after the Labour Party majority passed a resolution which prematurely ended the session.
EEC's SA Labour Code
Will it work? FM 15/7/77

If the British government's own "code of practice" (introduced after The Guardian's 1973 expose) is anything to go by, the decision in Brussels this week by EEC foreign ministers to explore a code of conduct for European businesses in SA is likely to be a paper tiger.

Even the idea's sponsor, UK Foreign Secretary David Owen, is well aware that legal difficulties may make the code difficult to put into operation. One of the ideas behind it is that defaulters will be liable to penal sanctions in their home countries. But Owen apparently realizes that it is unlikely that EEC members will pass the legislation necessary to back it up, writes the FM's London man.

It is not yet clear what the details of the code will be, and the EEC ministers will discuss it further when they meet again on July 25. At this stage, Owen's main points are that the code should ask companies to:

- Move to eliminate pay differentials between black and white workers;
- Allow black workers to join trade unions; and
- Study ways of preventing sanctions busting by offshoots of international oil companies which are alleged to have supplied oil to Rhodesia.

All this is still pretty vague, and it will be interesting to see whether the code, when it surfaces, will attempt to tie companies down to anything more than vague expressions of goodwill.
Dustmen quit over pay row

Pietermaritzburg — Municipal refuse removal workers stopped work yesterday when their demands for an immediate wage increase were not met.

The 140 employees gathered at the city engineer's depot and refused to work unless assurance was given that their wages would be increased immediately.

The Town Clerk, Mr. H. D. White, said that the workers were informed that their demands would have to be dealt with in a "constitutional" manner. But the men refused to operate through the works committee or elected representatives to negotiate with officials. They also refused to return to work and left without their pay.

Mr. White said that domestic refuse bins were cleared twice weekly and "other arrangements will be made once the position has been assessed in the morning."

He was unable to say whether any of the workers will be re-employed should they return to work today.
Postal chief warns on job demands

The Argus Correspondent

DURBAN. — The Postmaster General, Mr Louis Rivo, has warned Post Office employees and employee associations not to seek confrontation in their demands for equal job opportunities and salary structures.

He issued this warning when he officially opened the second annual congress of the South African Indian Postal Telecommunications Employees Association here.

Mr Rivo said everybody in South Africa was jumping on the bandwagon of change and demanding drastic changes.

THREATS

"Change in South Africa can come about by either evolutionary or revolutionary means and we in society must realise the full consequences of change.

Anything you force goes hand in hand with friction and any action results in reaction. Therefore, it is important to remember that friendship and harmony will beget friendship and harmony, but threats and confrontation will also be met by confrontation."

"Too much emphasis was being placed on salaries and too little on what we earn on merit by way of production volume and quality wise."

"I am keeping with Government policy, the question of the narrowing of the wage gap between the different race groups is reviewed from time to time with due regard given to the financial and other considerations."

"We should have no illusions about the consequences for all of us. It would be folly to pay the same salary for all who do the same type of work irrespective of the quantity and the quality."

"This would be the surest way of defeating our efforts to improve productivity and to fight inflation."

"The aim must be to pay the same salary for the same type, the same production and the same quality of work."
Our second BnB winner is Mrs Janice Farquharson, of Waterkloof Ridge, Pretoria.

"Leafing through Unisa News, she saw an advertisement placed by Students Subscriptions, Box 781804, Sandton, including annual subscription rates for the English magazine The Economist.

The rates in the advertisement were much higher than those offered for students in The Economist.

The Economist offers students a year's subscription by mail for £23, surface mail for £14.50.

Students Subscriptions offered the magazine by air for £36 and by surface for £22.70.

The Students Subscriptions advertisement states "Save up to 60 percent on subscriptions."

We contacted Unisa News about the advertisement and were told several complaints had been received.

A spokesman said the advertisement was handled through Aurora Press, Pretoria.

An advertising assistant there said Student Subscriptions was run by Mr. Farrell Cohen.

She said Mr. Cohen had signed a proof of the advertisement before it was printed, but following publication had phoned to say that instead of pound signs the amounts given should have been preceded by rand signs.

A cheque for R20 will be in the post to Mrs Farquharson early next week.
City domestics earn less than a month's TV

By Margaret McNally

I think the amount of money you spend on domestic help and the amount of money you spend on domestic help is a matter of fact, and probably not for each of the domestic help. Of course, it will depend on how many you have, and what they do.

Most of the employers I talk to say they find the wages recommendatory for domestic workers in Cape Town. The recommendation is for R65 a month, and probably more for those doing domestic work. Of course, it will depend on how many you have, and what they do.

Almost half of them said they could not afford to pay higher wages. The finding was that most domestic workers were earning less than R65 a month. The wages recommended by Miss Gourley and Miss Mansell were too high.

Domestic workers should be paid according to the work they do. The work they do, and what they do, is not the same. The work they do, and what they do, is not the same. The work they do, and what they do, is not the same.

Most of the domestic workers I talk to say they feel the wages recommended by Miss Gourley and Miss Mansell are too high. They say they do not feel they are paid enough.

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teaching official

Not enough, says...
641 firms sign non-racial manifesto

MANIFESTO committing to a policy of non-racialism within the jazz business has been signed by 13 members of the Cape Town Chamber of Commerce.

The manifesto calls on jazz to:
- Select, employ, train and support staff without regard to colour.
- Determine salaries and wages in accordance with the skills and capacity of their employees.

The manifesto was drafted in December and a copy will be sent to the Chamber in a few days.

Mr John Cronje, chairman of the Programme Committee, said there were many ways private companies were not fully contributing to equity in society and one of them was in the music industry.

Mr Winovern, editor of Cape Times, said in his speech to the gathering that the journal was an independent voice for the people and that its commitment to the non-racialism agenda was unswerving.

Mr Raymond Ackerman, chairman of Pick n Pay, said: "It's a practical example of how the music industry and commerce are removing racial discrimination and transforming the industry with an open agenda for all.

Mr David Saxman, managing director of Woolworths said: "We are doing what the policies which have been following for many years.

Cape Times 24/4/97

Mr Norman Askem, general manager of Barclays National Bank in the Western Cape said: "It's something we've been doing for many years."

Mr W Templar, chairman of BP Southern Africa said: "The provisions of the manifesto were already clearly stated in our membership policies and no policy is in our company."

"Waan, a mask in which we're the Leuven of our own," said Mr Raymond Ackerman.

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641 sign chamber's manifesto

By GORDON KLING

FEWER than half of the member firms of the Cape Town Chamber of Commerce have subscribed to a manifesto committing business to a policy of total and genuine non-discrimination, which was launched by the chamber last December.

An interim list of signatories released to the Cape Times yesterday shows that 641 of the Chamber's 1,400 members had signed the manifesto by Wednesday.

The Chamber president, Mr. S. L. Reilly, however, believes the response has been encouraging and many more members are adjusting conditions at their firms in order to subscribe. In an interview yesterday, he said that only "one or two" business concerns had been negative towards the principles contained in the manifesto.

The manifesto calls on employers, within the provisions of the law, to:

- Select, employ, train and promote staff without regard to race or colour.
- Determine salaries and wages in accordance with the principle of equal pay for equal work.

- Do all other things possible to promote understanding and harmonious relations between employer and employees and between individual employees irrespective of their race, colour or employment status.

Although disappointed that many firms had not yet signed, Mr. Reilly said there were valid reasons in several cases, and it was encouraging that a large number of members had subscribed at a time when good relations between all sections of the population was of paramount importance.

I understand that many firms refused to adopt the manifesto, not because they did not support it, but because they had been practising its principles for years and did not want to create the impression that this had occurred only recently.

On the other hand, many firms subscribe to the manifesto while stressing that they had long adhered to the principles it embodies.

More than a third of member's head offices are located elsewhere and I understand that differing conditions in these areas often prevented approval even though local branches had urged acceptance. Some large organizations stressed that board approval was necessary and this had delayed acceptance of the manifesto, although this would be forthcoming.

Several businesses believed further staff education would be necessary before the principles of the manifesto could be implemented.
641 firms give race bar pledge

Sunday Times Reporter

A MANIFESTO committing firms to a policy of non-discrimination within the law has been signed by 641 members of the Cape Town Chamber of Commerce. It calls on employers to:

- Select, employ train and promote staff regardless of race or colour.
- Offer equal pay for equal work.
- Do everything possible to promote understanding and harmonious relations between employers and employees irrespective of their race, colour or status.

Those signing the manifesto include Mr Raymond Ackerman, chairman of Pick 'n Pay. He described it as a practical example of business and commerce removing racial discrimination and tension.

Happy

Mr W. Templer, chairman of BP Southern Africa, said the provisions of the manifesto were already his company's policy.

Mr John Cronje, chairman of Cape Portland Cement said: "There are many cases where private enterprise does not fully exploit opportunities for non-discrimination and equal opportunity within the existing framework."

Mr David Susman, managing director of Woolworths said: "We were happy to sign — it reflects the policies which we have tried to follow for many years."

Happy
Bid to better black women's legal status

A move to reach out to and educate as many black women as possible in South Africa to their rights, was made at the weekend, at the Conference on the Legal Status of Black Women.

More than 100 black women from all over South Africa attended the conference held in Johannesburg and organised by the women’s branch of the South African Council of Churches.

They set up a committee of 12, the Committee for the Legal Status of Black Women.

Its task is:

1. to call a national conference on the legal status of black women
2. to try to organise more women at various levels throughout the country to make such a conference representative
3. to undertake a broad educational programme throughout the country, and include as many men as possible.

Implications

If so, few cases went, and more, did not understand the implications of the marriage contract, and their options. The Marriage Registry Society should also be asked to include the interpretation of the marriage contract to black spouses—especially to people planning to marry

The committee will liaise with the Women’s Legal Status Committee on issues of common concern.

In the interim they intend to lobby and talk to responsible and influential people as well as other women’s groups.

Mrs. ruga Becat, a lawyer from Durban, told the conference that the history of black women in South Africa was one of suffering and endless long years of double discrimination on the grounds of sex and colour.

The black woman valiantly struggles for the improvement not only of herself, but of all blacks in South Africa,” she said.

Especially in Natal, which white legislators had distorted traditional law, which in traditional society had treated black women to devolve perpetual minors under male guardianship.

In addition, the passing of control laws thwarted progress and crippled family life, she said.

Mr. Geoffrey Pite, a Johannesburg lawyer, said the main cause to the change in the black women herself.

Unless she changes her basic attitudes to the system, none of the disabilities of the black woman are going to be with us for very long time,” he said.

Women could not have it both ways—they could not try to maintain custom, but do away with legal disabilities.
and men, did not understand the implications of the marriage contract and their rights. The Matrimonial Causes Society should also be asked to advise on the interpretation of the marriage contract.

The conference also adopted the following:

1. All marriages should be registered, including cohabitation, in order to make clear the rights and obligations of both parties.

2. Women who work should be entitled to equal pay and conditions of employment.

3. Domestic violence against women in employment should be addressed, and there should be legal protection for all workers.

4. Women who qualify to maintain a house should be able to live there.

5. While it is noted that husbands may lose their health, their work, and children if they were ill, the conference advised that if their health was in question, the husband's health and children should be considered.

6. If married according to customary law and no will is left, the husband could also succeed to each other's estates according to customary law, and not according to Roman law, where a husband's estate goes to his nearest male relative.

Lobby

The committee has got a lot of support to do its task to talk to women, and at the next national conference we hope to get a reaction together in order to bring to the authorities attention these cases, and the interests of women to the women's decision.
'Business must help get rid of race bar'

MARITZBURG. - Businessmen must encourage the Government to fulfil its pledge to move away from discrimination, Mr. I. J. Pinsaw, chairman of the Black, Coloured and Asian affairs committee of the Johannesburg Chamber of Commerce, told Maritzburg chamber yesterday.

In fact they should take the initiative and make opportunities open to all races.

"In the constant search for harmonious race relations, businessmen - probably more than any other sector outside Government - play a leading role in improving race relations and creating a stable Black middle class," he said.

"The business community has made it possible to finance such huge projects as the R60-million Soweto lighting scheme. It is now involved in negotiations obtaining capital for more and better Black housing."

"It is looking, generally, at ways of improving the quality of life of our Blacks."

The Government's obligations should be matched by the businessmen's obligation of ensuring equal and fair employment practices for employees of all races.

Mr. Pinsaw said, Mr. Vorster's letter on the economic outlook to the Association of Chambers of Commerce last month, was more a statement of intent than the declaration of a clearly defined blueprint towards realising the aspirations of all people.

The letter should be seen as a test for the Government and private sector alike. Mr. Pinsaw's chief objection to the letter was its lack of a sense of urgency. — Sapa.
Mulder: wage gap narrowing

CAPE TOWN — The Minister of Interior, Dr Connie Mulder, said last night the Government's sincerity in undertaking to narrow the wage gap was beyond reproach.

The Minister, replying to criticism by Mr Andrew Pyper (UP, Durban Central) and Mr Warwick Webber (UP, Maritzburg South), said if only the Coloureds and Indians had to be considered the cost would be much less.

Quoting figures, Dr Mulder said the progress being made was "interesting," and the public service was well ahead in its attempts to narrow the wage gap.

Mr Pyper appealed to the Minister to initiate an investigation to determine the amount required to wipe out the wage gap for professional people.

Mr Webber disputed the figure of R50 000 000 to close the wage gap for the professional classes in the public service. The United Party calculated R25 000 000 to R50 000 000. — PC.
No moral reason for wage gap, says Rive

CAPE TOWN — There was no moral justification for the wage gap, and it should be eliminated where economically justified, Mr. Louis Rive, the Postmaster General, said yesterday.

But it would be foolish to eliminate the wage gap without increasing productivity and by doing so, pay salaries which South Africa could not afford, he warned.

He said South Africans would have to accept less luxurious and less secure existence if the country was to maintain a strong economy. Too many people were living beyond their earnings and had become entitled to goods they would not normally have been able to purchase.

Unless individuals learned to restrict their consumption to less than that which they earned, earn no more than they produced, inflation would intervene.

"The most merciful and yet most effective leveler the world has known," Mr. Rive said.

Mr. Rive said the State had already taken the first step by setting an example by stressing that the narrowing of the wage gap should go hand in hand with a determined training programme.

It would be unwise to price ourselves out of business by maintaining a higher pay level than production level, he warned.

"If we do, the outcome will be higher inflation, diminishing exports and increasing unemployment. It is up to us to make the choice," he said.
White pay rises must be curbed says Rive

CAPE TOWN — White wages would have to be increased at a slower pace to close the wage gap, the Postmaster-General, Mr L. Rive, said here.

He denied he had said whites would have to face lower wages if the wage gap was to be closed.

"What I did say was that unless there is a corresponding increase in productivity with wage increases, they will be neutralised by inflation." He posed the question whether in current circumstances we should take into cognisance the fact that the wage gap need not necessarily be closed from the bottom only.

He said there was no moral justification for the wage gap, in principle, and it should be eliminated where economically justified.

But whereas quantity and qualitywise production was the same, there remained the "hard, cold economic fact that in current circumstances we cannot afford it."

"It would be foolish for us to eliminate the wage gap without corresponding higher productivity — which we know we shall not attain in the short term — and in doing so pay salaries which this country simply cannot afford."

He said too many people were living beyond what they earned by way of production and took for granted luxuries they were not entitled to.

Mr Rive got qualified support for his views from the general secretary of the general secretary of Tuaca, Mr Arthur Grobbelaar.

"Any funds available for wage improvements should be channelled to the poorer section who are suffering from the continuous inflation," he said.

The director of the SA Institute of Race Relations, Mr Fred van Wyk, said:

"It's odd to hear this kind of talk from a senior public servant. Whites have been living far too well for far too long and an adjustment is long overdue."

Meanwhile, the first six black telecommunications technicians in South Africa expressed their discontent yesterday with the black-white wage gap in the telecommunications field.

Within minutes of receiving their certificates of qualifications, the six men, all from Soweto, said they were disheartened by the current wages seen in comparison to those of the Coloureds and whites. The wage gap is known to be over R100. — DDC.
The single fact that sums up the gap that angers the world.

By Martin Creamer

SPECIAL INVESTIGATION

Pay equal salaries to blacks in key civil service posts.

The amount the government would have to pay out to

The price of a couple of SA Airbuses! - that is
For less than the price of two Cabinet Buicks, every coloured professor and lecturer at Western Cape could have equal pay with whites.

**Conscience - stricken**

In a speech on Friday to 26 Africans, Coloureds and Indians just qualified as telecommunications technicians, the Post Master General, Mr. Louis Rice, said, displaying the attitudes of a conscience-stricken department head:

"As realists and as a just, truth-loving people, we must acknowledge that we are faced with a dilemma.

"On the one hand there is moral justification for the elimination of the wage gap; on the other hand the cold economic fact that in current circumstances we cannot afford it.

"Morally, there is no justification for a wage gap.

"In line with declared Government policy, it is my conviction that it must be eliminated," he said.

But it would have to be accompanied by corresponding production if it was not to be a disaster and inflation-producing element in the economy.

The amount required to close the gap in the Post Office would be roughly one eight of the Post Office wage bill of R548.5 million.

In the police force are 16 blacks with the rank of captain, 63 black lieutenants, 42 warrant officers and 2200 sergeants, with the remaining 18,000 blacks employed as constables.

Equal pay for captains would cost not millions, but a paltry R14,360 a year. A mere R99300 would give lieutenants a fair break and for only R113,3 million all police would get equal pay.

**Publicity**

In fact, the R400,000 spent by the Government on advertisements in the United States and Britain dealing with such bizarre subjects as the potability of holding the next Olympic Games in Pretoria and having the headquarters of the United Nations Economic Commission for Africa in Johannesburg could have simply covered equal pay in the police force right down to warrant officer level.

And it may have been a far better advertisement for the country.

The Defence Force refused to discuss the cost of closing the gap, but the PRP defence spokesman, Mr. Harry Schwarz, estimates that it would cost not more than 25 million.

To pay the two coloured and two Indian policemen employed by the Department of Justice salaries equal to the white counterparts would cost R22.9 million a year out of the department's R22.2-million salary bill.

A Ministerial reply in Parliament put the cost of paying equally qualified African teachers on the same scale as whites at R65.5 million.

Additional calculations by the United Party spokesman on education, Mr. Andrew Pyper, estimated the cost of putting qualified and unqualified teachers on an equal footing to a minimum of R2 million, making the total to close the teacher's wage gap R12.5 million.

Mr. Pyper has done detailed studies of how much it would cost to close the racial wage gap for teachers and has found that most black teachers did not have qualifications comparable with whites.

While the minimum qualification for whites was matriculation plus three years' training, most black teachers had qualifications lower than matric.

Because of this, he could not see the point of closing the pay gap for equal qualifications being as high as some had calculated.

**Mulder: No details**

The Minister of the Interior, Dr. Connie Mulder, this week said closing the wage gap in all aspects of the State service would cost R164.8 million, but R119.8 million of this was not categorised.

That, he said, would close the gap for all personnel other than doctors (R1.4 million), nurses (R1.4 million) and teachers (R14.4 million).

Asked by the Sunday Times to give a detailed breakdown of the R109.8 million, Dr. Mulder said he did not wish to do so at this stage.

Neither could clarification of the higher teachers' estimate be given.

The secretary of the Public Service Commission - the State's personnel department - said the commission had not done any calculation to show how much it would cost to close the wage gap in the civil service.

Professor Olivier believes the Government would lose money because of its claim that it has insufficient money to close the wage gap across the board, should consider paying equal wages "from the top down".

He argues that doing this would encourage organizations to advance and motivate people to study for degrees, and that this would make training among those in communities more effective.

"The gap in cash terms..." But the Government is narrowing the gap in a broad front, although it is committed to eventually reaching parity - which would become available.

Last year it spent R120 million on giving State employees a wage increase equal to 13.5% while the percentage increases were 13.9%.

The trouble, however, lies in the fact that the cash value of the increase is often such that the wage gap widens in cash terms.

This is why Opposition members advocate the immediate payment of equal salaries in key sectors of the civil service.

The Prime Minister, during his last speech, during which he committed to eventually reaching parity, which could not be solved overnight.

He said, however, that public service jobs would be categorised in order to speed up the process of eliminating wage disparity.

Applicants for unequal salaries have commonly justified it on the basis that their jobs have lower standards of living.

To its credit the Government is now not excluding people in this argument nor is it engaging in the mistrust of changing job titles to ask them to accept lesser jobs than whites are doing.
Gormley's warning to miners

Mercury Correspondent

LONDON — Britain's miners have once again put a time-bomb under the British Government by demanding a hefty wage increase — but miners' leader Joe Gormley has warned his men, "you are being too greedy."

The N. M. C. has, they say, based its demand for a substantial increase on the supply of assets and the supply of money as a commodity.

Mercury Correspondent

With Mr. James Callaghan poised to renew his precarious parliamentary romance with the Labour Party to try to stave off an early election, only Mr. Gormley, formally the most militant of miners' trade unionists, can now save the Labour Party's bacon.

The Daily Telegraph in a hard hitting leading article said:

"This is the week when the National Union of Mineworkers makes our flesh creep."

"New ministers are told, on tapering off, to light a candle every night to the great god coal, for otherwise Gormley will get them."

"Now it is Mr. Gormley who might, if he can fight off the demands of his men for an increase in wages which would make a nonsense of the Government's pay restraint policy, save the Government's position."

A formal supply process.

The model indicates the accommodation of MB to changes in the demand for (BC). Net domestic assets (NDA) are shown to depend simply on the BC. Foreign assets (R)

of the reserve bank ratio (BC/R). The level of gold and foreign assets is taken to be exogenous for this purpose. Arnon Hurwitz in his accompanying paper shows how the level of foreign exchange reserves may be endogenised.

If the banks are short of credit, given the demand for and supply of BC, they will acquire credit via NDA. The private sectors demand for bank credit (P_BC) is assumed to depend upon a number of interest rates, the overdraft rate (i), the corporate debenture rate,
Miners want 90 percent pay increases

LONDON—Britain's coal miners yesterday challenged the country's Labour Government by approving a call for a 90 percent pay rise from next November.

The National Union of Mineworkers also voted at its annual conference in Tynemouth, northeastern England, to end the "social contract" with the Government, under which unions voluntarily limited wage demands over the past two years.

Phase two of the Government's incomes policy ends on July 31 and the miners' vote poses a serious threat to the success of a projected third phase.

The minority Liberal Party, whose 11 votes in Parliament are vital for the survival of Prime Minister James Callaghan's Government, insists that there must be a phase three if the four-month-old Liberal-Labour pact is to be extended.

The Liberal Party leader, Mr. David Steel, said on Monday night that he would only agree to prolong the pact into the next session of Parliament, which begins in October, if there were a phase three.

The Government wants to keep average pay rises over the next year at the same level — about 10 percent — as in the past 12 months.

The miners' decision, which rebuffed the counsel of their own leader, would also put an end to an agreement between the Government and the unions that workers should have no more than one pay rise a year.

The miners' wages went up in March.

The Tynemouth conference called on the union leadership to seek £50 a week for coalface workers, compared with a current rate of £45.

— (Reuters)
EQUALITY IN INDUSTRY 'URGENT' SAYS CHAMBER

Mercury Reporter

PIETERMARITZBURG — Methods to achieve equality in industry, with emphasis on the "difficult and urgent problem" faced by Africans, are contained in a circular sent to members of the local Chamber of Industries yesterday.

In a foreword headed "Discrimination in Industry," Mr. W. A. Fuller, the chamber's director, sets out the view of his organisation on job reservation.

The circular outlines current legislation and shows how far employers can go within the law to advance their African workers.

The policy of organised industry in South Africa is shown as the elimination as soon as possible of job reservation, with the advancement of workers a short-term aim.

The circular points out that the Government has invited industry to sweep out discrimination in its own sector, brought about through industrial agreement and customs.
U.S. firms in SA stick to equal pay rules


Sunday Times Reporters

THE new “fair employment code” signed by a growing number of American companies in South Africa will have little immediate impact on the fortunes of their workers here, according to company spokesmen.

A survey by the Sunday Times disclosed that most of the companies which have signed the code - the so-called “Sullivan Manifesto” - already adhere largely to its provisions.

These include:

- Equal pay for comparable work
- Equal facilities
- No segregation of eating, work or comfort facilities
- Training programmes to prepare blacks in large numbers for top jobs
- Improvements in employees’ lives outside their work.

Earlier this year 12 US companies signed the manifesto, which was drafted by the Rev. Leon Sullivan, a Negro.

They were IBM, American Cyanamid, Burroughs, Caltex Petroleum, Cuticorp, Ford, General Motors, International Harvester, GM, Mobil, Oil, Otis Elevator and Union Carbide.

Now 21 more US companies have signed the manifesto, and Mr. Sullivan hopes that by the end of this year there will be 50. How much impact it will have is, however, open to question.

The managing director of Cyanamid, Mr. W.J. de Koning, said “We have been doing these things for five years.”

The regional personnel manager for Union Carbide, Mr. G. Bonnke, said: “The manifesto changed nothing. It was an articulation of employment practices followed by companies in South Africa for several years - and not only by US firms.”

A spokesman for IBM in South Africa said: “The fairness of our practices has changed little. Like many non-American companies, United States firms are continuing to implement practices begun years ago.”

“Many have been doing those things for years,” he said.

Mr. J. Napier, company Secretary for Otis Elevator, said blacks had been paid the rate for the job for 18 months, and some were in supervisory positions.

Five of the manifesto points had been implemented - subject to South Africa’s laws - he said.

Mr. E.C. Wood, managing director of GM said: “What is common sense for any aggressive company would have introduced them without the manifesto.”

In Port Elizabeth, Ford’s director of industrial relations said: “We don’t need the manifesto. The company had paid equal pay for equal work for 10 years.”

There were training programmes to prepare blacks for a variety of jobs. The company had taken the initiative to help education, programmes to take these children up to university level if they had the merit.

The segregation of eating facilities had been removed and all signs were expected to be down soon, he said.

“We will remove signs but we will not compel any employee to use a facility he does not choose to use,” he said.

“We will not force employees to exert pressure on one another,” he said.

Eating

In Cape Town, Caltex and Mobil said they had complied with themanifesto points - except the one on multi-racial eating facilities.

But Mr. M. Smith, chairman and managing director of Caltex said the company was building a multi-racial cafeteria, and had 80 black staff present in a management course in Johannesburg.

Mr. J. Beck, managing director of Mobil said most of the principles were being practiced before the company signed the manifesto in March.

The 21 companies which endorsed the manifesto this week are: Abbott Laboratories, Caterpillar Tractor, Colgate-Palmolive, Du Pont and Company, Donaldson Company, Eastman Kodak, Eli Lilly, Gillette, Goodyear International, Hoover, Masonite, Nabisco Incorporated, NCR, Pfizer, Rohm and Haas, Singer, Sperry Rand, Sterling Drugs, Phillips Petroleum, CPC International.
Black miners pay up next week.

Johannesburg — The salaries of all black workers on gold mines and collieries will be increased by about six per cent from next week at an annual cost of nearly R30 million, the Chamber of Mines announced yesterday.

The new minimum starting rate for a novice underground worker will be R68.90 a month, plus free board and lodging. — SAPA.
DURBAN — A Durban company director claims he has taken a cut in his salary to allow other employees a monthly wage increase.

In a letter published in the Durban Chamber of Commerce information digest the director says he has cut his salary by almost 17 per cent.

As a result all the black employees in his company will receive a R10 monthly increase and other employees slightly more.

He said his company could not otherwise afford the increase. The letter calls on other businessmen to give serious consideration to doing the same.

A spokesman for the Durban Chamber of Commerce said it was the first incidence of this nature they had heard of.

They declined to reveal the name of the businessman. — DDC.
Warnings from Europe

If further evidence is needed that the West is toughening up its attitude to foreign companies operating in SA, this week's meeting in Pretoria between UK Foreign Secretary David Owen and SA trade union and management men provides it.

Much of the meeting was taken up with discussing the effectiveness of the UK's 1974 "code of practice" for British firms in SA. Owen's impressions will certainly be taken back to the EEC when it draws up its own code.

Present at the meeting were six trade unions - three from registered and three from unregistered unions. Nonunion participants were representatives of Leyland (SA), Barclays, General Electric, AEVI, the SA-British Trade Association and the Institute for Industrial Relations, a joint management labour group.

Owen apparently told the meeting that the UK was under considerable pressure from some of its trading partners (including African states) to impose sanctions against SA, but was loth to do so.

Neither Britain nor other Western powers could resist these pressures, however, unless codes of conduct for foreign companies operating in SA could be made to work, he said. He was therefore canvassing views on the British code's effectiveness.

Toothlessness

The "FM understands that some of the African unions at the meeting were critical of the code, arguing that it was "toothless" and that it had not helped African unions in their attempts to gain recognition from employers.

The "FM understands that Owen replied that the UK and other Western nations were aware of the problem and that Britain was considering trying to enforce the code more effectively, perhaps by sending government and trade union men to SA to monitor it. If that was unsuccessful, other methods would have to be tried.

How accurately the meeting reflected black shop floor sentiment is uncertain. African unions present apparently said little. Some observers believe this was because they feared repercussions.

Some of the African unions are angry about attempts since the meeting to identify them and their unions with what the registered unions told Owen: "We weren't there to identify ourselves with other unions," says one.

Owen, did, however, run into flak from white unionists and management men, most of whom argued that the Wiehahn Commission would recommend a "new deal" for labour relations and that the West would be best advised to wait for the commission's report and to encourage foreign subsidiaries in SA to submit evidence to it.

They added, however, that the commission wouldn't report for some time. According to a member of the commission at the meeting, legislation flowing out of its final report would only be tabled in 1979, although there would also be interim reports next year.

African unions, it seems, have every reason to fear repercussions from the authorities. This was the message of two such unions - the Commercial, Catering and Allied Workers' Union (CCAWUSA) and the Sweet, Food and Allied Workers' Union - whom questioned by police on their union activities.

"Our activities are perfectly legal and this sort of thing is just an attempt to stop us growing," CCAWUSA general secretary Emama Mashinini tells the "FM."

FOREIGN FIRMS

Bucking the "code"?

Foreign-owned firms operating in SA are not taking international pressures lightly. In recent weeks, the SA Foundation - at the initiative of its French committee - has convened meetings of several of its international committees to discuss the code of conduct for foreign subsidiaries in SA currently being mooted by the EEC, and the threat of international sanctions against apartheid.

We've tried to get the heads of firms together so that we are more or less on one on our attitude to any guidelines or code of conduct which materialise," says the chairman of one of the committees involved.

Especially worrying to these firms seems to be the possibility that the EEC's code (unlike Rev Leon Sullivan's sixpoint programme for US companies in SA) may urge the recognition of black trade unions.

Says the Foundation's director, Peter Sorour: "They will try to indicate to their parent companies and governments that the US manifesto was reasonable and quite welcome in SA. But if anything unreasonable emanates from the EEC, it would be quite unwelcome."

Sorour adds that any "unreasonable" proposals which conflict with the laws of the country - or even "excessive" demands about recognition of black unions - could run into opposition from local companies, no matter what their parents' attitudes are.

The committees also discussed the possibility of sanctions against SA.

"Being ordinary businessmen," Sorour tells the "FM., "they just said that if sanctions come they'll have to learn to live with them."

Attended because of the late arrangements, I
Scrap racial 'safeguards,' they say

Employers urge freedom of choice

By Marlene Davis

PEOPLE of all races should be given complete freedom of choice whether or not to become members of unions or employer organisations, the Cape Employers' Association recommends in its latest bulletin.

It says unions or employer organisations should operate at any level from individual factory to entire industry.

The compulsory splitting of trade unions on racial grounds — but with the exclusion of blacks — originally produced fears that unscrupulous employers would reach agreement with the union prepared to accept the lowest wages and that workers of other race groups would lose their livelihood.

The association says in practice employers pay a fair rate for the job, irrespective of colour, and it believes the law and regulations regarding 'safeguards against interracial competition' should now be scrapped.

RELATIVE PEACE

The relative industrial peace this country has enjoyed compared with other countries in the Western world — notably Britain — has been due mainly to:

• Responsible leadership of the industrial councils.
• Compulsory arbitration outlawing the right to strike in essential industries.
• The banning of people the State regarded as security risks.

Banning is especially distasteful, employers say, and the association thinks its recommendations could obviate the need for it.

On the other hand, it does not wish to generate the abuse of trade union power — such as striking for political ends and succumbing to political bribes and blackmail — and its recommendations incorporate a clause extending the definition of 'strike' to outlaw any stay away from work not connected with any genuine employer-employee difficulties.

SINGLE ACT

The association envisages a single Industrial Relations Act to replace present industrial conciliation, wage and Bantu labour relations regulation Acts. All are outdated and discriminatory, it believes.

It advocates a single central labour board. One of its functions would be to encourage wage increases only within the limits of economic growth.

It favours trade unions as well as factory committees for all races. The factory committee idea is based on the system of 'enterprise unions' which, it says, contributed to the phenomenal post-war productivity and industrial growth of Japan.

The association believes acceptance of its principles would remove any need for job reservation.
Civil servants may soon get pay increase

Mercury Correspondent 23/7/77

CAPE TOWN — South Africa's 800,000 workers in the public sector are likely to receive pay rises in the near future.

Senior Government sources yesterday said five percent pay rises granted to Issco and Esscom workers earlier this month could be taken as an indication that increases were also in the pipeline for civil servants. They added that the percentage rise would probably be less than what staff associations were hoping for.

In keeping with this, an official of South African Railways yesterday said that the Administration had not understood recent remarks by the president of the Railways Artisan Staff Association, Mr. Jimmy Zurich, that the Government had ruled out increases even in the long term.

This was not the position of the Minister of Transport, Mr. S. L. Miller, and it was indicated that his rejection of the association's demand for an 18 percent pay rise hinged on the size of the rise.

Mr. Zurich was not available for comment yesterday.

Economists believe the Government will soon offer civil servants the five percent rise which was originally scheduled for last January but was postponed because of the depressed state of the economy.

Factors behind this are the snap national election called for November 30th and the size of the Issco and Esscom pay boosts.

The chief economist of the University of Stellenbosch Bureau for Economic Research, Mr. W. F. Krom, yesterday said he had expected a public sector pay rise in June, "but the election changed things."

He believed the country could afford a five percent increase. Any economic upswing would require a stimulation of consumer demand.
Upgrading jobs

PLENTY of talk, but less concrete action.

characterises the moves to eliminate the wage gap and the colour bar in industry. Thus it is refreshing to note examples of pace-setting, such as that described in The Star's Briefing section yesterday.

The firm in question, a large Transvaal engineering company, has set January 1 as a deadline to initiate equal pay for equal jobs. It has also embarked on its own training schemes to upgrade employees. The company forecasts a 25 percent rise in its wage bill but reckons it will be worth it.

"Closure of the wage gap must come sooner or later," says a spokesman. "We prefer to close it now and learn how it can be made to pay by better labour relations and productivity."

Other firms are implementing similar programmes, but others — too many others — are waiting passively for laws to be changed. It takes time for official policy to catch up with socio-economic reality. Firms which move ahead, even within the existing legal framework, are not only investing in their own future but helping to accelerate change.

"You can drift by," Winterbourne assented. "Yes; you can go on the cars," he continued. "Airmasses over the plateau of the Highveld have been extensively described by Jackson (1962), de la Fontaine (1968), Tyson (1969) and the Weather Bureau (1963).

January brings winds from North North West - North, North East, as one moves away from and these form 27.2 per cent of January's winds. In July, the wind comes from North West - North North West - North, forming 22.2 per cent of the month's wind (Fig. 4) (Weather Bureau, 1960). Although most of the wind is normally smiling, he says he doesn't think much of old castles. But I guess it's just a coincidence that he can get Randolph.

Your brother is not interested in ancient monuments," Winterbourne smiled, "although most of the wind is normally smiling. There is no true prevailing wind. The slight variation between summer and winter is the result of the seasonal movement of high pressure belts (Weather Bureau, 1960)." And Miss Miller pointed again at the Château de Chillon.

1.4.5. Precipitation

Rainfall in the area is dependent on air movements and a consequent influx of moist air over the Orange Free State. For rain to fall unstable air conditions are necessary. In the Orange Free State unstable air conditions are usually caused by one of three processes. Firstly, a cold front moving up the continent from the South West, as a result of a strong high pressure off the Mozambique-Natal coast, is marked by a cloudy period with precipitation.

Secondly, an inflow of unstable maritime air from the North East, East or South East caused by an anticyclone off the South East coast following the passage of a depression. This results in widespread prolonged rainy and cloudy periods in summer and, in the Eastern Orange Free State, extensive snowfalls
We're ready for boycotts say industry chiefs

JOHANNESBURG — South Africa "will not be caught with its pants down" if ever economic sanctions are applied, executives of the Federated Chamber of Industries said yesterday.

The FCI executives, who called a press conference to discuss the agenda for the chamber's executive council meeting in Pretoria next week, were closely questioned on press reports yesterday that new calls for sanctions might be taken seriously at the new session of the United Nations.

"We are not sitting on our backsides doing nothing," said one executive, "and neither is the Government.

Planning to counter sanctions had been going on for some time in strategic industries, they said.

"We think it's probably a bit untidy at the moment," they said, "but there is a very close line between creating the mood for proper planning and creating an exaggerated feeling of alarm.

"We are probably not far off the mark at the moment — but we would feel a lot more confident if the Government confided in us a bit more."

The officials said the whole question of possible sanctions and their extent and timing was all extremely hypothetical at present.

"There does appear to be a form of world hysteria about South Africa at present, with everyone anxious to exaggerate their sins where it won't affect them too much.

"But at the same time we don't want to overreact. There is no need for panic stations at present, and plans for stockpiling and so on are going ahead quietly.

"It is basically up to the Government to determine what sort of contingency planning should be made. We are relying on them."

Sanctions will be one of the topics discussed at the FCI's executive meeting in Pretoria on Tuesday and Wednesday next week.

The representatives of organised industry will also discuss conditions throughout the economy in the light of the whole political spectrum such as the prospects of constitutional change, the snap general election and the international pressure for change.

Asked why there were no political items on the agenda, such as an item on racial discrimination on the agenda for the coming Assocom congress, an FCI executive said: "Racial discrimination is not practised in industry, so it does not apply. In any case, we don't see much value in discussing politics at our congresses."

Meanwhile, the director of the Institute for Strategic Studies at Pretoria University, Prof. Mike Louw, has said South Africa should take "low profile diplomatic, preemptive action" to prepare for the possibility of economic oil boycotts.

He was commenting on the European Economic Community's announcement at the UN that they were contemplating joint action against South Africa.

Prof Louw said the Government should strive for an understanding with the Iranian Government on the continued supply of oil, even if a UN boycott was passed. — DDC.
Hearty"—Hat

Hat, n., katho, zihoro.

Hatch, v., a fen, bo qhotse, tshuma; to plot, ho rera ka sephiring, kumuta.

Hatchet, n., selpe.

Hate, v., ho ilo, lobo; n., kio, hloce.

Hatred, n., bseko, bana, kule.

Hatter, n., meto ea likatsha.

Hautiness, n., bokakako, boi khobihono.

Haul, v., ho lula ka matla; se tloaosaong leboeng; I have made a fine haul, ke tloaosaong ke ngwato.

Haunch, n., lebitika, tholoba.

Haunt, v., ho temela ho ea lula njileng e iseng, ho etela njileng ea hangata; a tiger haunting, ths jungle, nice e atisa ho lula mo-rung one; they say this house is haunted, ho re sethoetsa se teng thung o.

Have, v., ho le le, ho ma le, rur, etsela, you will have to obey me, u tsetsoanelo ho nditsa o.

Haven, n., kou e lelepe.

Havoc, n., diero, diechobo, palao.

Hawk, n., phakoe.

Hawker, n., motso ea tlamang a tse a kalas.

Hay, n., yoang ho omisaeng, furu.

Haystack, n., Setha sa furu.

Hazard, n., taba ea hlahang a sa lebalala.

Hazardous, adj., e nang le kosi.

Haze, n., mohlo, moseane, mopelehe.

Hazel, adj., e khamang.

Hazy, adj., e kotheoetseng e ka moholo.

Head, n., kloxo, sehloho; kloxo kapa qalo ea taba; this has neither head nor tail, taba a ho e sa qalo lela e le ketelo (ha e utsho-
hale); the head of a family, tota; a head of cattle, kholo a le kgoso.

Head, v., ho tshama, ho ba ea pele.

Headache, n., ho poyo e kloxo; I have a headache; ke opaha ke hloho.

Headless, n., bohloho-thu.

Headlong, adv., ka phalia.

Headman, n., ramotse, ramotsema, monomotse.

Headpiece, n., katho ca lesile

Headquarters, n., njalo e molao-
li ca musela, kapa 'moshi, a hlang ho eora.

Headship, n., bohloho.

Headman, n., motso e boloi-
ang ba asehoetseng ke 'moso.

Headstone, n., letsoe le beang le-
bakgakga, le molopo le lebelele le le-
bakga iseng.

Headstrong, adj., e hloe e thata, e mangaeng.

Heat, v., ho folisa, fokholo; to be heated, ho thuthu, folo.

Healing, n., phoilo, philo, ho thuwana.

Health, n., mone 'meling ca mo-
tho; to be in good health, ho ikero, bokholo.

Healthy, adj., e monate, e tileng, e mata 'meling.

Heap, n., qolu, tutula, skotho, qolu, setsho; of rubbels, tholobo-
bo; v., ho etso, qolu, koelets, bokhlo.

Heart, v., ho utso, mamela; to make one hear, ho bhalo ba moho lebhele.

Heaver, n., mitolwe, monameli.

Heaving, n., kutlo, mamelo.

Hearken, v., ho utso, mamela, e sa hloho.

Hearse, n., koloi ea ho isa la hafa phuphuphupp.

Heart, n., pele; with all my heart, ka pele ea ka ebole; of heart, ka rate; to lose heart, ho fela pele; to take heart, ho khotshahala; to take to heart, ho sotho a le, ho terietsetse ka le; to set the heart on, ho laatsa babatho, ho phela; my heart is sad, pele e ka e niko.

Heartbreaking, adj., e fsele-
eng pele, e hlopelo lebarho babatho.

Heart-broken, adj., e felaeng pele, ea saibleng hamphe.

Heartburn, n., lesokolla.

Heart, n., leto, heart-stone, le-
tsho.

Heartiness, n., msetso, matsi, tha-
bo mosebethe.

Heartless, adj., e hloang lelebo; ea hloang matla.

Heartly, adj., e etshang ka pele e-
hle.

Headers, n., motso e molao-
li ca musela, mosetama, motlaketa; v., ho cebasa, cebasa.

Helpless, adj., to be helpless, ho
teka.

Helplessness, n., ho hloko matla,
hloko.

Helpmate, n., molale, mokoltho.

Helper-kelter, adv., ka mofere-
le le ka phatho; they can away
helter-skelter, ba baloha ba sho-
homane.

Heaven, n., kholo.

Heavenward, a, filong.

Heavily, adv., thata; ho mali, batse.

Heaviness, n., pele e hoima.

Heavy, adj., e ho boima ho imela.

Hebrew, n., m.

Hectomb, n., m.

Holo the ngato bangata.

Hedge, n., mon-
lhiaha, lebeho, mokhelo, seko ho chibela.

Hedgehog, n., m.

Heed, n., hloko.

Headless, adj.,

Heel, n., moro.

Heighten, v., m.

Height, n., b

Phephambo.

Heinous, adj., hloong, ilehloeng.

Heir, n., mojaleta.

Heir apparent, n., e da lela lo-
bo lehlole, ho shang mo-
hrina.

Heirless, n., mojaleta ca moseli.

Helm, n., libele.

Helms, n., helmes, kafe sa ho
tshama selpe; (fig.) to hold
the helm, ho tshama moselitsa, ho heha.

Help, v., ho thusa, tshasa, tshatseta,
hlatla; n., thuso, kholo.

Helper, n., e thusa, mosofoxi,
mosoletse, motlaselela.

Merger rise 1993-94

Small-Merger rise 1993-94

Hearse, n., kholo.

Helo, v., ho ratha, reka, kae.

Heritage, n., lefa.

Hermit, n., mooho e pheleng bo-
moshing.

Hero, n., senaha, monahe e mo-
hlo.

Heroism, n., bonsho, bohole bo
bohlo.

Heron, n., kholofotse.

Hesitate, v., ho tosia, leka-likha,
qa-qa, thinya-thinya.

Hesitation, n., n, tose, tika-tika,
lesishelio.

Hew, v., ho ratha, reka, kae.
A question of guts

The EEC's code of conduct - even though many may regard it as unwarranted interference in our affairs - is a thoughtful and constructive attempt to improve the state of SA's tense labour relations.

Contrary to opinions expressed in local and overseas business circles, it does not demand that anyone ignore SA law. But it does provide a set of guidelines which, if followed, would result in a dramatic improvement in the situation of black workers and in so doing contribute towards making our mines and factories - and townships - happier places.

Although there has been some improvement in black wages and working conditions in the four and a half years since the Durban strikes, there is no room at all for the complacency which businesses and organisations in the UK, France, Germany and the Netherlands, and foreign subsidiaries here in SA, have revealed in their comments on the code (FM September 20 and 30).

Urban Foundation

If the state of industrial relations in SA were really as marvellous as some would have us think, the Urban Foundation would not be busy trying to draw up its own code of conduct; nor would so many businessmen be worried that blacks are beginning to reject the capitalistic system.

Employers can't have it both ways. They can't complain in one breath that the code effectively demands that they ignore the law and in the next claim that they are in any case implementing most aspects of it.

Despite some relaxation, the job colour bar still operates in one form or another on practically every shop floor in the country. Wages in many sectors are still painfully low. There is still widespread neglect by employers of their responsibilities under the Unemployment Insurance Act.

Men, and women, are still crowded together in bleak compounds all over the country. There is also a great deal of inertia on the part of management in making use of available training facilities for Africans.

And hardly a week goes past without allegations of victimisation not only of African workers, who join trade unions but even of members of officially sponsored works and house committees who dare to question the behaviour or policies of management.

These criticisms apply to foreign firms just as much as they do to local companies. So they have no justification for complacency. Nor do the registered trade unions, which still bar blacks from skilled jobs and refuse to indenture them as apprentices.

And government is certainly not entitled to be smug either - not when it imposes Environment Planning Act restrictions, orders segregation in factories, refuses to recognise African unions, and relentlessly enforces the migrant labour system - which the code correctly describes as an "instrument of the policy of apartheid which has the effect of preventing the individual from seeking and obtaining a job of his choice (and which) causes grave social and family problems".

Official restrictions like these notwithstanding, the code - of which British Foreign Secretary David Owen was a prime mover - offers a great deal of scope for action by the private sector. It is obvious that those who drew it up did so only after making a careful study of the labour situation in SA.

The demands which the Nine are making of European companies in SA are not exorbitant or unrealistic, but reasonable. With the exception of one rather more tricky issue - African unions - they are well within the powers of companies to accomplish. And, with a bit of guts, the union issue can be successfully tackled as well.

Desegregation

In the section where it urges firms to "abolish any practice of segregation" at the work place and in other facilities, the code is careful to stress that firms should do this "as far as they are free to".

A clear acknowledgement of the fact that such segregation is often imposed by law or by labour inspectors. But not always. At least one big foreign company says it has already removed all these offensive apartheid signs at its head office. But how many others can claim to have done likewise?

The code also urges firms to take action on fringe benefits for their African workers. There is no law against putting these on the same basis as for whites. But a recent FM investigation (September 9) found that pension schemes for blacks, for example, were the exception rather than the rule. A pensions adviser at Old Mutual says that many managers are making "exceptions" to avoid starting pension schemes for their African workers.

On pay, the code says that "the minimum wage should initially exceed by at least 50%" the minimum theoretical level required to satisfy the needs of an employee and his family. The 50% is not an arbitrary figure, but based on research which shows that it is only when income exceeds the Poverty Datum Line by this amount that the typical black family has enough to feed itself properly.

At the same time, the code advocates the drawing up of "an appropriate range of training schemes" for blacks and the basing of wages on a "qualitative job evaluation". It also urges the application of "the same pay scale for the same work".

The code says too that "all jobs should be open to any worker who possesses suitable qualifications, irrespective of racial or other distinction". Here again, companies have it within their power to do much more than they are at present.

Not all aspects of the job colour bar are the result of statutory job reservation.
closed-shop industrial agreements, or other legally-binding instruments. Blacks are barred from a great many jobs by nothing more than racially discriminatory policies and practices voluntarily adopted by company managements. To cite but one example: a five-star foreign-run hotel in Johannesburg does not allow its African waiters to take food orders from customers in its restaurants. There is no legal reason whatsoever why it should not. And to add insult to injury, this same hotel employs a great many foreign waiters and waitresses.

White immigrants

On this last point, the code says foreign firms in SA “should reduce their dependence on immigrant white labour”.

Dealing with migrant labour, the EEC governments are urging that “employers make it their concern to alleviate as much as possible the effects of the existing system”. Here too, the scope for action within the migrant labour system — is large. Even the newest compounds which some companies are building house eight or more men to a single room. They wouldn’t dream of expecting white workers to live like this. Why should Africans be expected to tolerate it?

The most detailed part of the code is the section on worker representation. Significantly, this issue is dealt with first, indicating that the Nine regard it as of paramount importance. The crucial underlying principle is that all employees should be able to choose freely the type of representation they want.

If they choose a trade union, this decision should not only be accepted by management but steps taken “to permit trade union officials to explain to employees the aims of trade unions and the advantages of membership, to distribute union documentation and display trade union notices on the company’s premises,” etc.

Moreover, the FM understands that this section of the code is designed to ensure that parent companies in effect instruct their SA subsidiaries (and their subsidiaries’ employees) that bargaining with freely-elected worker representatives is “part of company policy”.

Works and liaison committees are seen not as substitutes for trade unions, but as complementing them.

African unions, as the code points out, are of course, not illegal. Indeed the SA Department of Information has even boasted about them in the 1975 Official Yearbook of the Republic of South Africa: The fact that “Bantu trade unions” are not “officially recognised” does not mean that they are “prohibited. In fact, there are quite a number of Bantu trade unions”.

Until various pressures were exerted — allegedly by government — the Natal firm Smith & Nephew had a very satisfactory relationship with an African union with which it signed a wage agreement (FM July 22 and 29). The point about the S & N case, however, is that this company was much more vulnerable to such pressures precisely because it was left in the lurch by other firms, local and foreign.

Had other companies — backed by their governments — had the guts to follow S & N’s earlier admirable lead, it would have been in a much stronger position to resist the pressures on it to drop its association with the union.

And that is surely the essence of the matter — guts. Companies can sit back complacently and raise nitpicking objections to the code. Or they can accept it in both letter and spirit, and show some of the imagination and boldness which, after all, are supposed to be the hallmarks of true entrepreneurship.

There is no doubt which course will benefit them more in the long run.
Mr Ackerman

Lead us, plea to PM

THE HEAD of a major South
African supermarket chain
has appealed for a lead from
the Prime Minister, Mr
Vorster, for a move away
from discrimination based on
race in business.

The chairman of Pick 'n
Pay, Mr Raymond
Ackerman, said in the half-
yearly report released
yesterday: "It is all very well
for the Urban Foundation and
Chamber of Commerce to
take the lead; we need the lead
from the Prime Minister.

It was crucial that all races
be given hope and confidence
that they could share in the
prosperity of the country."

Report by G Kling, 77 Burg St, Cape
Town.
Pay increase for building workers

Labour Reporter

The 35,000 building workers of the Transvaal will get another pay increase next month while wages in most better-off industries are being eroded by inflation.

But the five to six percent rise in minimum pay, in line with the rise in the cost of living for the past six months, will run more employers and aggravate unemployment.

"In the two years up to August, about a quarter of our labour force has left the building industry," said Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

It was poor comfort that the agreement under which employers were obliged to offset the full rise in the cost of living would expire after the next half-yearly rise.

Mr Pretorius said Transvaal employers had protested in vain against the new increase. The trade unions stood firm on their rights.

The November increase will raise the minimum wage of artisans from R2.90 to R3.63 an hour, and that of labourers from 62c to 66c an hour.

Employer contributions towards fringe benefits for the lowest rated artisan rise to R3.22 a week.

Unemployed artisans qualifying for payments under the industry's unemployment fund will get proportionate increases.

- Bisa statistics show the building industry's total labour force has dropped by almost 20 percent, or 60,000 workers, in the past year — See Page 19.
Kings of the pay packets

WOMEN seem to suffer more discrimination than blacks when it comes to the principle of equal pay for equal work in South Africa.

According to Urwick International's annual wage and salary survey, only 50 per cent of companies that employ men and women in the same job operate a single pay scale.

The remaining 41 per cent have differing scales.

But of those that employ blacks and whites in the same position, 68 per cent pay the same to both groups and 32 per cent pay different rates.

The survey shows that the salaries of non-white groups are still rising faster than those of whites, and that top executives seem to be adopting an "I'm all right, Jack" attitude.

Between 1973 and 1977, the salaries of white top executives rose 30 per cent, while those of white general staff rose only 51 per cent. Asians went up 79 per cent, blacks 30 per cent, and coloureds 60 per cent.

The survey covered 65,000 employees of 400 companies.
Nordberg closes the wages gap between their workers

Sunday Tribune 23 Oct
Finance Reporter

NORDBERG Manufacturing Company are in the process of closing the wage gap for their 300 white and 400 non-white workers. The process is being completed in stages and will be finished by January next year. Total cost to Nordberg will be an 18 percent rise in the current payroll.

Nordberg's Personnel Manager, Ben Venter, explains that the company knew they would have to take the step and decided that the later they left it the more costly it would become.

"We felt that it was morally indefensible not to pay equal pay for equal work," says Venter, adding: "If black workers are to take advantage of concessions such as home ownership it is essential that their earnings should be well in excess of any of the published subsistence levels."

To evolve a system of job evaluation which was not based in any way upon sex or colour of skin, the company called in the help of Charles Cogill, lecturer at Wits Graduate School of Business.

According to Cogill one of the most widely accepted methods employed in making a fair decision on what is a fair day's pay for a fair day's work is job evaluation. After that comes alignment of pay according to skill levels.

Closing the wage gap means that a company's salaries and wages will be based purely on the skills of the employees, though leaving room for performance incentives. Then as blacks move into jobs previously held by whites their pay will automatically coincide with those of whites on equal skill levels.

Cogill says the company were well aware that the increase in wage bill could not be offset by increased productivity, but they felt that it was a step that would be less costly now than later.

Cogill adds: "Some firms may find that they simply cannot afford the additional costs involved in closing the pay gap, but they can make some adjustments. These companies should look at two vital areas — raising the lowest wages above the minimum living level and narrowing the pay gap in jobs where whites and blacks are doing work at the same skill level."
City's wage gap may be reduced

The wage gap between white and black Johannesburg municipal workers may be closed more rapidly, Mr J F Oberholzer, chairman of the city council's management committee, said at today's council meeting.

"There may be circumstances which will compel the council to increase the rate of narrowing the gap," he said.

At present, blacks earn 80 percent of comparable white salaries, and coloured and Indian employees earn 80 percent.

In June this year, the council adopted a motion by Dr George Cohen (Progressive Federal Party) to investigate introducing equal pay for professional city health workers.

Officials reported that "medical officers" (doctors) already received equal pay.

No black, coloured or Indian veterinarians or scientific officers were yet employed. If any were, these would get equal pay.

But health inspectors, nurses and radiographers received less than their white counterparts. The cost of introducing equal pay for such non-professional council workers would be "prohibitive" according to council officials.

Should the council equalise salaries and the State Department of Health disapprove, the council stood to lose R600 000 yearly in State subsidies.

Mr Oberholzer said the State had some time ago warned the council not to pay more than the State paid to its health workers.

But Dr Cohen said it would cost the council only R69 000 to equalise the salaries of 265 health department employees. Another R187 000 would have to be borne by the West Rand Administration Board.

Dr Cohen said the Minister of Health did approve of equal salaries, but may have to turn down a council request for equal pay as this would offend the Public Services Commission.

The council agreed to retain its present wage policy. The National Party and the independent Civic Group outvoted the Progressive Federal Party, which want a full equalisation of health department salaries.
JCI adopts merit wage for all

Staff Reporter

JOHANNESBURG Consolidated Investment Company's workers will be paid on their merit, not colour, says the chairman, Sir Albert Robinson, in his annual report.

This development comes in the wake of a survey where all jobs were reviewed by the head office. A uniform salary pattern has been established.

The chairman also disclosed facts on an opportunity for black staff at Consolidated Metallurgical Industries. The reason was that a feature of this plant — which can turn out 120,000 tons of high carbon ferrochrome a year — is manned by blacks, many of whom are matriculants.

Referring to prospects for this year, Sir Albert urged the business community to play its part in applying pressure to encourage peaceful change, particularly in the fields of race relations and the breaking down of discrimination.

"All races should have access to the private sector without restriction, and all are entitled to the benefits of the system," he said.

Sir Albert said building a nonracial business society, which provided equal opportunities for all, was a way of restoring the national image abroad and would give satisfaction to all South Africans."
DISCRIMINATION between White and coloured men in the Durban Corporation is to be abolished.

Yesterday the Durban City Council agreed to apply the Administration of Natal to have certain rules relating to disciplinary measures changed.

In the past only certain employees, such as Islamic and Afghan bus drivers, apprentices, firemen and policemen, could receive fines.

These fines have been of up to seven days' pay and meant the men having to work without pay.

Other workers, such as White bus drivers, were subject to suspension without pay.

Now, with the agreement of the White and Indian unions, any employee guilty of misconduct may now, among other things, be suspended or receive a fine not exceeding R100 for any one offence.

Contestation

This matter has been a bone of contention between the Durban Indian Municipal Employees Society and the Durban Transport Management Board.

The DIMES went to the Department of Labour and declared a dispute when it said the pay fines were "gross discrimination" against Indian bus drivers.

No agreement could be reached at the existing conciliation board and it has been referred to an industrial tribunal.

However, Mr. Maurice Cuthbert, DIMES general manager, feels the tribunal is now no longer necessary, though "we will send the Council's decision to the tribunal."

Yesterday Mr. P. Henry, the DIMES secretary, said it would stand on.

He said, "We agreed to the Municipal Service Commission's recommendation for Corporation workers, but we did not agree to the DIMES recommendation for bus drivers. The DIMES was an automatic body and everyone is subject to a fine without pay when the men are suspended."
## European Economic Community Code of Ethics

<table>
<thead>
<tr>
<th>CAPE CHAMBER OF COMMERCE</th>
<th>SOUTH AFRICAN COUNCIL OF CHURCHES</th>
<th>URBAN FOUNDATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everything possible to be done to desegregate in the factory.</td>
<td>Non-segregation of races in all eating, comfort and work facilities.</td>
<td>Removal of discrimination in all aspects of employment practice.</td>
</tr>
<tr>
<td>Improvement of fringe benefits.</td>
<td>Select, employ, train and promote without regard to race or colour. Benefits to all.</td>
<td>No discrimination based on race or colour in job advancement and fringe benefits.</td>
</tr>
<tr>
<td>Pay to be at minimum at Effective Minimum Level. Equal pay for equal work.</td>
<td>Determine salaries, wages on principle of equal pay for equal work.</td>
<td>Equal pay for all doing equal or comparable work.</td>
</tr>
<tr>
<td>Development of training programmes for Blacks.</td>
<td>Initiation and development of training for large scale Black advancement.</td>
<td>Elimination of discrimination based on race or colour.</td>
</tr>
<tr>
<td>Improvements of employees' living conditions at home.</td>
<td>Increase number of Blacks and other non-Whites in managerial and supervisory positions.</td>
<td>No discrimination in selection, employment, advancement or promotion of all employees.</td>
</tr>
<tr>
<td>Companies must recognise the right of the workers to be represented by trade unions.</td>
<td>Improve quality of employees' lives outside the work environment.</td>
<td>Accelerate the creation of employment opportunities or wage rates to maintain viable living standards.</td>
</tr>
<tr>
<td>Employers must help to ensure freedom of choice as to place of work, help alleviate effects of migratory labour.</td>
<td>Recognition and active encouragement of trade unions.</td>
<td>Recognition of basic rights of workers of freedom of association, collective negotiation, lawful strikes and protection against victimisation.</td>
</tr>
</tbody>
</table>

## URBAN FOUNDATION CODE

90 per cent endorsement by organised commerce.

The Urban Foundation's Code of employment practice, endorsed by South Africa's 19 leading employer organisations has been launched by C. W. H. de Vaal, chairman of the South African Employers' Consultative Council and Labour Relations. The chairman said that the code was the result of an intensive debate by those organisations which collectively represent all major employers in South Africa.

SACCOLA, which is responsible for the code of employment practice jointly with the Urban Foundation, represents through its constituent organisations nine tenths of organised commerce and industry in this country. According to a joint statement by SACCOLA and the Urban Foundation 'SACCOLA has abjured the backing of each of its constituent organisations for the promotion and acceptance of the code by individual companies."

Of the employers participating in the code, one of the major companies is the Urban Foundation, the umbrella body which brings together the nine major companies.

## BAN ON INVESTMENT

Still the only way?

Although he has had considerable success in getting his statement of principles adopted by both American and European companies, Dr. Leon Sullivan believes that total withdrawal of all United States investment may still be the answer. Organisations which have contributed to the task of making apartheid in South Africa is the Board of Ethical Conduct in South Africa.

Dr. Sullivan, who is Black, is also a Zion Union Baptist preacher and a director of General Motors. He is at present managing a joint business community worldwide for the adoption of his code of conduct for businesses in South Africa.

## DOUBLE STANDARDS

Wages World Wide

Dr. Connie Mulder, Minister of Information, has stated that the South African authorities welcome the companies which have signed the Sullivan code with its "intent to give further impetus to existing development programmes that have enabled the Black man in South Africa to outstrip his counterparts on the African continent and elsewhere in all fields of endeavour." Commenting on differences between workers in South Africa and those in other parts of the world, Dr. Mulder says: "An industrialist with interests and industries in different parts of the world told me that his firm pays a certain salary to workers in South Africa, 50 per cent of that salary to workers in India, and in other jobs."

Yet the company was continuously pressed and criticized for paying workers wages in South Africa, but has no problems about the wages paid in India or India.

## AMERICAN CHAMBER

37th in the World

During November, all but a couple of the major American controlled companies in South Africa joined together to inaugurate the American Chamber of Commerce in South Africa. South Africa in the 27th country in which an American Chamber of Commerce has been launched, and Mr. John L. Caldwell, manager responsible for the international division in Washington, who led the delegation from the United States Chamber of Commerce, was in Johannesburg to help inaugurate the new body. The American Chamber of Commerce has been formed in South Africa to encourage international trade and commerce. It is a non-profit organisation, and its objectives are to promote the interests of American business, and to promote the interests of South Africa. The Chamber is expected to play a major role in the development of the country. It is hoped that the Chamber will be able to play a significant role in the development of the economy, and to promote the interests of American business, and to promote the interests of South Africa.
The idea is sound

During the last few months codes of conduct for business, both expatriate and local, have been falling like autumn leaves, the latest being a purely home grown one from the Urban Foundation. This, however, is unlikely to be the last — there is already an Australian one in draft, and rumours of more from other countries.

It can be seen from the chart that the codes so far published all have much in common, although there are major commissions on perhaps the toughest subject of all — explicit recognition of trade union rights for Black workers.

The codes also have in common the recognition that business has a moral obligation as a social innovator, and in the process must play a part in the uplifting and development of this country's Black workers.

As such TUCSA welcomes these codes of practice. Their embodiment of much of what we have been consistently campaigning for over the years. We believe that if all these codes were positively implemented great progress would be made not only in labour relations, but also in race relations and the socio-economic development of South Africa.

The codes also reflect the need to address the needs of the 1990s. We believe that the codes, their implementation being dependent on the sincerity of the party or parties to the particular code, will not only assist in the development of the country, but also in the building of the black community.

If the codes of conduct are to be really implemented, it will mean that there's a need for all parties to the codes to ensure that they are implemented properly. If this is not done, the codes will be of no use and will only serve to create a sense of disillusionment.

Another shortcoming is that the very people these codes are designed to help have not been consulted. TUCSA, representing members of all codes of conduct for all businesses in South Africa to adopt.

One further reservation is simply on account of the multiplicity of codes. Surely it would be better if the various parties were to draw up one final and consolidated code for all businesses in South Africa to adopt.

Further, we would like to see such a code of conduct adopted as an international code for commerce and industry. Such a code should be demanded by companies investing in, or establishing themselves in, other parts of the world where human rights are held cheaply and trade union rights for anyone nonexistent.

<table>
<thead>
<tr>
<th>SULLIVAN CODE (UNITED STATES)</th>
<th>BRITISH COMPANIES GUIDELINES</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEGREGATION</td>
<td>Aim at non-segregation but duplication of facilities separation required by legislation.</td>
</tr>
<tr>
<td>EMPLOYMENT PRACTICES</td>
<td>Fringe benefits for workers No discrimination in work sphere of work included.</td>
</tr>
<tr>
<td>REMUNERATION</td>
<td>Equal pay for all doing equal or comparable work.</td>
</tr>
<tr>
<td>TRAINING</td>
<td>Equal pay for all doing equal or comparable work.</td>
</tr>
<tr>
<td>DEVELOPMENT</td>
<td>Fringe benefits for workers No discrimination in work sphere of work included.</td>
</tr>
<tr>
<td>SOCIAL RESPONSIBILITY</td>
<td>Equal pay for all doing equal or comparable work.</td>
</tr>
<tr>
<td>MIGRATORY LABOUR</td>
<td>Equal pay for all doing equal or comparable work.</td>
</tr>
</tbody>
</table>

Nearly all CA

Equal pay for all employees doing equal work, or comparable work. For equal work, for the same period of time.

No Agreement, Wage Determination, or any other wage regulating instrument in South Africa has ever laid down a maximum rate of pay minima. The Industrial Conciliation Act, in terms of Section 24 (Sub-section 2) specifically prohibits differentiation or discrimination on the basis of race or colour, or any other factor.

Equal and fair employment practices for all employees.

There is nothing in South African legislation which debar any employer from extending all company benefits to all of its employees. Penrose, provident funds, training facilities, educational and other loans, sickness and accident benefits, holiday bonuses, etc, can be extended to all employees on any basis.

Improving the quality of employees outside of the working environment, in areas such as housing, transport, school recreation and health facilities.

There is virtually nothing in the wa restrictions to prevent employers from improving the quality of their employees. Many enlightened companies are already doing much in this area. Shortcomings on the part of companies in this respect are a reflection of the employers' failure to accept their social responsibilities. The benefits to the quality of life of their workers.

Initiation and development of training programmes to prepare substantial numbers of Blacks for supervisory, administrative clerical and technical jobs.

There is an overall acceptance on the part...
Pittance or a pension?

The above resolution was passed at the 1976 TUCSA Annual Conference. It was forwarded to the relevant Government departments which deal with pensions in the various population groups. TUCSA has now received replies from all four Government departments, the major points of which are summarised for comparison in the table below.

<table>
<thead>
<tr>
<th>DEPARTMENT OF COLOURED AFFAIRS</th>
<th>DEPARTMENT OF INDIAN AFFAIRS</th>
<th>DEPARTMENT OF BANTU ADMINISTRATION</th>
<th>DEPARTMENT OF SOCIAL WELFARE AND PENSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PENSION: MAXIMUM POSSIBLE AFTER MEANS TEST</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>R42.50 per month</td>
<td>R42.50 per month.</td>
<td>R20.50 per month</td>
<td>R79.00 per month</td>
</tr>
</tbody>
</table>

**PRINCIPLE**

Pension is a supplement only. Principle of relying on pension in old age should be discouraged. The necessity of savings, investments, policies and Pension Funds should be instilled in all.

The duty of each and everyone to make every effort to provide adequately for old age.

The incentive for making provision for retiring age should be maintained.

People should be encouraged to make as much provision for themselves as possible, even to the extent where such provision will exclude them from qualifying for a social pension.

**GUIDELINES FOR HOSPITALISATION**

Pensions paid in full when recipient in a Provincial Hospital on temporary basis. Reduced pension paid to persons in hospital on permanent basis.

Pension paid in full if recipient admitted to a Provincial Hospital. Canceled if recipient committed to a State Mental Institution in terms of the Mental Health Act, 1975.

In any institution at expense of the State or State aided organisation pensioner forfeits pension. Provision exists for application for disbursement on his behalf.

If recipient is admitted to a Provincial Hospital pension remains. If recipient is admitted to a State or State aided institution (this usually implies long term) pension is forfeited.

**UNIFORM MINIMUM FOR ALL RACES**

No comment.

Uniform pension of R125 not feasible. It may be higher than what average social pensioner could have earned, and would discourage those persons from working for as long as they are able to.

Introduction of uniform social pensions for all races cannot be considered at present. Continuous attention is given to the gradual improvement of social benefits for Blacks.

No comment.

**IF YOU ARE OLD — AND BLACK**

If you were old and black with a working life behind you and totally dependent upon your old age pension as means of support, you would be existing on R20.50 a month. You would probably not have been able to scrape together a nest egg for your retirement. Your children probably can’t help you much — their income barely stretch to cover their commitments. Your R20.50 buys three things, mealie meal, mainstirnent and misery.

**Muddle!**

The necessity of urgent Government action is emphasised by the table above, which reveals the anomalies between pensions rights for our various population groups.

The most glaring discrepancy is, of course, in the actual amount paid out. Even the largest pension (for Whites) is grossly inadequate... and the smallest (for Africans) is over R100 less than the figure TUCSA insists is the bare minimum which should be paid out to every pensioner, regardless of race or colour.

The differences between population groups as to policy for hospitalised pensioners should also be noted. The impression is one of confusion, with four separate government departments doing the same work, but each for a different population group.

Wouldn’t a single Government department to deal with pensions and other allowances for everyone be more sensible — and easier to administer in terms of manpower and duplication?

**Only one Solution**

The key to understanding the present inadequacies of State pension provision lies in the underlying philosophy, outlined by all four Government Departments involved with pensions for different race groups, that a State pension is merely a supplement, and that it is the responsibility of every person to make provision for his or her old age.

This principle is an adjunct of a free enterprise system, which TUCSA would like to see developed in South Africa, and as such we must accept it, but with two major and important reservations:

1. With the vagaries of the economy in a modern and developing industrial country such as ours, it is virtually impossible for the average working person to make adequate meaningful provision for his or her retirement in the future. Their savings, or the value of their private pensions, will be grossly eroded by inflation, and this is something that the average person can hardly be expected to account for.

2. The sections of the community who are least able to cope suffer most. Low incomes, low skills and low education go hand in hand with a lack of awareness and financial ability to plan for the future. Even if savings are made, the paltry amounts that can be spared from meagre incomes will be negated by rampant inflation and amount to nothing.

It is for the above two reasons the TUCSA is gravely concerned about the present provisions for pensioners, and has campaigned consistently for the establishment of a national contributory pension scheme.

TUCSA is firmly of the opinion that it is now urgent and essential for the Government to establish a national contributory pension scheme which would:

1. Provide for those working people in their old age, who have no private pension scheme and who are at present a burden on the State and taxpayer as they are paid a State pension.

2. Eliminate the present racial discrimination in the payment of old age pensions and provide for one viable pension to be paid to everyone regardless of colour or race.

3. Abolish the means test, which tends to penalise the thrifty and favour those who have never made any attempt to save.

4. Secure the preservation of an employee’s pension rights upon changing employment.

The Government’s report on the possible establishment of a national contributory pension scheme which was produced during 1977 is an indication that at long last the Government may be taking steps to take up its responsibility in respect of our aged. We await developments.
Racialism and political opportunism

More than 200,000 workers of all races. Africans, Coloureds, Whites and Indians, belong to TUCSA because their trade unions believe that such a united organisation such as ours is the only way to achieve national liberation and progress in human relations.

In the complex world of today race has emerged as the most powerful motivating forces in international politics, and is being used both cynically and naively to serve the interests of nations, groups and politicians.

There is a reason why even a non-racial organisation such as TUCSA finds itself under pressure or attack from quarters which least proclaim their adherence to the ideal of the equality of all mankind.

To take a recent example, an attack launched on TUCSA by the president of the International Confederation of Free Trade Unions, Dr. P.P. Narayanan, who in his address to the United Nations World Conference for Action against Apartheid in London, denounced what he called the "so-called liberal Trade Union Council of South Africa" for "in perpetuating the racial character of the African trade unions and aligning itself with the Apartheid Minister of Justice, who imposed the ban on organisations for legitimate trade union activities."

Now TUCSA, as all South Africans are aware, has consistently and perhaps more vocally than any other organisation in South Africa attacked the banning and detentions imposed by this Government and the powers that have enabled the South African Government to act in an arbitrary and undemocratic manner. Indeed, TUCSA was the only major organisation in this country to seek an interview with the Minister of Justice to protest against the banning of the trade unions referred to by the ICTFTU president.

TUCSA took that action in spite of the fact that the African trade unionists in question did not belong to TUCSA but were working on lines directly opposed to our non-racial philosophy, and were committed to the establishment of racially exclusive organisations.

One can only wonder at the degree of political distortion and opportunism which enables the main organisation in South Africa working for workers cooperation to come under attack from people who profess to believe in the same ideal. The phenomenon is, of course, indicative of the political forces at work, using South Africa's racial situation for their own ends.

Just as TUCSA as an organisation is subject to such pressures, so will individual trade union members from time to time find themselves under pressure from people seeking to use race as a political weapon.

The middle road is seldom an easy one especially where ordinary people, bewildered by the complexity of the situation, tend to seek simple "black and white" formulae.

TUCSA deplores the type of political opportunism displayed by Mr. Narayanan. His attack is both groundless and false: TUCSA's record as a liberal and non-racial organisation is exemplary — indeed TUCSA has come into existence because of those two ideals.

To attack TUCSA as anything else is to either demonstrate basic ignorance or to display the opportunistic spirit which unfortunately bedevils the world today, and which serves no purpose other than the harassment of the truly sincere organisations whose only objective is the genuine progress in human relations.

Democracy: Judgement by peers

One of the most controversial resolutions presented to TUCSA's annual conference in Durban in September concerned the extension of the Council's disciplinary powers in the most unusual manner, but not without some heated discussion and subsequent adverse comment, most of which seems to stem from a misunderstanding of the Council's powers and intentions.

The object of this amendment to the constitution of the National Executive Committee was not seeking to invest itself with draconian new powers: already written into the constitution was the power to take disciplinary action against any member of the National Executive Committee, or an Officer, or any Area Division, or an individual member of any Committee or Sub-Committee established by the National Executive Committee.

There were, however, no provisions for the disciplining of individuals who are not members of the National Executive Committee, or Committees or Sub-Committees of the National Executive Committee or Officers of an Area Division.

The amendment merely sought to extend the powers incorporated into the constitution to cover this latter category.

The object of this resolution was to prevent individuals who are deemed to be acting in a manner contrary to the interests of TUCSA or the trade union movement, may be suspended and prevented from participating in any of the affairs of the Council.

This does not affect in any way the individual's rights under his or her own union, since the domestic affairs of such member unions, and the right to conduct their own affairs in a manner suitable for their own interests, is formally entrenched into the Council's constitution.

The intention is simply and solely to prevent individuals from member unions from acting in a fashion which is contrary to the interests of the Council, or of the trade union movement.

As far as is possible the individual has been safeguarded from unjustified or arbitrary decision by the National Executive Committee. No suspension may take place until statements or charges have been submitted to the individual concerned in writing, and until the individual concerned has been given the opportunity of appearing before the National Executive Committee to answer the charges.

In addition there is a further appeal procedure: the individual may make an appeal directly against a decision of the National Executive Committee to an Annual Conference, which may either confirm or reverse the decision of the National Executive Committee. This appeal serves to emphasise that the Council's disciplinary procedures are fair, and uphold the criteria of endorsement by one's peers.

The Council has no new arbitrary powers, nor was this resolution proposed and passed with the object of stifling criticism, as has been claimed. TUCSA is both democratic and much concerned with democracy, and like any other organisation has a constitution and rules which have been endorsed by the majority of its members. Any organisation, if it is to survive in any meaningful form, must have not only rules but also sanctions to use against those who break the rules or who seek to damage the organisation itself. This is all the Council sought in proposing the controversial resolution, and with its adoption the Council has been given the power to take disciplinary action in a democratic fashion.
Organised commerce and industry has officially declared war against race discrimination in employment.

In endorsing the Urban Foundation's code of employment practice, South Africa's 10 leading employer organisations, representing nine-tenths of organised commerce and industry, have also:

- Agreed to strive for the recognition of the "basic rights" of free association, collective bargaining and the "lawful withholding of labour."
- Agreed to the maintenance of "viable living standards."

The code, published in Johannesburg today, is too open-ended to carry any kick.

But it is a firm commitment towards the removal of racial discrimination from all areas of employment.

Within legal limits

And it spells out these areas in some detail.

The advantage is that it sets goals without arousing any of the antagonism prompted by similar codes abroad, according to Mr. C. W. H. du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (Secola).

He described the code as a "declaration of intent" which is to be negotiated within the limits of the law, as the law evolves.

Promotion a priority

"As time goes by this code will become more concrete," he said.

"Employer organisations will make sure their members understand what it means."

"It will be one of the priorities of the Federated Chamber of Industries to promote the code and give it practical effect," Mr. du Toit said in his capacity as chairman of the PCC's labour affairs committee.

Mr Justice J H Steyn.

MR JUSTICE J H STEYN
MR ARTHUR GROBBELAAR

"War" declared on job prejudice

Reports by Siegfried Hannig, Labour Reporter

South Africa's 10 largest employer organisations have committed themselves to the elimination of race discrimination from the labour scene.

They have agreed to "strive constantly for the elimination of discrimination based on race or colour from all aspects of employment practice."

That is the key undertaking in the South African "Code of Employment Practice" announced in Johannesburg today by the Urban Foundation and the South African Employers' Consultative Committee on Labour Affairs (SACCOLA).

The undertaking applies to the private sectors to promote:

- Accelerated creation of employment opportunities "at wage rates aimed at the maintenance of viable living standards."
- Progressive transition to a system in which pay and benefits will render unnecessary any differential subsidy based on race or colour.

"SACCOLA has achieved the backing of each of its constituent organisations for the promotion and acceptance of the code by individual companies," said the joint statement by SACCOLA and the Urban Foundation.

The constituent organisations are the Association of Chambers of Commerce, the Automobile Manufacturers Employers Organisation, the Automobile Individualists, the Federated Chamber of Industries, the Federation of Civil Engineering Contractors, the Motor Industry Employers Association, the Sugar Millers Association, the Steel and Engineering Industries Federation, the Chamber of Mines and the Building Industries Federation.

Cont.
executive director of the Urban Foundation, described the code as a sincere effort by commerce and industry to move away from discrimination, create equal opportunities irrespective of race, and regulate labour patterns according to the demands of merit.

**Blacks involved**

Black commerce and industry was involved in the negotiations which led to the code.

And the executive of the National African Federated Chambers of Commerce has endorsed the code.

Trade unionists were not consulted because it was regarded as an employers' code.

Mr. Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa said he could not fault the code.

But it would be up to the employers to "put their money where their mouth is."

It was difficult to monitor and police such codes even if they were very specific.

Ultimately specific legislation was the only answer, Mr. Grobbelaar said.
Equity, fairness seen in jobs code

THE code of employment practice, drawn up by the Urban Foundation and SaccoLA, conformed to the requirements of democratic free enterprise systems, Professor Meyer Feldberg said today.

"If the new code is generally acceptable to the business community, then it must be well publicised and implemented, lest it become lost in the plethora of such codes," said Professor Feldberg, who is the head of the University of Cape Town's Graduate School of Business.

He went on: "It is gratifying that the code emphasises the importance of the free enterprise system as a means for bringing about meaningful change in South Africa.

"Equity and fairness are the pervasive features in the code, and as such it conforms to the standard requirements of most democratic free enterprise systems.

RACE FACTOR

"I wonder, however, if it might not have been simpler to issue a code calling for the elimination of racial discrimination and a return to the free market system.

"The only specific item in the code that causes discomfort is the one on the rights of workers of freedom of association, collective negotiation of agreements on conditions of service, the lawful withholding of labour as a result of industrial disputes ..."

If question the desirability of a foundation, funded by the business community, actively supporting collective bargaining or trade unions," Professor Feldberg said.

IMPLEMENTATION

Professor S P Cilliers, head of the Department of Sociology at Stellenbosch University, said the significance of a code of employment practice lay not so much in the wording or format, but in the implementation.

In this respect, he was hopeful the new code would succeed. There is, to my mind, a difference from the various overseas codes which have been widely publicised. The difference is that the Urban Foundation's code has been drafted by, and signifies an undertaking by employers themselves."
Endorsed

The terms of the code have been endorsed by the National African Federated Chambers of Commerce.

Subscribers to the code are committed to strive constantly for the elimination of discrimination based on race or colour from all aspects of employment practice, and to apply this principle in good faith, with due regard to different job categories fairly determined on considerations other than race or colour, especially in:

● The selection, employment, advancement and promotion of all employees;

● The remuneration of employees;

Pensions

● The provision of pensions, medical aid, leave, sick pay, employee insurance, assistance with housing and like facilities, physical working conditions and facilities, and retirement programmes or facilities to improve the productivity and skills of employees to enable them to achieve advancement in technical, administrative and managerial positions, and

● The recognition of the basic rights of workers of freedom of association, collective negotiation of agreements on conditions of service, the lawful withholding of labour as a result of industrial disputes, and protection against victimisation resulting from the exercise of these rights.

(Page 3: Equity, fairness)

NINETY PERCENT of organised commerce and industry in the private sector has come out in support of a code of employment practice which could mean the end of racial discrimination in business.

The code, announced in Johannesburg today, has been drawn up by the Urban Foundation and the South African Employers' Consultative Committee on Labour Affairs.

According to Mr Justice Jan Steyn, executive director of the Urban Foundation, it 'expresses the resolve of commerce and industry to eliminate discrimination in employment practice.'

Among the organisations committed to the terms of the code are the Association of Chambers of Commerce, the Automobile Manufacturers Employers' Organisation, the Afrikaanse Handelsinstituut, the South African Federated Chamber of Industries, the South African Federation of Civil Engineering Contractors, the South African Motor Industry Employers' Association, the South African Sugar Millers' Association, the South African Federation of South Africa, the Chamber of Mines, and the Building Industries Federation of South Africa.
Mudge equal pay plea

SWAKOPMUND — The chairman of the Democratic Turnhalle Alliance, Mr Dirk Mudge, last night appealed to the Administrator-General of South West Africa, Mr Justice Steyn, to do everything in his power to narrow the wage gap between whites and blacks in the territory.

Speaking at the DTA's first meeting here since its formation two months ago, Mr Mudge said discriminatory pay would have to be done away with to convince the rest of the world that South West Africa was on the "right path."

He could also no longer defend or condone the wage gap which existed between the whites and blacks in the territory.

"I cannot accept that a white man gets a higher salary than a black or brown man who does the same work and has the same qualifications," he said.

Earlier, Mr Mudge said unless a free and democratic election was held, all hope of attaining a peaceful settlement for the territory would be lost.

During the next year the people of the territory would have to decide who they would want to lead them, he said.

About 1 000 people, mostly holidaymakers, attended the meeting, which was also addressed by the president of the DTA, Chief Clemens Kapuuo, and the Coloured leader, Mr Andrew Kloppers. — SAPA.
Hundreds demand equal pay for women

By JILL McILRAITH

HUNDREDS of working women who say they are discriminated against have protested to a study group working for a Government commission.

More than 200 phone calls and letters have been received since the group was formed last October.

"For the first time women in South Africa feel they have a channel through which to express their grievances," say the joint secretaries, Mrs Babette Kabak and Mrs Roberta Johnston.

Ironically, when the Wiehahn Commission was formed to investigate labour practices, no women were appointed to it.

Demands

After complaints from women's organisations, including the Women's Legal Status Committee, of which Mrs Kabak and Mrs Johnston are co-conveners, the study group was formed.

Mrs Kabak spent three months in America last year studying equal opportunity practices and collecting ideas that might work here.

"Many women don't work because of the demands of their traditional role as mothers and homemakers," Mrs Kabak said this week.

"But this does not mean those who choose to work should be paid about 15 to 20 per cent less than their male counterparts."

"The higher the woman's qualifications, the greater the discrimination and more resistance there is to her moving into the ranks of middle and top management."

In her own job, the pay discrimination was often as much as 20 per cent.

"And the problem here is that the Wage Act and the Industrial Relations Act allow it."

Benefits

"Most women who contact us begin by saying that they are not women's libbers but do believe in equal pay. But often the discrimination is of a subtler kind . . . in fringe benefits such as insurance, pensions, medical and hospitalisation, housing grants and quality of company cars.

"We need more women to bring their cases forward, especially black women. We want information from across the population and income spectrums."

Women who do approach the study group can remain anonymous.

Complaints received so far have been used to prepare case studies which have formed one of four preliminary reports on women in employment submitted to the 14-man commission headed by Professor Nic Wiehahn.
SA’s ‘big apartheid’ criticised

The Argus Political Correspondent

CONDITIONS in Soweto and the maintenance of ‘big apartheid’ while petty aspects were scrapped, were criticised in Cape Town today by the leader of a West German parliamentary delegation.

Dr Uwe Holtz and a number of other members of the Social Democratic Party, one of those ruling the West German Bundestag, are in the country on a ten-day fact-finding mission.

They have so far met whites and blacks over a wide spectrum including church and trade union leaders, businessmen and politicians.

SPONSORING

Today they were meeting members of the National Party, the Progressive Federal Party and the New Republic Party at Parliament.

Dr Holtz emphasised that his party was sponsoring the visit and they were not here as guests of any South African organisation.

Although he was critical of many things, he said there was the need for gradual change to majority government with protection for minorities.

The situation in South Africa was very complicated and there was no example in history where such a situation existed.

Unlike French and British colonists, the whites in South Africa were an established community with no European country they could return to.

QOBOZA

He was especially critical of the gap in the living standards of whites and blacks.

On a visit to Mr Percy Qoboza and other detainees in the Transvaal, the delegation was disappointed because they were only allowed to see him for one minute.

The Minister of Police, Mr J T Kruger, turned down a request for the delegation to see Mr Nelson Mandela on Robben Island on the grounds that, in contrast to Mr Qoboza, he was serving a sentence on criminal charges.
2. Have Government has failed to narrow pay gap failed? ARGUS 9/2/78

3. What narrow pay gap

The Argus Parliamentary Staff

THE Government has failed to narrow the pay gap — or maintain the trend in that direction — in its pay increases this year to qualified staff at state and provincial hospitals.

This has emerged from questions put to the Minister of the Interior, Mr. Schlebusch, by Mr. Dave Dalling (FDP, Sandton) in the Assembly.

Commenting on the salary scales divulged by the Minister, Mr. Dalling said:

"The gap is not being narrowed with any consistency or with sufficient speed.

Major anomalies still exist in the salary structures. It cannot be right that a white medical officer at the top scale can earn the same as a black professor or chief specialist, whose salary is fixed and not subject to increment."

Do you gather to get something workers on this or on

Mr. Dalling said anomalies of this sort could only cause resentment and a drain from South Africa of qualified people who were not white.

The salary scales given by Mr. Schlebusch show that coloured and Indian specialists earn about 83 to 85 percent of their white counterparts' pay while black specialists earn just under three-quarters of what white specialists earn.

A white chief specialist/ professor, for instance, now earns R17,490 a year. This is R2,640 a year more than the salaries of coloured and Indian specialists of the same rank and R4,620 a year more than is earned by blacks in similar posts.

YEAR AGO

Compared with a year ago, some of the salary scales of doctors who are not white are percentage-wise fractionally better than a year ago, but others are fractionally lower.

At the level of medical officer, however, a clear narrowing of the gap appears to have taken place. Coloured and Indian medical officers now earn 88.8 percent of the salaries of white medical officers and blacks 79 percent, whereas a year ago the percentages were respectively 84.6 and 72.3.
Equal pay for black staffs

ALICE — There will be no differentiation in salaries paid to black and white academic staff at Universities in South Africa as from April 1, according to an announcement here today by the rector of the University of Fort Hare, Professor J M de Wet.

He said the decision had been taken by the new Minister of Bantu Administration and Development, Dr Connie Mulder, after consultation with the Minister of Finance, Senator Owen Horwood. — Sapa.
Equal pay at varsity

Mercury Correspondent

ALICE — There is to be parity in the salaries of White and Black academic staff at all universities in South Africa from April 1.

The rector of the University of Fort Hare, Professor J. M. de Wet, announced this yesterday in a statement issued to all academic staff.

He said the decision was taken by the new minister of Education and Training, Mr. Willem Cruywagen, after the minister of Police, Senator Hoywood.

The parity also applies to professional staff, library staff and senior laboratory assistants.

An additional pensionable allowance of 10 percent also applies to Black and White staff.
Equal pay for all at universities

ALICE — The Rector of the University of Fort Hare, Prof J. M. de Wet, announced yesterday that the salaries of white and black academic staff at all universities in South Africa would be equal from April 1.

In a statement issued to all academic staff, Prof De Wet said the decision was taken by the new Minister of Education and Training, Mr Cruywagen.

The parity also applies to professional library staff and senior laboratory assistants. At Fort Hare, this will affect about 55 black academic staff.

Prof De Wet said white academic staff had previously received an additional pensionable allowance of 10 per cent and the black staff an additional pensionable allowance of 20 per cent.

The allowance for both would now be 10 per cent.

The Vice-Rector of Fort Hare, Prof A. Coetzee, said the white staff welcomed the decision. Parity of salaries had been sought by the Fort Hare Senate and Council for many years and they had put forward many resolutions to this effect.

Prof J. C. Sereto, a senior black professor of physics at Fort Hare said: "It is very exciting news indeed."

He said lower salaries for black academics in the past had been "frustrating."

Prof Coetzee confirmed yesterday that it was the policy of Fort Hare to increase the number of black academic staff whenever possible. — DDC.
Council workers' pay row looms

A dispute is looming between Johannesburg's municipal workers who are asking for pay increases of at least 20 percent, and the city council, which is likely to support only five percent.

The council's workforce of almost 23,000 has not had a pay increase for two years.

The last increase was approved by the council in 1976. About five percent was granted in July 1976 and another five percent in January 1977.

Last year the Johannesburg Municipal Employees Association (JMEA) agreed to waive general increases in view of the council's financial position, and because of Government pay policies. But it is understood that this year the JMEA, which represents most of the council's 8,000 white workers, will link its pay requests to the Consumer Price Index for the Witwatersrand.

This increased by 19.3 points between January 1977 when the last pay increase applied, to December last year. Further increases are inevitable before July 1 this year when the city council's financial year begins.

But the city council is likely to insist on only five percent. This has already been granted to municipal workers in Cape Town and Durban, and has been officially announced for civil servants as well.

A pay increase for whites will mean possibly even larger increases for blacks, coloured and Indian workers. Council policy over the past few years has been to narrow the wage gap.

At present blacks receive 80 percent of white pay in comparable jobs, and coloured employees and Indians get 90 percent. Many professional employees receive equal pay.
Racial pay lashed

CAPE TOWN — Discriminatory salaries paid to employees of different races in the Cape Province's medical services were disgraceful and totally unacceptable, the PFP spokesman on health in the Provincial Council, Dr John Sonnenberg, said yesterday.

It was common knowledge that it would cost R188 000 to equalise pay between white and black doctors in the Cape Provincial service, he told the council yesterday.

Seven student dieticians had been appointed to Groote Schuur Hospital recently. All of them had BSc degrees and had completed a one-year diploma course at the University of Cape Town.

Since January this year they had been doing six months' internship at the hospital.

"Six of these employees are white, one is Coloured. The net monthly salary for white student dieticians is R283.04. The net monthly salary for Coloured student dieticians is R224.31. The salary difference is R58.75 a month or R450 a year."

"I consider this not only to be grossly discriminatory and unfair. I consider it to be disgraceful and I would like to know how members on the other side feel about it."

"Are they happy about it? Do they consider it fair? Is this moving away from racial discrimination? Would they be prepared to die for it, or rather for an apartheid sign in a lift?"

"It is totally unacceptable to us and we regard it as a scandal. The quicker this miserable business is corrected the better," Dr Sonnenberg said. — PC.
Equal pay in police appeal

THE SOUTH African Indian Council would make representations to the Government for equality in salaries paid to White and Indian policemen, said J. N. Reddy, executive chairman of the SAIC, said at a police passing out parade at Wentworth in Durban yesterday.

Mr. Reddy said Prime Minister Mr. Vorster had recently made it clear that as far as he and his Government were concerned discrimination in salaries of State employees was "thing of the past".

"I am certain that when the Prime Minister makes a promise he will keep it. Unfortunately this assurance cannot be put into immediate effect because of the economic climate.

"The SAIC will see to it that this promise is fulfilled when the economic climate improves," he said.

Recruits

Yesterday's passing out parade of 34 recruits at the South African Police Training College, Wentworth, was attended by a number of dignitaries and high-ranking officers including Brigadier Hennie de Wet, Provincial Commissioner of Police Port Natal.

Mr. Reddy said there was much more and wider job opportunities and hence created for Indians in various fields. The South African Police was described to them.

"I am glad the police are giving Indians an opportunity to rise to senior ranks in addition to improved conditions of service," he said.

He said it was the function of the Minister of Police to see Indian policemen in higher positions and complete responsibilities areas such as材 and Phoenix.

He was confident that conditions of service would improve and salaries more attractive more Indians would want to join.
PFU call to end pay gap

THE ASSEMBLY --- There was sufficient "fat" in the Post Office budget to eliminate the wage gap between workers at different rates, Mr Alf Wideman (PFU Hillbrow) said yesterday.

He moved an amendment deeming approval of the budget unless the Government provided an efficient, speedy and reliable telephone service, eliminated the telephone backlog and introduced equal pay and service conditions for employees of all races.

Dr Paul Bodenstein (NP Rustenburg) said the PFU's amendment called for equal salaries and wages for all Post Office officials, but that it was already government policy to narrow this gap. It could, however, not be done immediately since it would completely paralyse the Post Office.

Mr Brian Page (CNP Umbabanga) said morale of serviceemen on the border and their families would be bolstered considerably if postal delivery problems were put right.

Sjaan van der Spuy rejected the PFU's amendment. All three aspects called for changes in expenditure of capital that was not readily available.

The amendment was defeated by 3 votes to 21, and the Bill was passed a second time. SAPA
Teacher pay gap narrows

Mercenary Correspondent.

PRETORIA — The salary gap between White, Indian and Coloured teachers has been narrowed but is still substantial according to a S.A. Indian Council source.

He said one major advance in the new structure for Indian teachers (and Coloured teachers fall into the same category) was that there was now to be one key scale for White, Coloured and Indian teachers.

Under the existing system there are two key scales.

The Indian Council spokesman said particularly at the higher paid level there had been a significant advance.

Under existing scales Indian teachers salaries at this level are between 75 and 80 percent of White salaries.

"We are reasonably satisfied with the new pay pattern, but will continue to exert maximum pressure for complete parity with Whites," the spokesman said.
Equal pay for equal work

Perhaps nothing creates racial hostility more than pay discrimination. So it is good to hear from Mr. J. N. Reddy, chairman of the South African Indian Council, that the Government considers discriminatory salaries and wages "as a thing of the past."

At an Indian police passing-out parade at Wentworth in Durban last week Mr. Reddy said that the Prime Minister regretted that this measure could not be introduced at once because of the recessionary economic climate.

This is understandable. Nevertheless, we share Mr. Reddy's opinion that when Mr. Vorster makes a promise he keeps it. An encouraging sign is that according to the SAIC the salary gap between White, Indian and Coloured teachers has been narrowed. There is no mention of African teachers, but there have been indications that the Government is aware that the status, pay and training facilities for Blacks need urgent review.

Without doubt the most significant advance in the equal-pay-for-equal-work movement is last month's announcement that from April 1 equal salaries will be paid to academic staff at all universities.

The payment of the rate for the job is not only morally right, but it is also economically sound because it helps to lift the ceiling for economic advancement in the country.
No race bar in pay—Fanie Botha

Spectacular facts and figures on the elimination of racial discrimination at work have been presented by the Minister of Labour, Mr Fanie Botha, at a multiracial labour conference.

The closed conference of the Trade Union Council of South Africa at a Jan Smuts Airport hotel was called to devise labour strategies.

Labour legislation specifically prohibited racial discrimination in wage prescription or employment conditions, the minister said.

Wages were prescribed irrespective of race. The gap between workers was the result of their skill, efficiency and experience.

"But never is the race or colour of a person the deciding factor," Mr Botha said.

- Average black wages in the public sector had increased at more than four times the rate of white wages — by 105 percent between 1973 and 1976 for blacks compared with 22.8 percent for whites.

- Statistics rejected the claim that South Africa had often minimised the participation of workers other than whites in the labour market.

In the professional, semi-professional and technical jobs, coloured workers increased by 71 percent from 1971 to 1977, Indian workers by 65 percent and blacks by 49 percent.

Suspensions that the spectacular advancement of other races was to the detriment of whites were contradicted by the fact that white unemployment had increased only from 0.6 percent to 0.7 percent last year.

Despite increased unemployment, last April's manpower survey revealed a shortage of nearly 100,000 workers, mostly artisans and professional, semiprofessional, technical and communication workers.
Who is happy about
his wage level?

The ignorance shown by the
average employer of black
labour in South Africa is both
disturbing and dangerous. A
week before the 1976 riots Mr J
D Farrell of the University of
South Africa's Institute of Lab-
our Relations conducted a survey
reflecting the opinions of 1,561
firms employing 212,603 black
workers. Among his findings: 80
percent of employers believed
black workers were satisfied
with their wages, 93 percent
were satisfied that their work-
ers were being treated fairly,
only 44 percent believed equal
pay for equal work was neces-
sary for better labour relations,
only 25 percent believed the
recognition of black trade unions
would improve relations, only 8.7
percent believed the recognition
of black trade unions was neces-
sary for better relations.

On the credit side, almost
half the respondents saw inade-
quate communication as the big-
gest shortcoming in labour rela-
tions. This is certainly proved by
the complacent belief of 80 per-
cent of the employers that blacks
are satisfied with their wages—
nothing could underline the com-
munication gap more effectively
than this misconception.

It needs only the most super-
ficial contact with black work-
ners to know that the vast major-
ity of them are not satisfied
with either their working condi-
tions or their treatment. Any-
one above the level of unskilled
labourer is subjected to gross
discrimination by the entire
system in South Africa (with
rare exceptions) and he knows
it. Even the Government has
finally got the message and is
now in the process of investigat-
ing a completely new labour deal
for blacks.

Employers must realise that
the days of paternalism are past.
They should appreciate that in
most cases the machinery of
"works committees" fails to
create effective communication.
The most promising method for
achieving proper communique—
and ensuring that wage
gaps and labour bargaining
powers are adjusted in time—is
to use fully fledged trade
unions. The sooner employers
begin working towards that end,
the better it will be for both the
workers and their bosses.
726 firms pledge no discrimination

Industrial Reporter

The Cape Town Chamber of Commerce yesterday published a list of 726 firms in the city which have adopted its manifesto committing business to a policy of total and genuine non-discrimination.

The director of the 1,450-member body, Mr Brian MacLeod, said the number of signatories would have been considerably higher but for takeovers by firms which already subscribe, and the closing down of businesses because of the economic slump.

Mr MacLeod pointed out that signatories were required to give a written undertaking that they would put the principles of the manifesto into practice. Although it was necessary for firms to adhere to the law in implementing the code, he added, this law was gradually changing. "It will be expected of members to take full advantage of this."

Many firms had indicated that they were in the process of instituting changes in the workplace which would enable them to adopt the manifesto. Others had put qualifications to their acceptance but this was not permitted.

The manifesto calls on employers, within the provisions of the law, to:

- Select, employ, train and promote staff without regard to race or colour.
- Determine salaries and wages in accordance with the principle of equal pay for equal work.
- Undertake to promote understanding and harmonious relations between employer and employee and between individual employers irrespective of their race, colour or employment status.
Bosses play fair in the salary stakes

SOUTH Africa's top executives are not giving themselves bigger increases than they are giving their staffs. Overall, the increase in top executive salaries has been 6.5% since August, while general staff salaries have improved by 5.6%. These statistics are contained in the generally more optimistic salary survey put out by Urwick International.

The group's mini-salary survey concentrates on basic salary movements in all sectors for the period August to March and this year for the first time, includes a wider breakdown. Working with Manpower and using the categories selected by Manpower for its quarterly survey of employment prospects, Urwick has been able to isolate salary movements in various industrial sectors as well as in geographical locations.

According to Malcolm Schofield, Urwick's senior partner, in those companies where salaries have been reviewed in the past few months, top executives are receiving 10.5% more than they did a year ago. The chief executive has in fact received the largest average increase of all — 12.2% — and the finance and data processing executives are also doing better than average with increases of 15.3% and 14.1% respectively.

Several companies have also done well, receiving over 10% while the past five years, Schofield noted that it seems as if the executive salaries tend to be a good indicator of the level of salary increases. Urwick's major survey, however, is likely to be a more representative sample of the market, and not just a study of major companies.

When the Urwick information is married up with Manpower's quarterly survey of employment prospects, one can see a correlation. For instance, in the construction industry, Manpower research throws up a more optimistic indication for employment for both Blacks and Whites. From the Urwick review one can see that salary increases in the construction industry have been above average. Overall, White workers have received a 3.5% salary increase as against the industrial average of 5.6% while Blacks received 6.4% against 7.9% for all sectors.
Code orders 50pc rise for blacks

Own Correspondent

OTTAWA — Canadian companies operating in South Africa must now follow a specific code of conduct promulgated yesterday by the Canadian Government.

The rules outlined are designed to improve working conditions for blacks and coloureds. Preeminent to the code of conduct reads: "In South Africa, there are policies, legislation, and practices based on the principle of racial discrimination which are repugnant to the Canadians, and which the Canadian Government has condemned as contrary to internationally accepted standards of human rights."

ANNUAL REPORT

The new code will require Canadian companies operating in South Africa to report annually, the first report no later than March 31, with the results being made public. Blacks, says the report, should receive at least 50 percent more pay than the minimum level needed to meet living costs. Companies are instructed to step up training programmes to advance blacks and coloureds into skilled and semi-skilled positions, and non-white trade unions must have participation in the collective bargaining process.

The aim is for all Canadian companies operating in South Africa to achieve equal status for whites, coloureds, and blacks on the payroll, without discrimination, says the code.

The code of performance concludes by saying:

"Companies should, to the fullest extent possible, integrate the working, dining, recreational, educational and training facilities. Companies should seek advice and assistance of such South African organisations as the Institute of Race Relations and the National Development and Management Foundation which have done extensive studies of the problem of worker productivity and efficiency and which can provide invaluable advice on ways to find solutions which benefit both workers and companies."
Remove race barriers, firms told

Motorbo Reporter

SOUTH African industrialists have been warned by their own national employers body that they are not trying hard enough to remove race discrimination in their industries.

The S.A. Federated Chamber of Industries (FCI) says in a letter aimed at its 8,000 member firms that Black workers' conditions can be much improved, even within the framework of Government restrictions and discriminatory laws.

"Indeed many people contend that the removal of the remaining legislative discriminatory measures will produce little practical result, if employers are not prepared to change traditional practices to enlightened practices."

The letter outlines an "action programme" which includes appeals for equal pay, improvement of fringe benefits, upgrading of workers to jobs not restricted by law, literacy programmes for Black township youths rather than migrant workers in White urban areas, and improving labour relations and training Black workers in industrial relations.

While the directive has been welcomed in some quarters, a spokesman for Black Durban unions dismissed it as "useless unless it recognises Black unions."

"If management has failed all these years to do anything to remove all discrimination, what guarantee do we have that they are going to do it now?" he said.

"The only way to ensure anything is done is to allow workers themselves to organise in unions and do it themselves."

"It is useless unless it is concrete. After all what does promoting sound industrial relations' really hold management to?"

The FCI sees its action programme directive as a follow-up to the Code of Employment Practice drawn up last year by the Union of Black Workers. A code which itself followed the publication by the FCI and the U.K.I. of codes for their firms access to factories.

"The overspill codes also say to the unions, if you achieve a certain level of membership, we will talk to you. That is something concrete that works can hold management to," he said.

The FCI's position on unions is not explicit. In its action programme, for instance, which is not mentioned in the letter, an earlier "thirty point action programme" contained a point which is regarded as a definition of union rights, including the right to strike.

It recognises "the rights of employees to organise and negotiate for the purpose of collective negotiation of agreements of conditions of employment, including the right to withhold labour resulting from an industrial dispute, and to be protected from victimization."

Dr. Gavin Fletcher, University of Natal economist and member of the FCI, says the code of Race Relations was the FCI's statement.

"I agree completely that we have custom and prejudice in the workplace. We can't blame the Government, we have to remove the customary barriers."

And if he thought the move would be an advantage for people looking for work he added, it suggested a system which the Anglo-American promised in the late '60s would help ensure success.

In this programme firms which passed the non-discrimination test would be given an equal opportunity to hire Black employees looking for work would know whom to see.

Mr. J. Thorne, labour officer and deputy executive director of the Durban Federation of Industry, said the chamber would be implementing a programme to "clean" its member firms of the new change in attitude, summed by the code of...
Let's work to a plan

WHILE WE wholeheartedly welcome the Government's decision to allow Blacks to negotiate 99-year leases on their homes, the measure makes it all the more difficult to understand why they should still be denied freehold tenure.

Events are moving swiftly in this part of the world, and one would require a king-size crystal ball to divine the political position in South Africa 99 years hence. To all intents and purposes the Government has now accepted the permanence of Blacks in White areas, so why talk about "permanence in inverted commas?" It is but a small step from granting a 99-year lease to bestowing freehold rights. Why cling to an irritating distinction in Black home ownership that means very little in practical terms?

We all realise, of course, that the Government must take the volk cautiously along the road of Black emancipation. However, its practice of moving with stealth rather than boldness has had the effect of underplaying its progress, with the result that industry, commerce and the public generally seem to lack a sense of urgency about removing race discrimination.

Thus the S.A. Federated Chamber of Industries has seen fit to remind its 8,000 members that conditions of Black workers can be improved considerably even within the framework of Government restrictions and discriminatory laws. The main areas concern equal pay for equal work, improvement of fringe benefits, and training and upgrading of workers.

Instead of its unco-ordinated movement towards breaking down racial barriers, the Government might do better to take the bull by the horns and commit itself to, say, a five-year plan to bring about the vital changes that are necessary to a foundation for good race relations.

Housing, education, equal pay for equal work, and the recognition of African trade unions represent some of the most important areas of Black aspirations. If the country were given a deadline for the removal of discrimination in these sectors, then at least it would acquire a sense of purpose, and the Government's sincerity would be placed beyond doubt.
Race bar may go in steel industry

By RIAAN DE VILLIERS
Labour Correspondent

A PLAN to scrap the colour bar in the steel and engineering industry will be put to employers and trade unions today.

It has been drawn up by a joint sub-committee appointed after employers and trade unions met in a full Industrial Council meeting last month. The two sides will meet separately today before another council meeting tomorrow.

Leaders of the ten trade unions involved in the talks, representing both white, coloured and Asian workers — were reluctant to discuss the plan yesterday.

Wage and fringe benefit adjustments offered by the employers' organisation, the Steel and Engineering Industries Federation of SA, have fallen short of the unions' demands, but Seifsa may be willing to reconsider its wage offers if agreement can be reached on the scrapping of the colour bar.
CNA chairman urges end to racial discrimination

Johannesburg — The chairman of CNA Investments, Mr. Slater, said in his annual statement that the company could not realise its full earnings potential "until every vestige of legislated racial discrimination is swept from South Africa's statute books."

After listing a number of better performance indicators, Mr. Slater warned of factors which could adversely affect the improved earnings capacity.

He mentioned the increased incidence of shrinkage from both internal and external sources. Greater emphasis is accordingly being placed on all aspects of security in our stores and at additional cost, which we have not previously found it necessary to incur.

Other factors were: "The unpredictable reaction to the four percent sales tax and the continuing costly and sales-depleting disruption caused by the hitherto appalling irregularity in frequency and late delivery of container shipments from the United Kingdom since the cessation of the regular mailboat service.

"Unless the carriers can improve their handling service as was promised from April, our sales budgets will be at the mercy of fate rather than our planned marketing programme."

Mr. Slater said the position was so serious for regular weekly importers of perishable reading matter that the group "has established its own specialist freight forwarding and clearing company to minimise importing delays and rising costs."

On Rhodesia, he said that the management, "in the face of lower import quotas and all the difficulties besetting that unhappy country, maintained earnings at the previous year's level." — (Sapa)
CAPE TOWN. — The Cape Provincial Administration is committed to the total abolition of the wage gap between employees of different races, the Administrator of the Cape, Dr L. A. P. A. Munnik, said yesterday.

He told the Provincial Council it was the province’s policy to apply one salary scale to all groups “as soon as the economy allows.”

Factors, nurses and teachers would be among those who would benefit.

Dr Munnik added that had the economic recession not occurred, the gap might already have been eliminated. Its abolition would simplify the running of the province and bring an end to adverse criticism.

All three opposition political parties had called in the Budget Debate for the rejection of the 1978-79 provincial budget unless the Administrator undertook to eliminate the wage gap.

In his reply Dr Munnik said the National Party had accepted the principle that the wage gap should be eliminated.

“This members must not think that when this gap is removed that they can take any credit.” — Sapo.
Suitable

SA Job practices

Firms must reverse

By NIAAN DE VILLIERS

July 14

AM 2:15
Employers, unions hail non-race work deal

Sieg Hannig, Labour Reporter

The colour bar in industry is expected to give way rapidly to non-racial employment security after the "epoch-making" breakthrough in the 500,000-worker metal industry.

The non-discriminatory "security of employment" formula in the metal industry is to go into effect on July 1 together with pay increases which unionists describe as reasonable.

"I have no doubt that this concept will soon be extended to most secondary industries in South Africa," said Mr Ben Nicholson, secretary of the 100,000-strong Confederation of Metal and Building Unions.

"My union has many other agreements and will attempt to build the same principles into these," Mr Nicholson said in his capacity as general secretary of the 90,000-strong Electrical Workers' Association.

WATERSHED

It was gratifying to the unions to have found a formula which provided security of employment and job protection for its members while eliminating racial discrimination.

Dr Errol Drummond, director of the Steel and Engineering Industries Federation, said the agreement was "an epoch-making event" — a watershield in industrial relations.

"Skill and merit will be the only criteria for job advancement," he said.

"There will be improved training and retraining facilities for everybody.

"Union and non-union workers will participate in plant-level negotiations for conditions."
Shell aims at racial harmony

By RIAAN DE VILLIERS
Labour Correspondent

THE Shell group believed in equal treatment and opportunities for all its employees, Mr K Geeling, chairman and chief executive of Shell in Southern Africa, said this week.

But, in this area, the group's activities were frequently hampered by social and industrial laws, he said.

Shell disagreed with certain major laws such as the Group Areas Act and the Factories Act which prescribed differentiation between employees of different race groups.

But the company had gained the cooperation of Government departments in some key areas relating to personnel policies where some flexibility in the application of Government policy was allowed, Mr Geeling said.

His comments appeared in a Press statement outlining Shell's employment practices in SA released in Johannesburg yesterday.

Shell's social and employee policy was aimed at promoting racial harmony and the company had identified several areas—including race relations, housing and black education—through which it could contribute to the “healing of breaches in society,” Mr Geeling said.

The statement said the company had about 2,000 employees—58% white, 29% black, 9% coloured and 4% Asian.
Iscor to drop job race barriers

By Sieg Hannig, Labour Reporter

South Africa's top steel producer, Iscor, and other big steel and ferro-alloy industries will adopt non-racial employment security — but Sasol and Escom will not follow the same pattern.

This was disclosed today by Mr Wessel Bornman, general secretary of the powerful South African Iron, Steel and Allied Industries Union.

Speaking before the expected completion of Iscor's house agreement with the trade unions, he said such agreements used to be negotiated under separate systems for every establishment.

Now all house agreements would go through the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry — the prime watchdog of the non-racial employment security system.

Negotiations with Sasol and Escom were continuing on an entirely different basis, Mr Bornman said.

DRAMATIC

There had been no suggestion of introducing the employment security formula in these establishments because they did not have proper industrial agreements, Mr Bornman said.

Therefore any changes in Sasol and Escom would continue to be negotiated as in the past.

Mr Bornman sees nothing dramatic in what has been described as the "epoch making" employment security agreement which eliminates race from the bargaining table.

"To me it has never been a question of job barriers to anybody — but a question of job protection," he said.

The new agreement was a "better form of protection" for trade unions who had to look at non-union labour in recent years when enough union labour was no longer available, he said.
SURVEY SHOWS
BOSSES NOT
KEEN ON
UNIONS

Discriminatory work practices are being removed at a greater pace by companies with British or American links than by South African owned ones - although the gap is small enough to be closed quite quickly.

This emerges from a study of Non-White advancement conducted by the Johannesburg human resources consultants, Fine Spamer Associates. The survey, which was conducted earlier this year, was completed - on a confidential basis - by 167 companies representing all sectors of the economy, and together employing almost a million workers.

Trade unions did not come out very well. While most companies would not stand in the way of their staff belonging to a trade union, they would prefer them not to. It does not appear, however, that companies are against the idea of all forms of organised labour and collective bargaining, since over 80% said that they had liaison or works committees. In the majority of cases the companies said that the objectives that they had set for liaison committees had been achieved, and that they were satisfied with the impact the committees had made on the management of the company.

Some of the most interesting findings were:

- The level of objections that companies expect from Whites to mixing or dealing with non-Whites does not occur when such integration actually happens.
- Over two thirds of the companies said that they consider all staff for promotion, regardless of race.
- Although relatively few companies reported having non-Whites in supervisory positions over Whites, those that did report very little negative reaction from Whites.

Policies that restrict to the Cape Peninsula.

Fine Worsteds.

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An Economic and Social Study of Mill Street/063

An Evaluation of the A consideration

The Transport System

A Study into the Economic Potential of Yellowtail at F partly

Factors Determining Reserve, with

A Study in Coloured Shopping in Athlone and Claremont.

Models of Rural Land Reform - The Tanzanian Case.

The Way in which Perceived Distances Differ from Actual Distances Within an Urban Area.

Examination of the Importance of the Variable, "Length of Residence" on Local Imagery.

Transkei: An Illustration of its Potential.

Cape Town Electoral Districts.

Perceptions of the Cape Peninsula Landscape 1900 - 1977.
Black traffic officers to get new powers of arrest
The Administrator of the Transvaal, Mr Sybrand van Niekerk, yesterday made his second shock stand on discrimination in two days, as he defended race and sex wage gaps.

In the wake of his threat to private schools admitting black pupils, Mr Van Niekerk made a speech in the Provincial Council which drew accusations that he was justifying wage discrimination and contradicting Cabinet Ministers.

He said there was justification for the wage gap between race groups and on grounds of sex, based on the "sound economic principle of supply and demand."

It was the "height of irresponsibility" to call for the rate for the job, "and damn the consequences!"

But he insisted that he supported the Government policy of closing the wage gap. However, the Government had not set a time limit within which this should happen, he said.

If it happened too quickly the effect on the country's economy would be disastrous -- it would take decades to recover, Mr Van Niekerk said. To do so would be "unsporting".

If there was a high demand and short supply of members of a particular group, in any profession, that group had a stronger bargaining position than any other. They could command a higher price on the market, in accordance with sound economic principle, he said.

Male teachers had this advantage over female teachers. "There is justification for women's and men's salaries not being the same ... some people may say this is exploitation. I do not," Mr Van Niekerk said.

The same principle applied to black and white nurses and traffic police, he said.

He said if the wage gap between black and white nurses was closed too quickly it would seriously prejudice the employers, who had to draw labour from the black female pool.

Black women were also needed as "house servants, shop assistants, clerks, packers, etc."

If nurses' salaries were equalised in a "disorganized fashion" it would have a ripple effect through the entire economy and employers in every sphere would suffer.

And he said blacks themselves did not wish the wage gap to be scrapped "in a disorderly manner."

In the case of doctors, whites were more in demand than blacks.

He doubted whether many whites would go to a black doctor, though he knew blacks patronised white doctors in large numbers. Therefore white doctors were in a stronger bargaining position than black doctors, Mr Van Niekerk said.

Mr Van Niekerk said his speech would be adversely interpreted by the Press, who would fail to mention that at black hospitals, black doctors were given preference over whites in job selection.

When considering equal pay for equal work, the socio-economic background of different groups had to be considered, he said.

If Soweto had a suburb like Houghton or Waterkloof Ridge, where doctors paid the same for water, electricity and rates and taxes "this would give them further claim to equal treatment."

Mr Douglas Gibbon, leader of the official Opposition in the Council, accused Mr Van Niekerk of repudiating the Minister of Health, Dr Schalk van der Merwe, the Minister of Labour, Mr Fanie Botha, and the Administrator of the Cape, Dr Munnik.

He said Mr Van Niekerk had given "a long dissertation seeking to justify discriminatory pay scales."

By HELEN ZILLE
Political Reporter
Mining chief calls for equality

Labour Reporter

An urgent plea for equal opportunity on the labour front was made today in the annual presidential address of the president of the Chamber of Mines, Mr L W P van den Bosch.

"The Government should not shrink from the leadership that will be necessary to bring about change rapidly in this vital sector," Mr van den Bosch said.

He warned "cost escalation in the absence of progressive relaxation of the restrictions on the more productive employment or labour can only lead to the destruction of the mining industry."

Yet it was on mining that the country relied absolutely for the economic thrust on which solutions to the country's political and economic problems ultimately depended.

Even at the present time of recession and unemployment there was a chronic shortage of competent miners. This would get worse when new mines such as Deelkraal, Elandsrand and Unisel went into production and others completed their expansion programmes.

"The Government has declared its belief that all persons have an equal right to be trained and to qualify for any position," Mr van den Bosch said.

"This policy should be expressed in legislation as soon as possible."

The education system had to be geared to meet the demand for educated people. And the law "must be so administered as to ensure equal opportunity for training and employment of all those with the necessary educational qualification."

Mr van den Bosch welcomed the "widespread acceptance, embracing all political groupings in South Africa, that job reservation based on racial discrimination is no longer defensible or practical."

The urgent need of the time posed a crucial challenge to "the State, the employer and the trade unions "who must in concert bring about change in a pragmatic and non-disruptive manner," Mr van den Bosch said.
race bar is going fast - survey

JOHANNESBURG. - A big swing towards black advancement and the elimination of labour discrimination is disclosed in the first comprehensive survey conducted on this subject.

Nearly two-thirds of 166 companies employing almost a million people expressed the belief that employment discrimination could be removed within the next five years.

The survey, conducted by Mr. Bernard Chalmers of Flihe Smoer Associates, a Johannesburg personnel consultancy, shows that almost seven out of 10 companies consider all existing staff for promotion, regardless of race.

**Same level**

More than half the 166 companies surveyed reported that they had white and workers of other races working at the same level.

Many companies have races other than white sharing offices, toilets and canteens without any major objections from white staff.

**Minimum wage**

The average reported minimum wage was R135 a month, excluding fringe benefits which were provided irrespective of race, the main exceptions being medical aid, housing assistance and life assurance.

Most companies would not stand in the way of trade union. They did not appear to be against the idea of organised labour since more than 80 percent said they had established liaison or works committees.

**Executives**

More than 80 percent of senior executives in the 166 participating firms said they were prepared to have somebody other than white as a superior.

An important finding is that the objections expected from whites to mixing or dealing with workers of other races do not occur when this actually happens.

The survey was conducted on a confidential basis. More than half the firms were South African-owned, 28 percent had strong links with Britain and 15 percent with the United States. - The Argus Correspondent.

**Cold, rain**

(Details page 3)
Discrimination against women and generally regarded as a problem in the workplace. Yet it is both legally and socially entrenched. The Women's Status Committee of the U.K. found a lack of evidence of women's participation in decision-making processes and enforcement of laws. They recommended policies to address this issue.

Separate migration wages and for men and women continue to be a problem. Women's wages, in the manufacturing industry, are still substantially lower than men's, with a gap of up to 40% in some industries. Women receive lower wages in agriculture, and domestic work.

The average annual income for male and female employees in the manufacturing industry is above that of males, with females receiving only 70% of male earnings, with a gap of 80,000 for females above that of males. The Equal Pay Act of 1970 addresses this gap, but with delays, the pay disparity continues to persist.

Women do have more physical strength than men, as proven by N. Renouf of the Institute of Labour to the W.C.T.U. The strength of women in the manufacturing industry has been utilized by employers to justify lower wages.

Roussau's book, "The Fixation of Low Wages" provides explanation for the low wages, stating that men have created unemployment opportunities for women. He argues that when a certain percentage of employees are reduced to engage female labour, the wages paid remain at a wage level below that of males.

Traditional discrimination persists even deeper than that just outlined. Women's wage claims are often met with the argument that women's wage expectations represent the average wage for the industry.

The problem is due to the difference in productivity. The 10% is traditional discrimination.

Labour market discrimination or obstacles to advancement not connected with age, education, or experience, account for the rest. The problem is especially marked because the average educational level of workers and women is exactly the same.

Black women suffer another discrimination. But the education handicap is mitigated by the fact that Black women are more frequently hired, in contrast to white women who encounter the same problems as white women do.

Women tend to compete in professions where upward mobility is severely limited. Nearly 18% of women in...
Inkatha bid to enforce work codes

The Argus Correspondent

JOHANNESBURG. — Leaders of the 150 000-member Inkatha movement have disclosed details of a campaign to force hundreds of foreign companies to adhere to employment codes of conduct and to recognise black trade unions.

South African companies will not be immune from a campaign calculated to give an unprecedented boost to black trade unions and efforts to gain better employment conditions for blacks.

The campaign is being launched after behind-the-scenes discussions held overseas recently between Inkatha leaders and foreign governments, trade union movements, employer organisations and pressure groups. Local black trade union leaders have also been consulted.

4 CODES

Inkatha plans to make companies in South Africa adhere to four different codes of conduct:

- The European Economic Community code, which applies to EEC-based companies, the Sullivan code for American companies, a code drawn up for Canadian companies and the Urban Foundation code for South African concerns.

British and European companies are expected to be the first in the firing line. Inkatha leaders have already earmarked several prominent companies as prime targets.

This week, at the Inkatha annual congress in Natal all delegates are being issued with pamphlets bearing clauses from the EEC code and the names of nearly 200 companies to which the code applies. The code states that the companies should allow their black employees to have unions.

STRATEGIES

Inkatha members employed in these companies are going to approach their employers to ask them to adhere to the code, should it be imposed on them. Should employers refuse, a variety of strategies are envisaged:

- Pressure on management in South Africa by Inkatha leaders.
- Pressure on the parent company abroad.
- Protests by Inkatha to the Government in whose country the company is based.
- Calls by Inkatha to trade, union, movement and pressure groups in these countries to exert influence.

Should these measures prove unsuccessful, Inkatha president Chief Cato Buthelezi is expected to attack such a company from the many platforms he is granted within South Africa and abroad.
Blueprint for blacks a must — Qoboza

Chief Reporter

MR PERCY QOBOZA, editor of the Post in Johannesburg, said in Cape Town yesterday there was an urgent need for the drafting of a blueprint for black participation in the economic life of South Africa.

Blacks would be primarily responsible for efforts that must be made to restore confidence and credibility in the Republic's free-enterprise system, he said.

"For this reason I would call upon them, as a matter of urgency, to establish a black economic commission under the auspices of the National African Chamber of Commerce. Such a commission would call in black experts in our community to draw up a blueprint for black participation in the economic life of our country."

Mr Qoboza — whose former newspaper, the World, was banned last October and who was kept in detention for five months — was speaking at a lunch given by the University of Cape Town Graduate School of Business Association.

He said the main task of the commission he proposed must be to examine the various codes of conduct and draw up its own code for industry and commerce.

"I am getting a bit weary of all the people who draw up codes of conduct in terms of what they consider to be fair and just for us. Maybe the time has now come when we ought to be telling people loud and clear what we consider to be fair and just for us in terms of our aspirations."

Mr Qoboza said he visualized a five-year plan in which all business concerns would undertake to ensure that within this period:

- 24 percent of their middle management was black;
- 20 percent of top management in the same period would be black; and
- At least 20 percent of the companies' boards of directors were also black.

"I am aware this proposal will evoke the usual hue and cry and people will label it radical and that it does not take account of the realities of our situation.

"These arguments bore me to tears. We have five years to see the deal through and so instead of sitting down and shedding crocodile tears let's get on with the job."
Pay discrimination

FOR too long the Civil Service Commission has talked about moving towards equal pay for equal work regardless of colour without initiating a national programme to achieve its goal within a reasonable time.

A recent example is in the Defence Force. Although Indian officers in the Navy will get the same facilities and opportunities for promotion as Whites they will not get the same pay. A spokesman says that this is because of the salary scales laid down by the commission.

He said that the pay gap had been narrowed considerably, and this would continue until pay differentiation was eliminated. But when will that be? At present there is a disquieting tendency to juggle with percentages which widen the gap.

For example, a Coloured earning R300 a month gets a 20 percent increase, while a White on R650 a month gets a 10 percent rise. The Coloured now gets R360 and the White R715. In other words the difference in the salary has widened from R350 to R355.

The official argument is that to do away with pay discrimination overnight would be highly inflationary. Admittedly, when things are bad economically it is much more difficult to eliminate wage and other discrimination. But no one is asking for immediate solutions.

To retain credibility the Government should move much more rapidly towards the principle of the rate for the job. The bogey of inflation need not be taken too seriously. Better pay for all means better business, and the Government would get its share of the cake through increased tax revenue.

Also job reservation too often puts an artificial premium on wages. When jobs for drivers on Durban’s buses were opened to all races, the Corporation lowered the starting wage by R75 a month. Whites were not affected, and none of them was dismissed. Most of them have been promoted.

Meanwhile commuters are quite happy to be driven by Indians, Coloureds and Africans.

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June 1979

Parliamentary and Agricultural Workers

Cash wage distribution of
Labour relations may need to be re-examined as unions face a different context. The Brazilian textile unions could benefit from a more active role, but their current approach has not been effective. The 1971 strike in Brazil was a significant event, and the unions and workers must re-evaluate their strategies.

Tulida’s report for the Labour Ministry in 1978 reflects on the urgent need for the union movement to adapt. The report emphasizes the importance of teamwork and coordination among unions to address the challenges they face. It suggests that the unions should consider joint actions and strategies to overcome the difficulties they encounter.

The report also highlights the need for unions to engage more actively with the workers and to develop stronger ties with other organizations. It advocates for a more participatory approach to decision-making and a clearer understanding of the workers' needs and expectations.

The Labour Ministry’s report, titled "Muscle for the Unions: A Strategy forRio de Janeiro," is a valuable resource for union leaders and activists. It provides a comprehensive analysis of the current situation and offers practical recommendations for improving the effectiveness of the union movement.

Reading this report will give you a deeper understanding of the challenges faced by unions and the strategies they can adopt to overcome them. It is a must-read for anyone interested in the labor movement and the need for effective collective action.
More pay and same pay for all says NRP

EAST LONDON — The Cape congress of the New Republic Party yesterday adopted a motion calling on the Government to immediately increase salaries and to provide equal salaries for national servicemen of all races.

The motion, adopted unanimously, also called for national servicemen to be called up at the beginning of the year should they intend enrolling at universities or institutions of higher education.

It also called on the party’s public representatives to investigate whether it was necessary to call up national servicemen for two full years.

Congress unanimously adopted a resolution calling on the Minister of Justice, Mr. Jimmy Kruger, to resign his portfolio immediately.

"Mr. Harland Bell, former MP for East London City, proposed the motion calling on Mr. Kruger to resign because of his "arrogance in a statement made last year after the death in detention of Mr. Steve Biko."

If Mr. Kruger decided not to resign, he ought to appoint a judicial commission of inquiry to investigate deaths in detention.

It was possible today for detained people to disappear from the face of the earth without families knowing what happened to them.

Referring to the high number of people who had jumped from buildings while in detention, Mr. Bell said it was obvious that Mr. Kruger had no control over his department because he had issued instructions to curtail repetition of such events.

A judicial inquiry into the deaths of detainees had become necessary. Members of the legal profession were qualified to carry out such an investigation because of their complete independence, whereas magistrates could be regarded as part of the executive.

The motion was adopted unanimously and with delegates applauding it.

Congress decided to appoint a constitutional consultative commission to discuss as an on-going process, constitutional problems with South African leaders, irrespective of race. — (Sapa.)
FP to draw up far-cut policy

The opposition, has consequently, having a new and a parliamentary party's Grahamstown, was held from the delegations to avoid the franchise issue, although one delegate stated fully that he favored a system of one man, one vote.

The congress resolved to have immediate policy proposals to the constitutional committee under Dr. Frederick van Zyl Slabbert and decisions to the party's national congress in November.

Summing up at the end of the congress, Mr. Edwin said his conclusions were much the same as they had been after the Natal Congress last month. "The message that comes to me is that we must sharpen the definitions of our aims and our policy. We must have a policy that is crystal clear with no confusion and no doubt."

He was loudly applauded "when he said the message he had was that, if the party was to make mistakes, they should be on the side of boldness and not on the side of timidity."

The congress urged Dr. Van Zyl Slabbert, during the early debate, to recommend "full citizenship rights for all South Africans under a federal constitution that guarantees such rights," when his committee reported to the federal executive in the next few months.

Mr. Roger Holley, M.P. for Constantia, opened discussion on behalf of the provincial executive and said the party's commitment to full citizenship rights did not specify a franchise system. "Citizen's rights must extend to all South Africans before any other system is to be put into operation in any way or respect or otherwise."

Mr. Mike Hulley of East London said, while he personally believed in one man, one vote, the PFP should decide on this or any other franchise by means of a referendums appeal and should prepare for effective opposition to the proposals.

Mr. Van Zyl Slabbert said it was not too much of the debate on constitutional alternatives focused on the franchise.

"I don't think the problem to South Africa is the franchise. It is one of avoiding domination, white domination, black domination, totalitarian domination," he said.

The congress passed a resolution supporting statements such as those of the chairman of the PFP federal executive, Mr. Harry Schwarz, who called criticism of Mr. Schwarz for "frontmanning" with Mr. Schwartz, of East London, who said Mr. Schwartz told him to the Government trap of creating a new party. in South Africa.

Among the resolutions adopted by the congress were:

Q That the Crossroads squatter colony, was accepted as a suburb of Cape Town and that it should be provided with municipal services and hospital beds.

Q That open amenities and the immediate desegregation of hospitals and public transport be supported.

Q That minimum wages be provided for domestic workers and laborers.

Q That black household rights in the Western Cape be called for.
Inkatha sells itself

Inkatha's latest drive to harness consumer and worker power assumed a new dimension this week. Speaking in Los Angeles, Inkatha president Gatsha Buthelezi laid down the guidelines — and the limitations — of the US's role in the Inkatha scheme.

Always a staunch opponent of disinvestment, Buthelezi stressed that economic pressure for change in SA must not come from abroad.

In fact, he argued, no attempt to liberate SA could succeed if local black leaders were not consulted: "We remain suspicious of shuttle diplomacy between apartheid bosses and front line presidents without consulting us."

Americans, blacks in particular, had a responsibility to facilitate peaceful change in SA. This is where Inkatha's latest tactic comes in. One of the few remaining non-violent tactics is to strike at the "Achilles' heel" of white society — its economic dependence on blacks.

Inkatha's first step is to monitor the implementation of employment codes. At least 104 US-owned firms in SA have signed the Sullivan code (which has only recently been amended to take account of trade unions).

What US citizens can do is urge US businessmen with SA interests to meet Inkatha and the trade unions and talk. "This is your responsibility: they are your investors and they represent your society."

Inkatha, claimed its president, with its 150 000 paid-up members and wide support, was the first body sufficiently organised to sustain such a drive.

Buthelezi realistically conceded that he could not expect Americans to fly in the face of their own economic interests. But he continued, "the vested interests of the US would be served better if there were a real participation by you in the struggle for liberation in SA."
THE United States companies which plan to spend millions of rands to improve the lot of black workers in their South African subsidiaries give the answer to the apathies of disinvestment. The US firms now offer constructive change, where the others offer only chaos and confrontation.

The seven multinationals intend increasing investment to abolish racialism, improve skills by training, demolish the wage gap for equal work and improve the quality of life for blacks outside their work environment. These are all highly desirable goals which should give the black man a stake in an ordered economy and sharpen his incentive and productivity.

The application of the Sullivan principles should dispel fears that white South Africans would return to their bad old ways if the threat of economic disaster were removed. Indeed, South African companies would be obliged to follow the American example in a competitive labour market which a stimulated economy would bring about.

Ironically, the move by the multinationals represents a turnaround, for South African employers were the frontrunners in improving conditions for their black workers. Now they are being left behind, ignoring even a Government lead.

Only at their peril can they continue to stay in the rear when the American companies prove that fair treatment will not cause the sky to fall in. And fair treatment will "require" not merely passive acquiescence, but much training and effort by local businessmen.

Pour l'instant, Proudhèze, l'Épée retirée du cœur de Rodrigue, git toute ensanglantée. La mort du sacrifié, dit-elle, est tout ce qu'elle peut donner à Rodrigue (Th II, 779) et ce n'est que quand tout le sang aura coulé de cette blessure, quand Rodrigue crucifié par elle connaîtra son "vide impitoyable", qu'elle pourra le donner à Dieu découvert et déchiré pour que Dieu le remplisse dans un coup de tonnerre, c'est alors "[qu'elle aura] un époux", et qu'elle verra "sa joie" (Th II, 780). C'est ainsi que parle Proudhèze, et la Lune lui "baise le cœur".

Cette même Lune contemple aussi Rodrigue dans son bateau qui, l'Épée retirée de son cœur :

(...) dort (...),
Le sommeil sans bords d'Adam (...).
Car comme Adam dormait quand la femme lui fut enlevée
du cœur, n'est-il pas juste que de nouveau il
Dorme en ce jour de ses noces?
Equal pay for equal work at GM plant

By Harvey Thomas, Motor Editor

General Motors executives meet in Port Elizabeth today to launch a £4-million programme to abolish apartheid in the corporation's South African operations.

The programme embraces equal pay for equal work, and GM considers that none of their plants violate South African law.

The President of GM, Mr. Elliott Estes, announced in Detroit yesterday that the programme was being undertaken to implement more fully the "Sullivan Principles," the guidelines formulated by Dr. Leon Sullivan for US companies operating in South Africa.

Dr. Sullivan, a black church minister, is a director of General Motors.

I understand that the programme removes the barriers previously preventing blacks from attaining top managerial positions in GM (South African) and the number of blacks being trained for top jobs will be tripled.

Another cornerstone is a totally revamped and much expanded training programme where "anyone with the right qualifications will be able to get ahead."

When the programme is complete General Motors "will have modern, fully integrated dining facilities, locker-room and restrooms in all its plants in South Africa," said Mr. Estes.

GM's response to the "Sullivan Principles" has drawn attention to the lead the US-owned motor companies in South Africa have taken in dismantling discrimination in their plants.

FAIR DEAL

When the chief executive of the Ford Motor Company, Mr. Henry Ford II, was in South Africa recently, he also announced a "fair deal" training programme for all workers and implied that there would be no stopping a capable black reaching the top at Ford.

Both companies have spent millions of rands on special recreational and housing facilities for their black workers in the Port Elizabeth area.

GM employs about 4,000 people in South Africa, nearly half of them black and the majority in the Eastern Cape.

GM said today that its next "phased" price increase "would" come in on September 4. Passenger cars would go up by about 4½ percent and commercial vehicles by from four percent to eight percent.
The next step was to determine the weighted average based on a cost of living index for different parties. The weighted average cost is given by:

\[ \bar{C} = \frac{\sum w_i C_i}{\sum w_i} \]

where \( N_i \) is the number of children and \( C_i \) is the cost of living index for each group.

Therefore, the average cost can be calculated as:

\[ \bar{C} = R 2.5 \]

Addressing the National Party's Free State Congress, Mr. Botha said that the recommendations could be expected to:

- The scrapping of job reservation;
- "A unitary system" to include all races in the bargaining process between employers and employees;
- A special labour court to deal with labour disputes; and
- A body including employers, employees and labour experts to have a direct hand in formulating the country's labour legislation.

Mr. Botha said he would have no hesitation in accepting the commission's recommendations.

He said South Africa was the only country in the world with a law to maintain job reservation on its statute book.

Although he did not directly refer to trade union rights for all races, Mr. Botha said a "unitary system" would have to be devised to include workers of all races in the bargaining process.

Mr. Botha said South Africa could not ignore the worldwide labour movement and had, in consultation with the Department of Foreign Affairs, set up a bureau for international relations.

The task of the bureau was to keep close contact with international labour movements.

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Finally, the relative monthly cost of maintaining each group:

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<td>&quot; (school-going)</td>
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59, Department of Statistics (1973), Report No. 02-02-02
End of job reservation, hints Botha

Political Correspondent
BLOEMFONTEIN. — The scrapping of job reservation is almost certain to be one of the main recommendations of the Wiewlshin Commission, the Minister of Labour said yesterday.

Fanie Botha said he would have "no hesitation" in accepting the commission's recommendations.

Addressing the National Party's Free State congress, Mr. Botha said the following recommendations could be expected:

- The scrapping of job reservation.
- "A unitary system" to include all races in the bargaining process between employers and employees.
- A special labour court to deal with labour disputes.
- A body — including employers, employees and labour experts — to have a direct hand in formulating the country's labour legislation.

The Wiewlshin Commission's interim report is due to be tabled next month.

Mr. Botha said South Africa was the only country in the world with a law to maintain job reservation.

Other methods would have to be found to protect workers, he said.

The system of works committees, to provide liaison between black workers and their employers had also become unwieldy due to the great increase in the numbers of black employed in factories.

Although he did not directly refer to trade union rights for all races, Mr. Botha said a "unitary system" would have to be devised to include workers of all races in the bargaining process.

Mr. Botha said South Africa could not ignore the world-wide labour movement and had, in consultation with the Department of Foreign Affairs, set up a Bureau for International Relations.

The task of the bureau was to keep close contact with international labour movements and had on three previous occasions successfully thwarted trade union attempts to impose boycotts on South Africa, he said.
cision now is as unclear as how it plans to tackle its campaign. Tucsa men argue that, as a trade union body, it is better equipped to handle the task of monitoring compliance with codes than an “interloper” like Inkatha. They add that most of the points contained in the codes have been Tucsa policy for years.

But why now? Most of the codes have been around for over a year and Tucsa has shown little interest in trying to monitor them up to now.

Which suggests that Tucsa is reacting directly to the Inkatha move by attempting to neutralise what it sees as “political” influence on the shop floor.

Not so, says Webb. “Our decision had nothing to do with Inkatha’s. It’s natural that we, as a labour organisation, should be involved in monitoring a labour code.”

A key question mark hanging over Tucsa’s decision is its relations with the unregistered unions which have no links with it. These are at a low ebb, and monitoring the codes is likely to bring Tucsa into situations where it will have to act with, or on behalf of, these unions.

Webb says Tucsa hasn’t discussed the issue with the unions, nor yet decided whether it will; but he concedes that Tucsa “would most probably” take up the cudgels on behalf of the unions — whether or not they are linked with Tucsa.

The unions themselves are not saying anything about the Tucsa move yet — but they are likely to greet it warily.

Many an employer, of course, is likely to welcome the Tucsa move. They will probably feel more at home with a fairly moderate labour outfit like Tucsa than with a mass black party like Inkatha.

But the effectiveness of Tucsa’s move will depend on the confidence it evokes from black workers on the factory floor. An attempt to secure the co-operation of their unions is an obvious key step in that direction.
SUCCESS

Colour no longer a criterion for success—in some city firms at least

By Gerald Presland

AT the age of 47, Mr Freddie Overmeyer is well up the ladder of success. Twelve years ago he joined a large supermarket group as a receptionist manager.

Today, he is manager of one of their more difficult stores. He has a company car, subscribes to a medical aid and pension fund and supervises a large staff.

He has access to a housing loan scheme and an educational fund for his children.

Mr Freddie George joined a larger motor firm as a mechanic's assistant in 1964. He has worked his way up through the ranks to the position of sales representative.

He too, has a company car and medical aid and pension benefits. Other benefits he enjoys are a petrol allowance and expense account.

Mr Stanley Morgan is assistant manager of a hardware store. He has worked for the company for 15 years and is proud of the new house financed for his family by his company.

New breed

All three men are among a new breed of Cape Town executives. They are also black and operating in a predominantly white business structure. All of them prove colour is no longer a criterion for success in their firms.

Mr Morgan feels like anybody else — in fact he does not want to be distinguished as black at all. Mr Overmeyer said:

Their rise and that of other like them has been made possible not only by their abilities but also by the opportunities launched by the Cape Town Chamber of Commerce two years ago.

Openness

The atmosphere in these offices has changed since the manifesto was launched — there is greater openness and the opportunity to express one's feelings freely, Mr George said.

Mr Morgan feels there are still firms who use the excuse that they must conform to Government policy when dealing with black employees.

Mr Sidney Roberts, who works as an administrator, said the manifesto had 'removed the fear for many black workers in white firms, that they would be discriminated against.

Mr Overmeyer underlined that the manifesto had altered the principles in the manifesto even before the chamber launched its campaign.

Significant changes

Weekend Argus this week investigated a number of city firms to see how they were putting the code into practice and found that many employees feel it has brought about significant changes in attitude toward employing, training and promoting black staff.

Mr Freddie Overmeyer, manager of a supermarket store: "We are employees like anybody else — in fact we do not want to be distinguished by the colour of our skin."

The manifesto calls on employers within the law to:

- Select, employ, train and promote staff without regard to race or colour;
- Determine salaries and wages in accordance with the principle of equal pay for equal work;
- Do everything possible to promote understanding and good relations between employer and employees regardless of race.

More than half the Cape Town Chamber of Commerce's 360 member firms have signed the manifesto.

Business executives at the Cape Town Chamber of Commerce's 160 member firms have signed the manifesto.

Mr Brian McLeod, director of the Cape Town Chamber of Commerce, said firms which signed the manifesto had to show they had done so by displaying a specially prepared document setting out the principles in the manifesto on their premises.

Looking at a new breed of Cape Town executives

If employees feel they are being discriminated against they can complain to the Chamber of Commerce. The complaint is then investigated.

Mr McLeod and a few complaints were received.

"Where we have taken up complaints they have been resolved in all cases," he said.

No friction

Company executives this week said the manifesto had been implemented without friction among employees.

Mr Raymond Askerman, head of PwC's Fair, said: "We select, train and promote our employees to the highest levels regardless of colour."

Mr L. Venter, General Manager Manpower and Personnel Development of Easton (L Det. said his firm has been working towards the situation where employees are promoted on ability alone for a considerable time.

Professor Franco Wilson, Professor of Labour Economics and director of the Southern African Labour and Development Research Unit (SALDRU) at UCT, said:

"As a movement away from racial discrimination within the economy the Cape Town Chamber of Commerce manifesto is a welcome beginning. But if firms are really serious about abolishing racial discrimination they have got to get into line with some fundamental structural inequalities in the South African system."

Trade unions

He said the Cape Town code was considerably weaker than many overseas codes.

"It is important that two particular areas be looked at— firstly the employment of black employees and also the rights of employees in line with their families within commuting distance of their work," he said.

He had also recognized that the present educational structure was heavily biased against blacks, he said.

Professor Wilson said this was not asking firms to break the law but rather to exert their influence in pushing for change."
At the other end, education at all levels is crucial. There is therefore a need to address particular legal issues affecting the worker and his educational attainment.

In summary, it is clear that we do not know the true extent of getting the best out of the worker.

1.2 Length of Service

We endeavoured to hold workers at the job they last held by the strength of service held by the worker at the time.

There was no association between length of service and job category. In particular, there was no indication that borners in the higher operative category held their jobs, on average, for any longer than migrants doing the same type of work or those, either group had a longer average record of service than their counterparts in the unskilled heavy labour category.

Indeed, those with the longest service were most often to be found in the unskilled menial labour category. This was partially due to the fact that 10(1)(b)'s predominated this labour category. Out of the nature of their legal status they tended to remain with the same employer for longer periods than other workers (see Table 6).

There were almost as many workers (48%) with more than 4 years of service as there were with 4 or less years. Despite this overriding tendency towards long service, the actual length of service was influenced by legal status. Table 6 illustrates the effect legal status had on the length of time a man was likely to remain in his job.

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A big boost for equal wages

The Secretary,

Dear

Thank you very much for your help.

Yours sincerely,

DELIA HENDERIE
Research Assistant

Port Elizabeth

Oncommunicator

Over 60 at the top 100 cars
Now into 10th teams. Can

**Low wage group hit by CoL**

South Africa's low income groups have been hit hardest by the country's rising cost of living over the past year. Figures released by the Department of Statistics show that in the 12 months ending August 31 this year, the cost of living for South Africans earning less than R2 000 a year (which includes the majority of blacks) rose by 13.2 percent.

For the middle income group (earning R2 000 to R5 999 a year) it rose by 11.8 percent and for the higher income groups (earning R6 000 and more a year) it rose by 11.2 percent.

The overall cost of living increase in this period was 11.7 percent. This represents a slight drop in the high inflation rate for the 12 months ending July 31 — the cost of living increased by 12.5 percent over this period.

During the month of July this year, the Consumer Price Index leaped by a record 4.2 percent. General Sales Tax, which was introduced on July 3, was the major reason for the exceptional leap.

In August the Consumer Price Index rose by only 0.8 percent for all income groups. In July, the cost of food increased by 5.8 percent.

Last month the increase was down to 0.3 percent.
A big boost for equal wages

Own Correspondent

PORT ELIZABETH —

Over 60 of the top 100 companies in South Africa give the same benefits to employees of all races, according to a survey by Liberty Life Association.

Mr. Monty Hilkowitz, general manager of Liberty, told the Trade Union Congress of South Africa yesterday that 26 of the top 100 companies surveyed did not differentiate at all, and 16 differentiated only minimally.

More than a third had made independent improvements to benefits for blacks since 1973.

He said 70 were local companies and 30 foreign-controlled. This showed differentiation was unaffected by country of origin.

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The proposed technical college

those courses which should be included initially in the curriculum of the proposed technical college, though not comprehensive, are comprehensive enough to serve as a guide for a sufficient proportion of South African industry to provide reasonably practicable surveys. We feel that we have canvassed the opinion of

In conclusion, as a result of our perhaps necessarily sketchy and im-

(48)
White-black wage gap continues to narrow

Labour Reporter
The disparity in average incomes of whites and blacks decreased in all economic sectors from 1970 to 1977, Professor Arnt Spandau, business economist of Witwatersrand University, said today.

In that period the average black/white earnings ratio narrowed most obviously in the mining sector from 19.79 to 1 in 1970 to 7.57 to 1 in 1977.

INCENTIVES
Although the difference in average incomes increased in all economic sectors in money terms, it dropped in 10 out of the 14 sectors in real terms (after making allowance for inflation).

But owing to higher taxation for higher income groups, "the degree of income equalisation is considerably larger than it appears from these data," Professor Spandau said.

He was addressing the annual convention of the Institute of Personnel Management in Johannesburg.

The professor said higher white earning power was probably needed to keep up professional and managerial incentives.

It could not possibly be the objective of economic policy makers to further curtail white income standards.

What was needed was to enhance black incomes relative to white incomes, he said.

The controversy between capital and labour had changed into a more dangerous controversy that between the employed and the unemployed.

Only a labour-intensive, efficient and export-oriented policy for economic growth could bring a solution to the serious issues facing South Africa, he said.

Professor Spandau said increased incomes need not always result in increased unemployment.

They could increase employment and economic growth under certain conditions, particularly when higher incomes allowed the implementation of technical economies of scale.
LABOUR CODES

The law’s long arm

The Urban Foundation/Saccola code of conduct on the statutes as part of SA’s labour law? It’s a possibility if some of the code’s supporters have their way.

The FM understands that the Wielhahn Commission has discussed the code and that it will take it into account when it reports its findings. Some sources believe the commission has been asked to recommend that the code be written into law—presumably to be enforced by the labour court which seems likely to emerge after the commission reports.

Certainly many Labour men believe that the commission is in favour of a “fair labour practices code” becoming part of SA labour law. And it’s also pretty evident that Saccola and the Urban Foundation are looking around for ways of monitoring their code — the FCI, for example, has decided to undertake a monitoring exercise.

Many supporters of the UF/Saccola code believe the ideal way to monitor it is to have it placed on the statute book. This would presumably establish it as the code most likely to be observed by all firms in SA — including those with foreign parents who would point to the need to obey SA law as a reason for adopting the local code rather than any of its overseas equivalents.

Nevertheless, both Saccola’s Chris du

Toit and the UF’s Judge Jan Steyn say their organisations have not asked the commission to include the code in its recommendations. Du Toit says Saccola’s evidence to the commission was presented before the code was drawn up.

Steyn says “there has been some loose talk” about monitoring the code and that
By Sigmund Heining, Labour Reporter

For the first time direct pressure for labour changes is about to be brought to bear on the South African companies that are being asked to participate in the American Export-Import Bank's programme. The programme, provided they comply with the Bank's requirements, is expected to have a limited impact on South African companies, and an American export market.

The programme, known as the "Plan amendment," is based on a series of principles that are expected to influence South African companies. The programme is intended to improve working conditions and equality for employees in the United States, South Africa, and other countries.

- Non-discrimination of the sexes in all work facilities
- Equal pay for all employees
- Non-discrimination of age in all work facilities
- Equal pay for equal work
- Increased number of non-white workers in management and supervisory positions
- A willingness to engage in collective bargaining with South African unions
- Improvement of the quality of life for employees in such areas as housing, transportation, education, recreation, and health facilities.

The programme is intended to enhance the US export market for South African products and services.

The new law also applies to any export which would contribute to enabling the South African Government to improve its foreign policy.

It is understood that the Bank was committed to the "Plan amendment" in the original financing agreement. It is possible that the Bank will not be able to continue financing if the "Plan amendment" is not met. The Bank's opposition to this is based on the fact that the Bank does not want to support a programme that does not meet international standards.

Mr. J.J. Bouras, general manager of the General Guarantee Corporation of South Africa, pointed out that the Bank is a private firm in the United States which pays in respect of exports to South Africa and that it is subject to the rules and regulations of the American Export-Import Bank.

The Bank does not grant direct credit to South African companies as a result of a previous political action. Since the Bank's function is to promote American exports, and since American companies are not the only source of supply for most South African companies, a much broader and more comprehensive programme than that which is proposed by the Bank is necessary.
NGK vote for pay equality

OWN CORRESPONDENT

BLOEMFONTEIN. — The General Synod of the influential Nederduitsch Hervormde Kerk last night accepted the principle of equal pay for equal work regardless of race.

Acceptance of the principle was recommended in the report of the important mission commission of the general synod which was laid before the delegates yesterday.

Its recommendation was endorsed by the synod with a minimum of debate and a minor stipulation that the work for which there should be equal pay should be equally responsible.

In the report the commission detailed its negotiations with the authorities on the position of urban blacks in the wake of the 1976 unrest in black townships.

It implicitly claimed credit for the decision to abolish Afrikaans as a compulsory medium of instruction in black, high schools after the protest marches and police shootings in Soweto in June 1976.

After outlining its recommendations to the then Minister of Bantu Education for the suspension of Afrikaans as a compulsory medium, the commission said in its report:

"Members of the synod will take note that the later decision of the state on Afrikaans in schools was in large measure in line with our proposals."

The commission made representations to the authorities on the general position of urban blacks, describing the aspirations of urban blacks as the "burning question" facing South Africa.

"Without doubt we are concerned with the underlying problems of the urban blacks," it said in its representations on the 1976 unrest.

"They are the most highly developed of the black people and consequently feel any discrimination against them most acutely."

"Many have no direct ties with the homelands and do not regard themselves as belonging to a homeland."

"The demand for a say in management institutions exercising power over them is getting stronger and stronger, as are their feelings on questions such as citizenship, the vote, and a share in decision-making in South Africa."
Appeal for relaxation of job bars

By DEREK SMITH

SCOTTBURGH. — Skilled black workers in the building trade face the spectre of instant demotion to labourer if a white artisan is out of work.

The practical application of this system was immoral, said Mr Lou Davis, vice-President of the Pretoria Master Builders' Association.

Each man's position and future should be entrenched in the building industry regardless of race, he said.

He was speaking at the annual congress of the Building Industries Federation of South Africa (Bifsa), in Scottburgh yesterday.

Black operatives working under a temporary exemption system were perhaps the greatest problem faced by the building fraternity.

The exemptions allowed black operatives to do certain limited aspects of artisan work. In practice a black trainee was brought to a level of skilled competence by expensive training methods, he said.

At this stage the man became a fully productive unit, contributing in every way to general economic progress and stability, he said.

But after the advantages of personal status and job satisfaction he could then once again be reduced to the level of labourer.

This was simply because a white artisan with perhaps less work potential was out of a job, he said.

This problem gave the relevant State departments their greatest task, Mr Davis said.

"Only in this way could commercial building survive in the face of impending labour shortages.

It was critically important for the State to actively involve itself in the provision of an adequate labour reserve, he said.

This would be achieved only by a relaxation of job reservation and a scientific approach to extensive training programmes."

"Let us not delude ourselves when we talk of skilled workers as relating to a privileged white few.

"We must have the courage to acknowledge this fact, and the foresight to provide permanent secure employment opportunities for all interested people," he said.
Equal pay yes by council

Pietermaritzburg — The City Council yesterday became the first city council in South Africa to implement equal pay for equal work for all its employees, regardless of race.

In the latest in a series of moves to eliminate racial discrimination, the council yesterday voted unanimously to integrate salary grades from February 1.

Individual councillors who spoke on the motion at the meeting said they were proud to be members of the council taking this step.

After the meeting councillor Mrs. Pat Rainier, chairman of the Staff Committee, said the move would cost the council an extra R64 000.

Harmony

"This is a small price to pay in the interests of racial harmony and equality of opportunity to progress in the municipal service." Mrs. Rainier said.

She called it a "great step forward," and said she hoped the impartiality and goodwill shown by the decision would be received and appreciated in the spirit which it was given.

The decision was the result of a two-year in-depth study to determine posts where the worker — of whatever race — had the same responsibilities and undertook the same duties.

The remaining posts, filled only by non-Whites, had been integrated into a common salary scale.

"The latest step bringings about complete integration based solely on the merits of the person concerned," Mrs. Rainier said.

Integration of salary grades would mean adjustments in the municipality's grading scheme, and heads of departments would report on this, she added.

Equal pay move by city council

**TABLE 10: EMPLOYMENT**

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18 650
18 198
18 913
18 536
19 005
21 584
23 478
24 061
24 294
22 025
22 450
21 538
20 827
20 546
21 395
21 102
21 247
17 319
16 877
Wages for black workers in the gold mining industry had to be substantially increased, Mr Harry Oppenheimer, chairman of the Anglo American Corporation, said on television last night.

Interviewed on the programme "Profile," Mr Oppenheimer said the South African Government made it difficult to employ black workers to the best advantage.

"And you need to use them to the best advantage to pay them to their best advantage," he said.

Mr Oppenheimer, who recently retired as chairman of the executive committee of Anglo American, said the government did not in any direct way prevent the mines from paying workers what they wanted to pay them.

"As long as other members of the Chamber of Mines were holding Anglo back in increasing wages, it has been hard for this company," Mr Oppenheimer said. "The industry as a whole is keen to see higher wages. Anglo has been holding it in this field, but it would be wrong to say that other companies haven't been thinking the same way."

The 70-year-old mining magnate also said he would like to see black unions recognized.

"Personally I prefer closed unions, but workers must make up their own minds on this matter and not be dictated to by their employers," he said.

Mr Oppenheimer said he believed people should move as far away from the migratory labour system as possible.

"We are making some effort to provide housing for some workers, particularly skilled workers."

But this was not taking place on a large scale, as it would be impractical.
Equal pay for all call at seminar

JOHANNESBURG — Equal pay, opportunities and rights for all workers under a single set of industrial laws were called for by labour and business leaders at a weekend seminar, one of the organisers, Dr G. F. Jacobs, announced here yesterday.

The parties to the call are about eight top industrialists, leaders of six registered trade unions, black unionists from the Transvaal and Natal and academics from three universities.

The seminar was an in-depth assessment of industrial relations under the auspices of the Graduate School of Business Administration of Witwatersrand University.

Study groups were appointed to pursue the issues raised and to analyse their conclusions at a further seminar after the publication of the interim report of the Wiehahn Commission into labour legislation.

Dr Jacobs, Director of the graduate school, said the parties at the meeting had agreed on the following points:

- Full equality of employment conditions for all workers, and advancement on merit is in the interest of all South Africans.
- Trade unions are one of the proven methods of handling negotiations, resolving grievances, maintaining acceptable standards of skills and protecting workers against exploitation.
- The state should not be involved in employer-labour relations directly, but should provide the basic industrial relations structure after consultation with the parties concerned, should facilitate registration of bodies of representatives and should set minimum conditions of service; and
- Negotiation of agreements should be on a national level where possible.

Dr Jacobs said the seminar had produced a 'no-holds-barred' exchange of views.

"More discussions of this kind could help greatly to bring about better understanding between organised labour and employer organisations and to facilitate stability in industrial relations," he said. — SAPA.
Unique' seminar calls for equality of workers

Labour Reporter

Equal pay, opportunities and rights for all workers under a single set of industrial laws have been called for by labour and business leaders as a "unique" seminar.

The parties to the call are about eight top industrialists, leaders of half a dozen registered trade unions, black unionists from the Transvaal and Natal, and academics from three universities.

ASSESSMENT

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That was announced in Johannesburg today by Dr G F. Jacobs, director of the Graduate School.

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- Trade unions are one of the proven methods of handling negotiations, resolving grievances, maintaining acceptable standards of skills and protecting workers against exploitation.
- The State should not be involved in employer-labour relations directly but should provide the basic industrial relations structure. After consultation with the parties concerned, should facilitate registration of bodies of representatives and should set minimum conditions of service.
- Negotiation of agreements should be on a national level where possible.

Dr Jacobs said the seminar resulted in a "no holds barred" exchange of views.
We are not interested in blacks — Paulus

Mr Arnie Paulus, chief secretary of the SA Mineworkers' Union, told a jubilant crowd of about 400 trade employees in Vanderbijlpark last night.

His speech was part of the union's campaign to recruit members from the steel industries in Vanderbijlpark.

Mr Paulus launched a bitter attack on the 10 trade unions which had signed an agreement with Sefisa (the Steel Engineering Industries Federation of South Africa) which effectively does away with job reservation, calling for the retention of job reservation.

He said the trade unions which signed the agreement, known as Section 35, tried to make out that it protected the white worker.

"But its basic principle is to promote and recruit according to merit, or to promote equal job opportunities for all groups of employees, black, yellow and pink," he said and the crowd cried "shame!"

Mr C. Peter van der Berg, chairman of the local branch, which claims to have 1,000 members, said that no worker needed to fear discrimination against him if he joined the Mineworkers' Union.

"If they fire you we all walk," he said.
DEAR FOREST GLADES,

Half a year has passed since our last A.G.M., and you may like to know what has been done, and is happening in the Association.

1. CHANGES AT THE TOP

We have had to accept the resignations of R.A. Provan, H.S. Rumblel and C. King from the Board.

Mrs. D. Mary Greenhalgh, who was co-opted to the Board immediately after the A.G.M., was elected as Chairman, J.O. Reed as Vice-Chairman, and Mr. R.S. Monk was co-opted as a Director. The Board of Directors now comprises the following:

- Mrs. D. Mary Greenhalgh (Chairman) - 98a, 58 (Room 3) Tel. 727189
- J.O. Reed (Vice-Chairman) - 15b, 58 (Room 3) Tel. 727189
- A. Fox - 14a, 58 (Room 4) Tel. 727189
- B.S. Roberts - 14a, 58 (Room 4) Tel. 727189
- C. King - 14a, 58 (Room 4) Tel. 727189

They will be glad to help you if they can, so please feel free to contact them if you have any questions about your house or the estate or matters you would like discussed at Board Meeting.

2. FINANCES

Since the increase in the monthly levy, we have managed to meet our commitments and use the funds coming from the extra levy of £5.00 per month per house raised for that purpose, for the gradual painting of the exterior walls of the houses. The condition of external paint is still unsatisfactory, though constant control of expenditure has still to be exercised to maintain this. If anyone wishes to have further details about this, the books, budgets etc., are available at the Secretary's office - House No. 44.

3. ENCLOSURES AND SECURITY

The Directors have had their attention drawn to the fact that some owners have enclosed their own property and in a few cases, enclosing parts of the common area with private eras, so appearing to stake a claim of ownership to it. If allowed to continue this enclosing will gradually undermine the whole open-plan concept of Forest Glade, and it is also causing ill-feeling between neighbours.

These enclosures have been made in various ways - by walls, fences or hedges, or by hedges and hedges, but not in an effective manner, so that or effective barriers made from careful landscaping or grouping of plants. The directors have seen such a great interest in this, and we feel entitled to conclude that if it is in the best interests of all members to retain the open-plan scheme for Forest Glade, it is not possible to consider the individual merits of the various cases without the objections of the different interests in the matter generally, to assist that the regulations should be complied with.

Members are reminded that no walls, fences or other external enclosures are allowed on their property without the prior consent of the Board of Directors and the Divisional Council. The common area must be kept open for the use and enjoyment of all members. No F.D. enclosures of any sort can be permitted, and all which have been made must be completely opened up. Barriers or enclosures

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- put on the common area and interfering with the enjoyment and use of the common area are all costs to be removed.

We quite realise that some people have gone to a lot of trouble and expense to plant their own or the common areas. Thus where enclosures have been made by painting, we hope that they can be opened up as least possible disturbance and the judicious moving of certain, rather than all, plants.

Mr. Roberts, the Architect for the estate, and member of the Board, will be glad to discuss and advise on the possible outline of doing this, and we would suggest that people who have enclosures made by plants should contact him before moving or removing plants themselves.

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Whites told to stop insults

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EAST LONDON: - THE WHITES' "TROUBLES" 1996

In the company of a father, a mother, a 15-year-old son and a 10-year-old daughter, the young man, who had been on the top of the list of young white youths, was told to leave a white woman's house while he was being chased by a white woman's dog. The street, which was that of a white man named Block, was too nice for such families.

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The fact that the young man, who had been on the top of the list of young white youths, was told to leave a white woman's house while he was being chased by a white woman's dog. The street, which was that of a white man named Block, was too nice for such families.

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6. The Directors have received complaints that quite a few people have washing lines up on their balconies in the full view of passers-by. All the houses have strip, especially to avoid this unattractive feature. Moreover, it is quite possible to put up lines at a very low level on first floor balconies so that washing hanging on them cannot be seen from the ground or from other houses.

Many people refuse to put up lines at a very low level on first floor balconies so that washing hanging on them cannot be seen from the ground or from other houses.

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7. EXTERIOR LIGHTS

For a glorious few weeks after the repair work on the lights had been completed
Two of the speakers at the seminar in East London yesterday on equal employment opportunities — the manager of the Urban Foundation's home improvement and projects division, Mr Grey Kibau, and Prof Roux van der Merwe of the Department of Industrial Organisation Psychology at the University of Port Elizabeth.

Social changes coming says UPE professor

EAST LONDON — A powerful social movement that had been under way in many countries for some decades had more recently begun to make its presence felt in South Africa, Prof Roux van der Merwe said here yesterday.

Prof Van der Merwe of the Department of Industrial Organisation Psychology at the University of Port Elizabeth, was addressing an all-day seminar on equal employment opportunities organised by the Border branch of the Institute of Personnel Management.

He said the movement was the desire of more and more people today to have greater control over their lives, greater influence over their destinies.

In the workplace it was reflected in the drive for industrial democracy, or the need to share decision-making, power and control in the job situation.

"The challenge to industry — which it was only beginning to realise — was to make its policies and practices consistent with those social values in the world outside, and to accommodate rather than oppose them.

The alternative was for management to risk losing control and being unable to manage at all.

"The present reality, as we well know, is far from the ideal of industrial democracy and most managers still instinctive-

as a prerequisite for the survival of our sort of society.

"Unless we can make our free enterprise society attractive to the majority of our citizens — blacks included — and unless we can give them a say in that society, then we must face the possibility that they will seek a society of a different form."

Outlining why black trade unions were important, Prof Van der Merwe outlined the case of how one large company moved from a liaison committee to a black trade union in an orderly way, but added:

"The essence of this well-managed transition period was not the absence of problems — many had to be resolved — but that the company avoided the pitfall of almost instinctively opposing the union and thereby creating a legacy of struggle and distrust.

"Instead, the union was placed on its mettle to conduct itself in a responsible manner and to win and demonstrate support among the workforce."

Dealing with problem areas in establishing black trade unions, the UPE academic said perhaps the greatest fear was that blacks would establish a power base which would lead to political action.

"Let's be realistic and recognise that trade unions are political bodies because they are called..."
ly shy away from giving up power to workers or trade unions which, they are convinced, are the root cause of industrial conflict.

"But we should reflect that the sort of power allotted to unions in the past has all too often only been the power to obstruct and oppose.

"Where, however, more enlightened relationships have given to workers the chance of a creative, constructive role, they have proved to be a force for facilitating positive change, rather than opposing it.

"Involvement in change is a necessity for all of us if we are to survive the challenges of our rapidly-changing society.

"Work involvement leads to the better running of enterprises — in the future it may be essential for them to run at all.

"But involvement is a democratic right. Without it it is dishonest to speak of the free enterprise system — and dishonest systems run the grave danger of being taken over by other more plausible ideologies."

Turning to free collective bargaining, he said the South African economy was based on free enterprise. "We know it as a competitive, acquisitive society which strives to maximise profit.

"But if this is accepted as right and proper, then the employees' right to maximise their share of the acquisitive society must also be granted and this can only be realised by free and competitive bargaining from an adequate power base — which must be admitted, is almost unknown in South Africa.

"But whether we know it or like it, or have in the past simply ignored it, we must now face up to the reality that freedom of association and collective bargaining is the only way to resolve the basic distributive conflict of our sort of society.

"There is no other way that we know of to deal with this conflict which is acceptable to all concerned. Thus free collective bargaining emerges ed with the distribution of power and wealth.

"But let us also note that it would be preferable to have political consciousness develop at the workplace among those more moderate persons who are in employment than among the unemployed and the rabblerousers."

Though "company unions" were preferred by some they had too many shortcomings, including the fact they were likely to be rejected by blacks; could mean management might have to bargain with more than one union and possibly face conflicting agreements.

Advocating multi-race unions, he said the danger of all-black unions included polarisation and "ethnic" stands on political issues that did not belong in the workplace.

Conversely, with multi-race unions, management would be bargaining with one union only; the more experienced white and Coloured unions could assist with administrative expertise; financially the union would be more viable; there was less likelihood of a multi-race union taking a party-political stand; and the union would have a stronger base from which to bargain.

"The strong power base may be seen as a disadvantage, but stable industrial relations depend on a balance of power, not on domination by one party. At present this balance is overwhelmingly on the side of employers."

There was only one problem with a multi-race union and that was white opposition.

"It is a significant problem and must not be underrated, but the fact that it has been solved in many instances recently seems to suggest it is not as intractable as is often made out."

Concluding, Prof Van der Merwe quoted Prof Nic Wiebahn on industrial relations: "All the options are dangerous. The only option not open to us at present is to do nothing."

—Business Editor
The Big Thing

Black and white workers make up one-third of the workforce in the U.S. and are employed in a variety of industries. The Department of Labor estimates that there are over 14 million black and white workers in the U.S. economy. Despite their importance, these workers often face discrimination and lack of opportunities.

One of the biggest challenges for black and white workers is the lack of integration in the workplace. Many industries and companies have a history of segregation, which has led to a lack of opportunities for black and white workers. In addition, many industries have a culture that is hostile to black and white workers, which makes it difficult for them to advance in their careers.

The lack of integration in the workplace is a major issue for black and white workers. It is important to recognize the challenges that these workers face and to work towards creating a more inclusive and diverse workplace.

The Department of Labor is working to address the challenges faced by black and white workers. They are working with industries to create more opportunities for these workers and to ensure that they are treated fairly.

In conclusion, black and white workers are an important part of the U.S. workforce. Despite the challenges they face, these workers are working hard to make a difference and to create a more inclusive and diverse workplace.
Billions!

That's the bill for closing wage gap

Closing the racial wage gap in South Africa, in the case of skilled and semi-skilled workers, would cost the country about R2.07 billion a year, Charles Cogill, of Wits University, estimates in a study released this week.

Mr Cogill, senior lecturer in organisational behaviour at the Wits Graduate School of Business, says the R2-billion-plus represents an additional 12 per cent on the nation’s pay bill and would sap up about 13 per cent of the total money supply in the economy.

The figures, he says, highlight the need for continued capital investment in the South African economy to stimulate economic growth.

He warns that every company contemplating closing the wage gap ought to take note of the possible inflationary effects and unemployment such a step could cause.

Many companies, he says, will go out of business if they were to close the wage gap in the short or medium terms.

Firms which want to do so, he says, should carry out a cost-benefit analysis to see whether the money they would have to outlay could be more effectively invested.

They would also have to ensure that increased productivity accompanied increased pay.

A breakdown shows that employees' income constituted 65 per cent of last year's national income. Closing the wage gap would raise this figure to 72 per cent, or 7 per cent in net national income, representing about 15 per cent of the total money supply in the economy.

Certain analysts, Mr Cogill says, argue that meaningful comparisons between black and white wages can
made only when the comparisons are between jobs which are identical, for example, between black bus drivers and white bus drivers.

"Such arguments may be seen as camouflage and would not be accepted in Britain or America today," he says. "The British Government has laid down a code of practice which companies operating in South Africa ought to follow. That is: a company's wage structure should be determined independently of race, according to principles of job evaluation.

**Widened**

"A second point must be made is that the wage gap must not be eliminated simply for reasons of social responsibility."

The latest salary survey data, he says, shows that the wage gap in South Africa is still very evident, despite concerted efforts by employers to increase salaries of their black staff.

The percentage increases from June, 1977, to July, 1978, for black employees was 24 per cent, against about 8 per cent for whites.

"An overall analysis reveals, however, that although black employees are enjoying a quicker rate of pay increases in rand terms, the wage gap has actually widened slightly."

Skilled blacks are being paid 50 per cent less than whites, the survey shows, and Mr Cogill finds that while special attention is being paid to wages at subsistence levels, insufficient pay incentives exist for blacks in the important semi-skilled area.

The financial motivation to acquire skills, he says, is greater for semi-skilled whites than for blacks.

The primary purpose of job evaluation is to provide a grading of jobs to facilitate decisions aimed at reaching an equitable and consistent pay structure.

While there are a number of job-evaluation systems used in South Africa, Mr Cogill concludes that the Paterson system -- which grades jobs according to the levels of decision-making to which people have to rise -- is a good model to use in examining aspects of pay distribution in the economy, highlighting differentials between black and white, skilled and unskilled.

**Wits man urges firms to be wary**
Motor bosses for equality rev up

Partly involving

A shop of an employer. Some made the cars and others were for sale.

Bob Hitchcock, Race

and round Port Elizabeth.

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FAIR EMPLOYMENT PRACTICES

1 JAN 1979 - 31 DEC 1979

X
Kruger: It's time
blacks got more
opportunities

The time was ripe for whites to apply their minds and energies to the
granting of more opportunities to the other races, the Minister of
Justice, Police and Prisons, Mr Jimmy Kruger said yesterday.

"More hours are spent
in the Cabinet worrying
about increasing benefits
for our black and coloured
population than over any
other department," he told
the Johannesburg Rotary
Club.

While the black standard
of living in South Africa
compared well with stan-
dards in Africa and large
sections of Europe, there
was a "patent discrep-
ancy" between the living
standards of different
races in South Africa.

Yet only a small, vocifer-
ous minority was intent
on overthrowing the whole
system.

"The majority of our
people of all races seek
peace and prosperity," Mr
Kruger said.

"We know men of good-
will among our black
people have political aspi-
rations.

These matters are open
for discussion. They are
open for consideration and
subject to evolutionary
processes."

PRIORITY

Of greater priority, in
his view, was the granting
of opportunities for self-
betterment so that ordi-
nary working people could
lead a happy life.

Mr Kruger warned whites
not to get bogged down in
squabbling about whether
South Africa should be-
come a multicultural or a
"separate but equal" so-
ciety.

Such squabbles could
only raise white fears and
retard good intentions.

On the development of
black enterprise, Mr
Kruger said that if black
entrepreneurs lacked capi-
tal "we should seriously
consider allowing white
entrepreneurs to assist
them, provided we train
black men to manage and
man it."
It would cost R25m to close the pay gap

By John Allon

The Government could wipe out the pay gap between black and white South African teachers with similar qualifications for about R25-million a year.

This is revealed in calculations made by The Star.

The calculations also show it would cost roughly R125 million a year to boost the pay of all South Africa's 20,000 black teachers to bring it theoretically into line with that of white teachers. (The figure excludes Transkei, but includes Bophuthatswana.)

Bringing Indian and coloured teachers' salaries to the same level would cost about R25 million a year.

Paid less

Ordinary black teachers with qualifications similar to those of whites are paid R150 a month less than whites. A white male university graduate with a teaching qualification starts at R450 a month and a black male graduate at R300 a month. Women are paid R100 less a month.

The Star's calculations were based on figures supplied by the government. The real problems in increasing all their salaries at the same time, initial priority could be given to those with degrees and professional qualifications.

But the educationists agreed with the approach of a colleague, Dr Franz Auerbach, who pointed out that less qualified black teachers could not be left behind.

Dr Hartshorne urged attention should be given to the overwhelming majority of black teachers whose qualifications did not match those of whites.

"It should be welcomed that the department realises this and is carrying on an upgrading programme throughout the country."

(Thousands of black teachers are improving their academic qualifications at adult education centres throughout the country, more than 2,000 of them in Soweto.)

Major category

The starting salary of teachers with junior certificate and a teaching qualification -- who comprise the major single category in the black teaching force -- is R155 a month for men and R110 a month for women.
Graph: Mines Employment and Output

Employment

Output

Equal pay introduced

The introduction of equal pay for equal work is expected to cost an extra £100 a year.
SA aims for 250,000 new jobs a year

JOHANNESBURG — South African economic objectives include the provision of 250,000 new jobs annually, increasing average levels of living, removing unjustified racial discrimination in the economic sphere and improving strategic preparedness against military and other international pressures.

This was said here yesterday by Dr Simon Brand, economic adviser to the Prime Minister, when he addressed a South African-German Chamber of Trade and Industry lunch meeting.

He said he could not give the answer to the achievement of all these objectives, "but it is quite clear that in a healthy economy they are much easier to achieve, while a stagnant economy may make it impossible."

In several years, the growth rates in real gross domestic product had grown between 0.25 per cent and 2.5 per cent, as against the required 3-4 per cent GDP to meet the economic objectives.

"Consequently, we have fallen behind on some of our objectives. Unemployment at present is uncomfortably high and the levels of living are stagnant," Dr Brand said.

"But we have made progress with some other objectives. The black-white income ratios have improved. The average real earnings of whites was down by 2.6 per cent in 1977 while that of non-whites rose by 1.1 per cent.

"In a number of spheres discriminatory measures have been relaxed and, with our military preparedness improving, our economic vulnerability has been reduced."

Dr Brand said it was encouraging that since the second half of 1977, the growth rate had been rising. — SAPA.
Civil service wage gap to close

THE ASSEMBLY. — The Prime Minister, Mr P W Botha, announced yesterday that a plan had been accepted which would gradually narrow the wage-gap between white and non-white staff members in the management cadres of the civil service.

Speaking in the No Confidence debate, Mr Botha said certain posts had been identified which would be placed on par with white positions from April 1, this year, or which from that date would move closer to parity.

"It is estimated that on April 1, 1979, more than 400 staff members will be placed on full parity while a further 1 300 members will move closer to parity."

An amount of R 6 350 000 had been made available for this.

Positions which had been identified for this purpose included posts such as first medical officer, professor, specialist, senior specialist, first specialist, medical officer, inspector of education, chief inspector of education, and certain school principals who were in possession of higher qualifications.

Details of how this would be implemented were to be worked out by the Civil Service Commission.

The Government had also instructed that the whole question of salary parity should be investigated over a wide field and be given high priority.

The aim of the investigation would be to determine the financial implications of salary parity and identify other implications. It was expected to take a long time.

Professor Dubow originally trained as an architect but moved to the Michaelis School where he won renown for his lectures on the history of art, and became Director of the School in 1971. Under his leadership the School has been vibrant with new activities.

AGENDA for the AGM/SAKELYS vir die Algemene Jaarvergadering

1. Personalia

2. Minutes of the AGM held on 7th September 1977/Notule van die Jaarvergadering van 7 September.

3. Chairman's report/Verslag van die Voorsitter.


5. Financial statement for the year ended 10th September 1978/Finansiële verslag vir die jaar geëindig 10 September.

6. Motion: The Western Cape Branch requests the chairman of the Classical Association to transmit to the biennial conference of the Association the proposal that the portion of the subscription remitted to the local branches for each registered member should be increased from 50 cents to R 1.

   Proposed: J.E. Atkinson; Seconded: Mr. J. Sang.


   Huidige lede: Voorsitter/Chairman: John E. Atkinson
   Sekretaris/Tesourier//Secretary/Treasurer: Mr. J. Sang
   (Vice: Miss F. le Roux)

   Sekretarisise vir die Skole/ Schools' Secretary: Miss B. Keeson
   (not available for reelection)

   Committee members: Dr. S. Bruwer, Mrs. M. Mezzabotta, Mr. Thom
   Mr. P. Collins, Miss S. Armstrong, Dr. R. van Stekelenberg.


8. Any other business/Algemeen.

J. Sang.
Department of Classics, U.C.T.
Phone: 698531 Extn. 213.
Injustice removed - professor

CAPETOWN. - Salary discrimination on the basis of colour had been removed at the University of the Western Cape, the rector, Professor F. van der Rij, announced at the weekend.

He told a graduation ceremony that this had removed an item of injustice which had caused dissatisfaction for almost 20 years.

In an interview later he said that the Government and the University had had a long-standing arrangement that the principle of equal pay could be implemented if funds were available. The University had now made it possible to get the pay.

The actual parity payouts had not been made yet, but would come into effect from this year. However, it had been implemented since January 1 and staff would receive back pay from that date, he said.

-Sapa.

Race consciousness - need to dedicate more effort to.

In the book "Historical Deracism in South Africa" (Praeger, 1972) by F. van der Rij, the writer fails to realize that the main contradiction is the interaction between men and women. The author also fails to examine the structural contradictions that exist in South Africa.

The book "Historical Deracism in South Africa" by F. van der Rij is a critique of the "Tragic sulphur" of South Africa. The writer fails to examine the structural contradictions that exist in South Africa.

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Der Ross says Van

The problem is that, unlike
white workers, there is a state
of unemployment being the
cause for not being able to
obtain a permit for even the
lowest level at the university.
Looking at the situation of
unemployed white workers
in the community, the "protest"
by the workers is a logical
step. They have to protest in
order to get heard.

On the other hand, the
university is facing a serious
situation. The "protest" of the
students is a logical step.
They have to protest in order
to get heard.

The university is facing a
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Prof urges equality for teachers

By VELELENI MASHUMI
Pretoria Bureau

A PLEA for co-operation and equality between teachers of different races has come from a senior educationist, Professor J D V Terblanche, chairman of the white South African Teachers' Council and rector of the Pretoria College of Education.

Prof Terblanche told a one-day education conference organised by the Transvaal United African Teachers' Association at the Mamelodi High School: "Closer co-operation within the organised teaching profession should be sought, always bearing in mind the principle of unity within the diversity of our South African society."

He told the weekend conference that some of the worthwhile goals in this regard were:

- Uniform education standards for teachers and equality of conditions and privileges of service.
- Full opportunity for the representatives of the different population groups to participate in and, in certain cases, control educational matters, taking into consideration the principle of equal treatment.
- Closer co-ordination on a broader policy.

Prof Terblanche added that all groups should elect their own educational representatives.

Progress should be gradual and evolutionary.

"At this level equal representation and equal opportunity would also apply and no particular group should be placed in an inferior position. Likewise, no specific group will be permitted to play a dominant role," he said.
Labour Surveys

Labour Surveys lays out unions in

Codes of employment practice will be a key focus of the second Fine Spamer survey of black job advancement. So too will dealings with Labour unions.

Fine Spamer's Bernard Chalmers stresses that the survey will not be monitoring the codes, but will attempt to give employers "an idea of how they are faring in implementing them compared to other employers."

How accurate are surveys like Fine Spamer's? Critics argue that they are misleading, firstly because they inevitably concentrate on more enlightened firms and secondly because they rely on management for their information. "How do they know these companies are telling the truth?" asks one critic.

Replies Chalmers: "We don't claim to be describing SA as a whole. We're merely trying to offer a picture of a particular market." On the accuracy issue, he argues that the survey technique enables Fine Spamer to pick up incorrect statistics: "It is usually possible to gauge how accurate the replies are."

The survey will focus not only on black unions, but also on issues like shop floor job advancement and training. "Petty apartheid" issues like canteen and lavatory integration will receive less attention
IT'S CASH, NOT EQUALITY

No discrimination—except in the pay packet

By Vicky Gunn

The biggest problem is money,' said one worker this week. It's use giving us equal rights, with the same toilets and canteens, if we are still getting badly paid.

The manifesto calls on employers to:

- Select, employ, train and promote staff without regard to race or colour.
- Give equal pay for equal work.
- Promote understanding between employers and employees regardless of race.

Cape Town Chamber of Commerce director Mr B. MacLeod, says the chamber has received 'only a few minor complaints' about firms not implementing the principles in the manifesto.

But for some workers the removal of discrimination has made little difference.

Workers interviewed at a factory did not know of the manifesto, or that their employers had signed it.

A man said wages in the industry were still 'very low' but said there was no racial discrimination, and their personnel manager was black.

The managing director of the company said the principles of the manifesto had been applied since the beginning of the decade.

The toilets and the canteens are mixed, and salaries for the same job have been levelled.

Asked if he thought the workers were happy with their wages, he said: 'No one is happy with the money he is getting, including you and me.'

The financial and personnel director at another factory said there was no racial discrimination. There were separate toilets and canteens for the clerical staff and the factory staff.

All the clerical staff received equal wages for equal work. There were no white people working in the factory.

such a person. He joined Atkinson's Toyota as a driver in 1973. 'Even then, there was no racial discrimination,' he said.

Last year, he was offered a job as a salesman in the used-car section, at a much higher salary. 'It was a very substantial increase, and has made a lot of difference to my life,'

He said the directors of the company did not approve of racial discrimination.

'I serve white and black customers. I sit in meet-
Council removes pay gap

EAST LONDON — Holiday bonuses for black municipal staff here are to be calculated on the same basis as for whites in future.

This decision was taken at the monthly meeting of the East London City Council on Monday night, but was not made public as it was discussed in committee.

It is understood this eliminates discrimination in the pay for municipal staff, who now earn equal pay for equal work, regardless of their race.

— DHR
Employment "Trade hinges on new labour laws"

By Sieg Hannig, Labour Reporter

A code of employment practice which had been accepted by commerce and industry was making an impact and creating new attitudes, the general manager of the Industrial Foundation, Dr. B. Lee, said in Johannesburg today.

He was speaking at a seminar on implementing the code.

Dr. Lee said the aim of the code was the removal of all discrimination based on race or colour.

"The code will not come up with significant changes which have the support of the Government, our associates in the United States will find it extremely difficult to retain trade links with companies here," Mr. P. A. C. Markgraf, personnel manager at the Barlow Rand group, told a conference of the National Development and Management Foundation in Johannesburg.

With more companies coming to the country to retain their present business links abroad, visible progress in adopting the employment code was essential, Mr. Markgraf said.

He gave striking examples of how serious link Barlow Rand takes this view.

"In its policy not to employ any business which depends on work and commerce practices below group standards, Barlow Rand reiterates a principle with "ever attractive features" which was offered in it.

"The group was striving towards integration of work areas and other facilities.

Advertisements for staff should state that applicants of all races and both sexes would be considered for employment.

The only way of ensuring compliance with codes of labour practice is to write them into industrial legislation, said Mr. Arthur Grabhug, general secretary of the Trade Union Council of South Africa (Trades). Intervention by foreign governments was unacceptable to Tucasa.

"Where we find that all steps as it should be, our desire will be that of approaching legal management for clarification and application," Mr. Grabhug said.

The next step, in the case of the mine-based firms, would be to submit Thocto's views and findings in thek a general head office and to the monitors of the respective code.
Closing the gap

To narrow the wage gap, Coloured, Indian and Black postal workers were to get a more percentage-wise than their White colleagues when the new salary scales were introduced on April 1 this year, the minister said. Whites would get 10 per cent while Blacks and Indians would get a 15 per cent rise. Coloured postal officials would get a 12.5 per cent rise. — (Sapa)
Salary increases to bridge pay gap

Staff Reporter
PROFESSOR J N de Klerk, chairman of the Federal Council of the South African Medical Association, and yesterday that expected increases for doctors in full-time State employ would wipe out most of the salary differences between blacks and whites in the profession.

"This is a major breakthrough. To a large extent salary discrimination among full-time professional staff will disappear," said Professor De Klerk.

The association had been fighting for this for 13 years and had recently been told by the Department of Health that it intended "adjusting the scales" and that conditions of service for full-time staff were to be "vastly improved."

The changes were expected soon and it was likely that salary increases would be patterned on those recently given to the public service. These were 10 percent for whites, 12.5 percent for coloured people and Indians, and 15 percent for blacks.

Professor De Klerk noted in his annual report, published in the latest issue of the South African Medical Journal, that the shortage of doctors in the Republic was caused to some extent by political reasons but that others had left because they had been offered better job opportunities.

He warned the government in his report that the country could not afford the steady drain of highly trained academics, lost due to the poor salary structures and lack of facilities in South Africa.
New deal for black workers expected

By GORDON KLING

BLACK LABOUR expectations for better employment conditions have risen to a new high with the accelerating economic recovery offering improved job opportunities and signs that the government will soon announce a new deal for workers.

Representatives of organized commerce and industry believe these prospects are conductive to the growth of business codes intended to dismantle discrimination based on race in the workplace and plans are under way for a re-energized drive for equal opportunity.

The drive is seen as a strong answer to the international campaign for disinvestment in South Africa, which appears to have little support among the black business community.

Confirming the drive yesterday, the director of the Cape Town Chamber of Commerce, Mr Brian MacLeod, said job discrimination would be considerably eroded by the economic revival which offered a golden opportunity for change.

He admitted that only about half of the chamber's 1,500 membership had signed its manifesto launched at the end of 1976 calling for "total and genuine non-discrimination", but maintained this was an indication that the implications of the code were taken seriously.

"During the recession the main thing was to hang on to a job but employees will have far more leverage as the economy improves and it will become relatively easier to choose better places of work," he said.

At the same time, firms will be in a better position to accommodate the principles of the manifesto. There is no doubt that it can involve substantial additional costs in new facilities and equal pension benefits for example, and the past few years have seen many firms hard-pressed.

The head of the National African Federated Chamber of Commerce in the Western Cape, Mr Lucas Phillips, agreed yesterday, and said the improvement of employment conditions was taking place.

There is still discrimination in business and the workplace and there will be for a long time to come. We are putting our hopes on the Rieke and Weinhahn commissions, which we expect to bring about meaningful change.

But, when it comes to his reaction on the disinvestment campaign, a reticent Mr Lucas said: "It is very sensitive and controversial and I'm unqualified to express an opinion.

Not so the Minister of Finance, Mr Harry Schwarz, who pointed to the growing strength of the capital account of the balance of payments (indicative of an increased inflow of foreign capital) and termed the impact of the campaign "absolutely minimal".

The official Opposition finance spokesman, Mr Dawood Khan, believed the aims of the campaign were undesirable and accepted that little harm had been caused so far. But, he said, it was a good thing to have employment conditions here under the magnifying glass to bring about improvement.

Mr Schwarz said disinvestment would hit hardest those who deserved to be hit the least. "It would also result in a change in the economic system away from one enterprise to a form of socialism.

He described the effectiveness of implementation of the various codes as "a mixed bag", but believed the majority of firms were trying to comply.

The chairman of the 2,100-member Western Cape Traders' Association, Mr Dawood Khan, was more sceptical.

"The codes sound great," he said, "but for many firms they are just pieces of paper."

We've found the worst firms are so-called liberal businesses. I'd rate the Americans as best, followed by the South African Afrikaner firms. At least we get straight answers from them. The British and Continental firms are the worst, followed by businessmen operated by English-speaking South Africans," he said.

"I don't think the codes have had much impact at all, and I'm against disinvestment," he said.
MR RUPERT HURLEY, Progressive Federal Party MLC for Rondelbosch, said in the Provincial Council yesterday that the wage gap between the different races should be closed at a much faster rate.

According to the latest rate of narrowing of the wage gap it would take until the year 1997 for the gap to be closed.

The administration should also "suggest clearly to the local authorities that they should implement the policy of narrowing the wage gap".

Mr. Hurley also said private people should be encouraged to remain homeowners and not be forced out of their homes because "local authorities needed more money."

There should be alternative means of supplying local authorities with funds. He suggested that local authorities should be exempt from paying sales tax.
Equal chances in civil service  
— Schlebusch

THE ASSEMBLY — There was no racial discrimination in the appointment of civil servants with the right qualifications, the Minister of the Interior, Mr Schlebusch, said yesterday.

Nor had there ever been any discrimination based on sex or race in the training of personnel for the civil service, the Minister said in reply to a question tabled by Mr Horace van Rensburg (FPP, Bryanston).

The Government had also eliminated differences in salaries based on sex, except for teaching staff and "certain entry grades for blacks".

A medical aid scheme for Coloureds and Indians had been established and was subsidised on the same basis as the scheme for whites. A medical aid scheme for black civil servants was being investigated.

"Conditions of employment where differences between the different population groups still exist, whatever the reason for such differences may be, are continuously being investigated to remove any kind of discrimination," Mr Schlebusch said.

When differences existed in service benefits, the purpose was to give assistance for refunding expenses while on official duty.

"In this connection, it is necessary to take into consideration the facilities which are available to the different population groups and which dictate the measure of financial assistance rendered towards expenses."

Where salary parity had been implemented since April 1, 1979, "certain service benefits have been equalised with that of whites."

During the past five years, measures had been introduced to eliminate differences in leave privileges and the class in which an official journey could be made.

Since 1975, Coloured and Indian employees had participated in the subsidy scheme for housing loans, but Mr Schlebusch made no mention of similar "rights" for black civil servants.

"Since personnel in the public service are employed in posts which are created as a result of specific needs and in respect of which specific requirements for appointment purposes are laid down, there is no question of discrimination as far as the appointment of personnel who comply with such specifications are concerned.

"No distinction, based on race or sex is made in respect of any post for which a person may qualify."

Discrimination in payment based on race had been eliminated in top management "as well as posts in the top structure in respect of Coloureds and Indians. The wage gap in respect of all other posts has been narrowed."

"The further narrowing and elimination of the wage gap between whites and non-whites, as well as the discrimination based on sex, is receiving continuous attention."

Asked about discrimination in government canteens, the Minister said: "Government departments as such do not provide canteen facilities."

High cost to bridge pay gap

From Page 1:

The plausible political explanations for this, particularly the fear of a white backlash, are not enough to make the victim pay. 

The same time, some Government's response to the Industrial Conciliation Act amendments of last year to raise and sharpen up efforts to push ahead. 

Director of one of the country's largest industrial groups, who has been closely involved in Wieman's work, is concerned at private sector apathy. 

"Business has wasted years of possible action,..." "it is up to the private sector to find ways to make the victim bridge closure more acceptable," he said. 

"Business has wasted years of possible action, including the restructuring of existing political commitment of some of the black leaders, to make the victim bridge closure more acceptable," he said.

Count

For instance, one large mining house has more than 1,0000 employees, but with the pay equalisation programme, the chances of existing political commitment may not be high.

He also feels that in practice it is not sure that else could have been done at this stage.

He was also anxious at government's top-down approach for mixed unions.

"This will optimise the splintering of the union system. It could create a black union rivalry on racial lines.

"But I suspect we would, in any case, have been faced with this. I suspect a minority of blacks prefer to maintain their own unions, rather than risk being overwhelmed or confronted in mixed ones."

He also felt there could be difficulties with the veto granted to industrial councils over union representativeness.

"Insofar as the intention is to provide a breathing space to allow the warring parties to settle their differences, the veto may have merit.

Incentive

The industrial courts will provide an incentive for the settlement of disputes by negotiation because, in many cases, the parties to any disagreement will not want to have the dispute settled for them by the law.

But an open-ended power of veto could backfire. For instance, in the distributive trade, blacks could achieve representation satisfactorily by white and apply the veto to them.

On the exclusion of migrant workers from the black union movement, he said: "It is obviously not ideal, but we need time to find the law and solve it.

"In the meantime, it is possible that the migrants might form their own organisations, with the de facto power to act as unions."

Riekert was hard put to explain the favoured treatment proposed by his commission. Section Tenente or other valid residential and employment rights in the urban areas.

He pointed out that condition, decided by the commission, was that existing rights would be transferred from blacks in the proposals, and that the Section Tenente's rights had, therefore, to be protected.

Critics, however, suggested that the preference given to the Tenente was due to justifying the work force in and around white urban areas by confining the black residential and urban areas, where squatters and squatters and squatters might be less of a problem.

Repeat

Riekert summarised the recommendations in his Commission's 1.000-page report, listing some 37 main points in his private briefing.

The included:

- The right to overturned residency.
- The streamlining of some existing measures.
- The consolidation of some related sets of measures.
- The removal of overlap in the law and regulations.
- The scrapping of discriminatory measures, as far as possible, within the constraints the commission's brief.
- The recognition of workers' rights to come from blacks.
- Optimisation of the use of manpower resources.
- Decentralisation of decision-making on labour matters.
- Formation of instruments to facilitate the black labour market mechanism could settle.

A key objective of the report was to seek as much consensual as possible of existing legislation affecting the black labour force, as far as possible, through new Acts.

These Acts be named "The Act on Employment and Training" and "The Act on Black Community Development."

In particular, it was hoped to eliminate the most hated measures, such as the "Black Urban Areas Conciliation Act of 1946, Black Labour Act and pass legislation.

Questions about the political problems of trying to bring about these measures were raised by the special Cabinet Committee especially investigating the matter.

"We were not briefed across into political territory. We avoided it," he said.
Mr. Keeling is concerned that the job-seeker's work situation should be resolved as soon as possible. He believes that the workers are being exploited and that the conditions of work are unfair. He is suggesting that a better arrangement be made to improve the workers' situation.

Mr. Mahanen is also concerned about the issue. He believes that the workers should be treated fairly and that the company should take responsibility for their conditions. He is advocating for a better understanding of the workers' needs and desires.

The factory job-seeker's complaint is addressed by the company, and it is hoped that a resolution will be found soon.
THE RADIOCARBON CHRONOLOGY

The rates derived from the simulations have shown that the fission model provides the fastest rates of expansion. The fission model was also characterized by a lower rate of expansion for a single culture than for the whole tradition. A comparison of the rates of expansion derived from the models with values derived from the radiocarbon chronology should provide a test of the appropriateness of the two models.

METHOD

Early Iron Age radiocarbon dates provide an estimate of the period during which a site was occupied. Radiocarbon dates have an estimate of variability associated with them and it was decided, therefore, that the rate of spread could not be calculated directly from the dates and a curve-fitting technique was used. Linear regression analysis provided a best fit straight line, derived from least squares analysis (McCall, 1970), between distance and date. Some sites had more than one date associated with them and a weighted average (Nuffield, 1977) was used to provide a best estimate. The weighted average was used only where dates clustered and were unlikely to be associated with pre Iron Age events (Nuffield, 1977). If dates were obviously more recent than the earliest occurrence of the Early Iron Age in an area they were not used in the analysis as the analysis was an attempt to measure the rate of spread of the Early Iron Age.

DATA

Regression analyses for both of the possible routes of expansion, Uweke to Silver Leaves and Kwaile to Silver Leaves, were carried out. Three regression lines were calculated, the value for the expansion of the Uweke culture and the values for the two possible routes. In each case the earliest date was set at a distance of zero. The distance from this site to other early sites was measured. The regression line was then calculated and rates of expansion were derived from the results.

The sites and associated dates used in the present study are shown in tables seven, eight, and nine.

RESULTS

The regression line for the Uweke culture had a slope of 0.54 with the origin at 92 years (Fig. 4). This gave a rate of expansion of 0.57 ka/year. The slope for the Uweke to Silver Leaves expansion was 0.116 with the origin at 34 years. The overall expansion rate was 0.6 ka/year (Fig. 4). The overall rate of expansion corresponded fairly well with the values derived from the simulation.

The 0.040

consideration (Table 4).

The chromal model (the rate support:

complex stream

The relatively slow expansion rates associated with the simulations of

The groups that were hived off would have moved some distance and settled and they could have acted as nuclei for further expansion. Because more than one
A University of Natal economist today urged the private sector in South Africa to promote black ownership of companies in which they worked as part of a drive to "save capitalism" in the country. Professor Nettles, head of the university's department of economics, was speaking at the conference of the South African Institute of Race Relations being held in Johannesburg that concerned improvement of the black workforce in helping to solve economic problems on the basis of black capital.

In a 10-minute address, delivered with the aid of a film, he coauthor with other members of the conference an effort to turn browsers into class-conscious people.

1. White workers have made their own efforts to combat black workers.

2. Despite efforts by black workers to improve their lot, the situation remained harsh.

3. The gap between the two groups continued to widen, with black workers appearing to be growing.

These must go: The economy is no longer the sole concern of the private sector, as long as it is open to capital investment, which is the main concern of the government.

Another way of saying economic power is required, according to Professor Nettles, is that the private sector must be allowed to flourish.

1. Employment of black workers in the private sector remains low.

2. The government must take action to ensure that black workers are employed in the private sector.

3. Investment in education and training for black workers is essential.

Legal barriers (Professor Nettles): The private sector must ensure that its workers are protected by law. The government must ensure that workers are protected by law.

The estimated white share of the country's 11 million population increased from 22 percent in 1960 to 24 percent in 1970, but this was unlikely to have significantly affected the distribution of private wealth, he admitted. The trend for "wealth itself to accrete at an increasing rate, that favors whites already wealthy".

In addition, the report identified the problems of discrimination and the effects of the apartheid system on economic development. This...
EAST LONDON — Racial pay and discriminatory employment practices in the municipality were slammed last night at the monthly meeting of the East London Management Committee.

But personnel manager Mr Johan Deetlefs rejected some of the specific allegations and said they were working toward the goal of equalization of all fringe benefits for all races.

Mr Dody Nash quoted a case where a Coloured traffic officer who had written the same exams and did the same work as his white counterpart earned less than his white junior.

"And this Coloured had attained the highest marks in the exams," Mr Nash said.

But Mr Deetlefs challenged Mr Nash to show him the officer and assured Mr Nash the man he was referring to earned the same as his white counterpart.

Mr Deetlefs also rejected Mr Peter Mopp's comparison of a matriculated Colour female clerk with five years experience earning R205 a month to a white with junior certificate earning R280 a month.

Mr Deetlefs pointed out qualifications did not always count alone. Quoting an example he said: "Cashiers with JC certificates earn more than clerks with matric certificates because they handle something like R80 000 a day and because they have no chance of promotion.

"We employ people with JC certificates in these jobs because people with matric certificates need to have jobs where they stand a chance of promotion.

"There may also be more pay for the same type of job in some cases as with health inspectors. An inspector may have added experience — in smoke control for instance — and he will be earning more than another inspector doing the same work.

"These are factors which must be taken into account when making these allegations."

Mr Nash also questioned Mr Deetlefs on grading and moved a motion urging that the management committee be allowed to serve on the committees dealing with grading.

The motion was carried.

— DDR

Ciskel accused, page 9.
SA lags in scrapping job bars — survey

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH African companies are lagging behind both American and British firms in eliminating discriminatory job practices.

This is one of the main findings of a major survey on black job advancement conducted by Fine Spamer Associates, human resources consultants.

But according to Mr Bernard Chalmers, the director responsible for the survey, the gap is "fairly small".

About 200 companies employing just under 500 000 people took part in the survey, the second to be conducted by the organisation.

Half the companies were SA owned, 21% were linked with the US and 19% with the UK.

The survey has revealed that companies are making slow progress in eliminating discrimination in employment practices and that they remain strongly opposed to trade unions, especially black unions.

Among the main findings are:
- Some 80% of the companies said they had policies granting equal opportunities to all population groups;
- More than two-thirds of the participants said they had an integrated pay structure for all population groups;
- About the same number said they gave equal pay for equal work, based on job evaluation systems;
- More than half the participants pay minimum wages in excess of R150 per month, and most base their low level wages on a minimum determined by a cost of living index;
- More than 70% of the firms subscribe to a code of employment practice.

Of the firms who do not pay equal pay for equal work, some 90% have definite plans to achieve this goal. On average, these companies estimated that it would take between three and four years before all population groups are paid on an equal basis.

But according to further information in the survey, which was released to the Financial Mail, about 80% of the companies said they would prefer not to deal with black trade unions, and more than half would prefer not to deal with any unions.

Some 90% preferred plant committees to unions.

Most companies said they would deal with registered unions — but only 37% said they were prepared to recognise an unregistered union.

According to the Financial Mail, advancement into top jobs is also lagging behind. Only 22% of the companies have coloureds, Asians or blacks in supervisory positions over whites, and only 5% have blacks in top supervisory jobs.
Equal pay promise to doctors
Greatman gets his cash, but no job

TWO years ago Greatman Sechela, a truck driver for Nels Dairy, Johannesburg, was the victim of a robbery — and he has been paying for it ever since.

But this week his former employers, in an out of court settlement, returned R150 to him — the accumulated amount allegedly deducted from his salary since the robbery in January, 1977.

For 16 months, after Mr Jan Hendrik Nel, a manager of the family-owned dairy had him sign a form admitting he had borrowed money. Mr Sechela had to pay over a large sum of his R100 monthly salary.

He had worked for the firm since 1977.

Although he was dismissed from the dairy in April — when the final deduction was made — Mr Sechela has had his money returned.

Mr Sechela made a supporting affidavit to the affidavits of 21 applicants, all employed by Nels Dairy and members of the Swart Food and Allied Workers Union who have applied to the Supreme Court to have the dairy's deductions from dismissing employees because of their participation in the establishment of a workers' committee.

While the matter was before the court the dairy gave an undertaking not to victimise any employees who wanted to establish a workers' committee.

Many applicants said Nels Dairy often made illegal deductions from the men's wages. Those they claimed were registered as their salaries.

Mr Nel, in his opposing affidavit, denied that any illegal deductions were made if the explanation for any deductions was unacceptable. Deductions were made from the men's wages, not their basic salaries.

Mr Sechela's affidavit told how, in January 1977, while collecting money from the dairy's debt in Boksburg, a garage attendant shot him in the depot and chased him out of the building. He took the money and left.

Mr Sechela and his two helpers ran out but did not find the thief.

Later Mr Sechela and the garage attendant made a statement to the police. When Mr Sechela returned to the dairy, he was told to sign a paper to pay for the car and prove the money was missing — or he would be charged.

By Sechela claimed in his affidavit that he did not know what he was signing, but was scared of losing his job or going to jail.

That month and the next Nel was taken off his salary. When he could not get paid, he was told to pay his family on the men's debt to Nel. He was out of a job.

Last weekend the employees, who were present at the dairy's undertaking on non-payment of the debt, learned they were being asked to pay the dairy's debts.

The workers claimed a meeting was held before of the dairy's directors and members of the Swart Food and Allied Workers Union, but none was called to explain.

Mr Sechela, however, is still employed and said the money would be remitted.


date: July 15, 1977


type: Sunday Express
Equal pay for senior doctors

Own Correspondent

DURBAN. — All senior doctors in the public service, irrespective of race, will in future receive equal salaries.

This was announced in Durban last night by Dr Johan De Beer, Secretary for Health, when he opened the 52nd Congress of the Medical Association of South Africa (Masa).

"In future, all doctors in the grades of senior medical officer and higher, as well as all grades of specialists, shall receive equal salaries irrespective of race," Dr De Beer said.

The new salary scales will apply to doctors in government, provincial service and local authorities.

Medical officers would receive similar consideration soon, he said.
Equal pay move is welcomed

Mercury Reporter

EQUAL pay for senior Black doctors in the public service was welcomed last night by Professor Y. Seedat, vice-chairman of Fumden, as "one of the country's greatest achievements."

Taking care of the dying

Science Correspondent

THE CARE of the dying is now an important part of the work of doctors, yet most of them are not well prepared to deal with the task.

"Their medical school training sadly neglects this vitally important aspect of patient care," said Dr. Stanley Levensen, of the College of Medicine of South Africa yesterday.

He was speaking to the congress of the Medical Association of South Africa, now being held in Durban.

The reason for the neglect was that most doctors found death and dying a very threatening subject to think about, and so avoided doing so, he said.

But they had to face it up to, and deserved the training to do so, because most general practitioners, owing to their close relationship with patient and family, were very well placed to render help.

GPs can make this period of a patient's life a highly meaningful and worthwhile experience, he said.

Another speaker, Dr. L. J. Arens of the Department of Paediatrics at the University of Cape Town, said that in South Africa, no medical examination of children up for adoption is required by law.

Yet the incidence of cerebral palsy — and probably that of other handicaps — is very high among such children, he said.

Dr. Arens is associated with a cerebral palsy school in the Cape.

Many South African adoptions are arranged through adoption societies. These do insist on a medical examination, he said.

"But they do not specify who should carry it out.

"It is surely unrealistic to expect a general practitioner to be able to identify early abnormalities in children. This requires a great deal of expertise," said Dr. Arens.

Among the measures she recommended was that adoption be delayed until the child was several months old.

Careful examinations during this period were necessary, because the baby could often pass through a period of apparent normality before defects showed up.

She also said, however, that all but the most severely handicapped children should, if possible, finally be placed with adoptive parents, with careful counselling and, if necessary, with the help of State subsidies.

Reacting to Secretary for Health Dr. Joho Le Beers' statement at the Medical Association's 42nd congress that parity in salaries for all senior and higher medical officers and all specialists, irrespective of race, was to come about, Professor Seedat said the move would "go a long way" in improving South Africa's image with the rest of the world.

He said there had been a great deal of bitterness among Black doctors who received the same training and qualifications, registered with the same body (the South African Medical and Dental Council), worked the same hours, yet received less pay.

"Many Black doctors were discouraged from specialising and working in hospitals because of the discrimination in salaries," he said. "A private practice proved far more lucrative."

Overdue

Dr. S. S. Pithoe, senior lecturer in the department of obstetrics and gynaecology at the University of Natal's Medical School, echoed Professor Seedat's sentiments.

"Parity for Black doctors is long overdue," he said, "but everyone welcomes it having come at last."

Dr. Pithoe added that he felt the new salary scales shouldn't affect just senior staff, but also interns, nurses, and other paramedics.

Indian and Coloured doctors' salaries were brought on par with Whites' in
Navorsings-Fellows het aansienlik tot die Sentrum se program bygedra: dr Sheila T. van der Merwe, afgetrede mede-professor van Economie, U.X., en professor J.L. Bosshoff, gewese rektor van die Universiteit van die Noorde.

LIDMAATSPAK

Soos voorheen gemeld, is die Sentrum vir Intergroepsudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en die volgende in:

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<td>Mr. Harold Ruddell</td>
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<td>Mrs. J.G. Duval</td>
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<td>Professor G.F.R. Ellis</td>
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<td>Professor A.H. Kriel</td>
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<td>Mr. E.E. Horns</td>
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Die Sentrum het 'n programme om akademiese rede in die gebied van interdysciplinaire studie te bevorder. Die programme sluit in:

- navorsende workshops
- seminarien
- bibliografieë

Die Sentrum stimulateer 'n groter akademiese en sosiale betrokkenheid van die beleid. Dit het 'n belangrike rol in die bevordering van die kennis en begrip van die belangrike kwesties wat die toekoms van die maatskappy beïnvloed. Die Sentrum het ook 'nRP-program wat 'n platform bied vir 'n meer aankondigende benadering van die toekoms. Die RP-program word onder meer beheer en ondersteun deur die Sentrum vir Intergroepsudies.
Action stations in battle against job bias

By IVOR WILKINS

A STUDY group has declared “war” on South African employers who practise racial discrimination.

The members will compile lists of companies who do not discriminate and companies who do.

If those who do cannot be persuaded to change their ways, they will face public campaigns.

The group, called the Centre for Inter-Group Studies, is based in Cape Town.

It will investigate both private enterprise and Government departments.

“We are going to make a list of equal opportunity employers,” said the Rev Richard Stevens, NG Sendenkirk minister and co-director of the centre.

“We will also make a list of those companies that discriminate.”

Having identified discrimination, the centre will attempt to overcome it by preparing constructive proposals to be put to the relevant authorities.

If negotiation fails, public campaigns will follow.

The centre’s main weapon will be information.

Non-discriminating companies will benefit by a good public image; the others will suffer.

Initially, the main thrust of the centre’s activity was academic—an examination of all facets of discrimination at work in South African society.

“Now,” says Prof H W van der Merwe, who founded it 11 years ago, “we are taking our work into the field of practical application in the form of a constructive programme of action.”

It is to establish a resource centre easily accessible to blacks where, with the help of other agencies, it intends to wage war on discrimination on a broad front.

The centre will also employ research conducted by the academics to give people information about:

Company practices on how to bypass discriminatory legislation and remain within the law; on where nonracial scholarship and funds are available; where to find legal aid clinics; which insurance companies do not load their policies against blacks; which hardware firms do not discriminate; where to find open hotels and facilities; right down to the basics of teaching youngsters how to apply for jobs, apprenticeships and trade union membership.

Declaration

Politicians’ pronouncements, like Dr Piet Koornhof’s declaration of war on the pass system will also be carefully noted.

An information bulletin aimed at reaching employers and policymakers will be an important part of the campaign.

Mr Stevens said he did not envisage Government opposition to the scheme.

“They should welcome it,” he said. “We might be able to help even the Government. “For instance, you may have a case where the policy in a government department is not to discriminate, but that, at a lower level, this is not being carried out.

“Through our resource centre, which will have to have contact with people in government, we may be able to point this out and help them do something about it.”
costs SA RI 500m
Black Wages Boost
Equal pay for doctors — `a hoax` 

By MANDLA NDLAZI

THE Transvaal Medical Society has dismissed pay equalisation for both black and white doctors as a “hoax.”

Senior black doctors in hospitals received low wages as compared to whites again last month.

Secretary for Health Dr Johan de Beer announced in July when he opened the 52nd congress of the Medical Association of South Africa in Durban that all senior doctors in the public service would receive equal pay.

But this announcement was “yet another hoax,” the Transvaal Medical Society said. “The so-called African doctors in senior categories have received the same discriminatory salaries again.” The salaries are in keeping with the old scales published by the society.

Mr L Flenaar, private secretary to the Minister of Health, Mr Schalk van der Merwe, told SUNDAY POST yesterday there could have been an administrative error and this would be investigated.

In his announcement at the 52nd congress of Masa, Dr de Beer had said: “The Cabinet had recently reconsidered its previous policy regarding salaries and conditions of service for full time doctors.”

“In future,” he added, “all doctors in the grades of senior medical officer and higher, as well as all grades of specialists, will receive equal salaries irrespective of race or colour.”
Teachers' wage gap to close

Own Correspondent

The Government is committed to closing the wage gap between black and white teachers.

This assurance was given last night by the Minister of National Education, Mr. Jansen, at a meeting of the Transvaal Teachers' Association in Pretoria.

The newly appointed Minister emphasised that, as yet, he had not had sufficient time to fully study the problems in the teaching profession but that in the next four or five years the number of pupils in black schools will be near 5 million.

The ratio of teachers to pupils would be of the order of one to 23, even now 50 percent of black teachers had a lower education level than Standard 8.

Teachers were urged to maintain their idealism in the face of the evil wind of materialism because they had such an important role to play in the future of South Africa. The country was in need of people of character.

This was the Minister's first address to a group of teachers and though he said he knew little of the job as yet and had not had time to study the issues raised in memorandum submitted to his department by the Teachers Association, he had no doubt the complaints were serious.
Black wages take a knock

By TONY HUDSON, Finance Editor

The drive to narrow the race wage gap has lost steam and indications are that the rate of increase of black wages has dropped dramatically.

A survey of more than 500 major South African companies by the PE Salary Survey says last year's South African business, and international companies in particular, granted across the board increases for blacks, coloureds and Indians of up to 30 percent.

"These massive wage hikes," says John Cole, manager of the Salary Survey, "were as a direct result of external pressure to narrow the wage gap and South African owned companies followed suit to remain competitive in this sector of the labour market.

However, the latest survey, due to be published by the week, shows the massive wage increases did not result in equally large increases in productivity. Industrialists therefore took a more pragmatic approach to the situation and drastically reduced the size of pay rises.

Cole stated that during the last 12 months, most participants in the salary survey now base wage increases on merit and individual performance rather than on the need to narrow the wage gap.

The result has been that black's salaries increased by about 12 percent, Indians by about 12 percent and coloureds by about 14 percent. The main reason given for the higher level of coloured increases is a general trend to open positions to coloureds that were exclusively white.

This, says Cole, is particularly evident in the manufacturing industry.

Industry and commerce he says is also spending much more on upgrading workers' skills. There is a shortage of skilled and semi-skilled personnel in virtually all sectors and this trend will develop as the effect of the Wiehahn and Riembart Commissions are felt.

While black, coloured and Indian wage increases have slowed down, white general staff salaries show their highest increase in two years. Average increases for white staff are between 10 and 11 percent.

Cole points out, however, that this figure has been boosted by large salary increases for personnel in the high technology sectors.

Engineers, chemists, computer personnel and some artisans received the largest pay hikes.

Cole says that while salaries for whites are higher than they have been for some time, they have still not kept pace with the consumer price index.

Since 1967, the white lifestyle has been eroded by rapid inflation and relatively low salary increases. The white South African, like many of his international counterparts, is losing the battle against spiralling living costs and "we do not see an end to this situation in the short or medium term.

Dealing with executive salaries, Cole says the South African business leader has retained his place about mid-way down the international salary scale.

Top executives in comparable positions in the United States and West Germany are better off in South Africa while he is on a par with the French executive and better off than the business leader in the UK, Belgium and Holland.

"The South African executive does not earn as much in cash money terms as his overseas counterpart, but he can buy more with his money."
JAARVERSLAG
1978
SENTRUM VIR INTERGROEPSSTUDIES
(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited
(Boorkop deur Garansie))

INLEIDING

Gedurende die eerste nege jaar van sy bestaan het die Sentrum vir Intergroepsstudies gereeld 'n jaarverslag oor sy werkzaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOEELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Boorkop deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kopital - kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).
Four Woes! Talk on Sullivan Principles

Post, Thursday, August 1979
'Court will give labour code force of law'  

By Sieg Hannig, Labour Reporter  

South Africa's new Industrial Court will lead to the rapid development of an employment code which will have the force of law, says Professor Nic Wichahn, head of the Wichahn Commission and president of the new court.

In a rundown on the far-reaching developments facing him in the next few months, Professor Wichahn indicated that he would continue to build on the principles set out in the first report of the Wichahn Commission. To complete the commission's final report on labour reform by November, he said "we shall have to concentrate on principles rather than details — without leaving out essentials."

He described his appointment as president of the new Industrial Court as "a great honour," saying it had always been his ambition to bring about a court specialising in labour matters in South Africa. "The court will play a significant role in the development of fair labour practices which will rapidly have to develop into a labour code," he said.

Asked whether such a code would be akin to that developed by the South African Employers' Consultative Committee on Labour Affairs (Sacoela), he said:

"It will be something more comprehensive, flexible and dynamic than the Sacoela code, and this code will have the force of law."

He saw the code as developing from the decisions of the Industrial Court through enactment by Parliament, and added: "Protection of workers' job security will be paramount."

Asked whether he would not be a "law unto himself" at the head of a court designed to evolve new laws, Professor Wichahn said:

"I shall adhere very much to the principles and premises set out in Part 1 of my commission's report. "Of course, one always has to have regard to the realities of the South African labour scene. The court cannot be an ivory tower."

The court would also cooperate very closely with the Minister and the Department of Manpower Utilisation, the National Manpower Commission and organised commerce, industry and labour, while retaining its neutrality, he said.
Call for full local powers

By Graham Brown

THE CREATION of new, strong local authorities with a 'prescribed administrative capacity' and a 'prescribed administrative function' would help the growth of local democracy and the decentralization of power. It is essential that the new authorities be given a clear mandate to control the central government and to become responsible for local services and social amenities.

The new authorities should have the power to levy taxes and control the central government. They should also be allowed to enter into contracts and to enter into agreements with other local authorities.

In conclusion, the new authorities should be given the power to control the central government and to become responsible for local services and social amenities. They should also be allowed to enter into contracts and to enter into agreements with other local authorities.

References:
There is partial integration at Metal Box SA

METAL BOX SA, a British company employing 3,700 people throughout the country, pays for its workers a minimum wage of 99c an hour.

And the 99c an hour minimum works out to R191,10 a month.

The company's group personnel consultant, Mr N van der Walt, says their minimum does not include the company's contributions such as bonus, pension and subsidised meals.

The University of South Africa's Bureau of Market Research calculates the Supplemented Living Level (SLL) for a family of five in Johannesburg at R185.88 a month. Metal Box uses this figure to guide them in determining the minimum pay.

The EEC code of Conduct, to which the company subscribes, stresses that European companies with interests in South Africa should pay a minimum Living Level (MLL). This would work out to R278.82 a month.

Mr van der Walt told POST that there are 710 people at the bottom of the company's pay scale. All these are black and in Grade 1.

The least paid white earns R220 a month. She is a typist.

The company employs 4,786 Africans, 2,174 whites, 1,170 coloureds and 629 Asians.

Mr van der Walt says they have two grading structures: one for hourly-paid staff. There are 16 grades (Grade 1 to Grade 16) for the hourly-paid workers and 18 grades (Grade 1 to Grade 18) for the salaried staff.

What is the company doing to upgrade its black staff? The company conducts an on-the-job training for its workers such as training in electricity and production mechanism.

POST was told that no black apprentices have been employed in the company.

"Legislation prevents us from employing Africans as apprentices," says Mr van der Walt.

There are 109 white apprentices, 26 coloured and 1 Asian.

How does the company negotiate with its workers? There are 19 liaison committees at Metal Box' 19 factories in the country. Five of these are integrated.

The committees, consisting of three management representatives and six worker representatives, meet once a month to discuss matters affecting the workers.

Are the toilets, canteens and other facilities in the company integrated?

Mr van der Walt says their facilities are partly integrated.

POST: What reason do you give for this partial integration? Mr van der Walt: The speed at which each factory can do it.

Integration at the company is based on occupational level. This means that people doing a particular job have their own toilet and canteen.

The company has not had any hostile reactions from its white workers to this partial integration.

"You see whenever we make changes, we do it in consultation with our workers," he says.

There has also not been any interference from outside the company, e.g. labour inspectors, to prevent them from integrating some of their facilities.

The company has donated R500,000 to the Urban Foundation for the improvement of the quality of life in the townships. The company also sets aside 0.5 per cent of its profits for charity.

There is a housing scheme and a bursary scheme.

Metal Box employees apply for loans to either build or improve their houses.

The company also gives bursaries to university and high school students.
Moves to slow force jobs code on US firms in SA

By John D'Oliveira

WASHINGTON — Behind the scenes in Washington, pressure is mounting for legislation which will force American corporations operating in South Africa to adopt "fair employment" codes.

Last week, the American Federation of Labor and Congress of Industrial Organizations -- representing more than 15 million American workers -- unanimously passed a resolution calling for such legislation.

A majority of the House of Representatives and a subcommittee confirmed that a "concurrent resolution" submitted to the House by a group of 26 Congressmen had been referred to the committee.

This resolution is a "sense of Congress" motion which is not binding, even if passed.

It states that no United States company may do business in South Africa, engage in any unfair employment practice.

"Unfair employment practice" is defined as "any act or omission which is prohibited by American laws, including the civil rights act of 1964 and the act of 1972, which set forth the rights of Negroes.

The resolution also obliges United States businesses operating in South Africa not to deny any employee the right to choose freely and without hindrance the organization by which the employee wishes to be represented.

Firms are also required not to engage in any illegal or unfair employment practices, including the appointment of directors or officers in violation of any existing laws.

The resolution also requires companies to accept Black employees' elections on which they must be represented.

American concerns also would be obliged to institute training programmes to prepare unskilled workers for supervisory, administrative, clerical and skilled or technical jobs.
WASHINGTON — Behind the scenes in Washington, pressure is mounting for legislation which will force American employers operating in South Africa to make "fair employment" rules.

Last week the American Federation of Labor and Congress of Industrial Organizations — representing more than 13 million American workers — unanimously passed a resolution calling for such legislation.

Yesterday an official of the House of Representatives Africa Sub-committee confirmed that a "concurrent resolution" submitted to the House by a group of 20 congressmen had been referred to the committee.

The resolution is a "sense of congress" motion which is not binding, even if it is passed, but it gives a clear indication of the lines along which a number of congressmen are thinking.

PRACTICE

It states that no United States company would, if doing business in South Africa, engage in any unfair employment practice in respect of any of its employees.

"Unfair employment practice" is defined as a "set of discriminating rules, standard or conditions which the employee wishes to be removed.

○ Maintain or enforce segregation of racial, ethnic, or religious groups in any aspect of the trade, recreational or work facility.

○ Pay unequal compensation for equal or comparable work, carried out during the same or comparable period of time.

DEFINITIONS

It also requires the companies to accept its black employees demands on which trade unions they wish to be represented be and in their recognition and negotiation with those trade unions — and to allow trade union officials to carry out their duties within a reasonable time without loss of pay.

Finally American concerns must:

○ Initiate, develop and carry out training programmes that will prepare non-whites for supervisory, administrative, clerical and skilled or technical jobs.

○ Increase "on a continuing basis" the number of blacks in management and supervisory positions.

○ Make every effort to improve, on a continuing basis, housing, transportation, schooling, recreational and health facilities for its black employees.

LEGISLATION

This resolution may not have bearing on the Africa sub-committee.

However, it is unlikely that most observers believe the Sub-committee chairman, Representative Stephen Solarz, views the situation and single out the United States for its position on the sub-committee.

When he moved the resolution in the House, Representative Steve Solarz, of New York, said it aimed at bringing "improved working conditions for blacks in South Africa. However, and as important, passage of this resolution will communicate to the South African authorities our willingness to support with official United States policy the dismantling of apartheid."
egates probe grievances at Ford

SENIOR UNITED STATES diplomatic officials visited Port Elizabeth this week to assess the circumstances surrounding the industrial unrest at the city's Ford Cortina plant.

Mr Chuck Ohlgen, US Consul in Cape Town and another official, a senior labour attaché from the Embassy in Pretoria, held talks with all parties involved in the dispute that has racked the plant over the past three weeks.

Among those consulted were Mr Thozama Botha, leader of the PE Black Civic Organisation, union officials and Ford industrial relations officials.

The US Government's interest in the issue is understood to stem from the fact that Ford subscribes to the Sullivan Code of fair employment practices which have the support of the American Government.

And in another development on the labour front in Port Elizabeth yesterday at a mass meeting of workers held at the Holy Sijrit Anglican Church hall, KwaZakhele, a Save Workers Fund, was started which will look after the interests of the dismissed workers while the dispute is still unresolved.

INQUIRY

The meeting also decided to write a letter to the mother plant in Detroit urging the mother plant to appoint a commission of inquiry to visit South Africa. Its mission should be to investigate the existing conditions in the plant, listen to the grievances of the workers and consider re-instating all dismissed workers.

Among the grievances listed are calls for the scrapping of job reservations which the workers claimed was still practiced at Ford and which was protecting the interest of whites.

- The workers also call for equal pay for equal work.
- No victimisation based on colour or race.
- People should not be dismissed without tangible reasons being given.
- They complain about:
  - Failure of the management to maintain good relations between black and white workers.
  - Imbalance in training periods between black and white workers.

Workers claimed in the letter that whites become supervisors after training for only three months whereas the blacks have to undergo training for three years.

Letters have also been sent to the secretary of the South African Council of Churches, Bishop Desmond Tutu and to the chairman of the Soweto Committee of Ten, Dr Ntshengeni Motlana.

UNREST

The workers from two other companies involved in industrial unrest have been included in the Save Workers Committee. The number of workers re-employed by Ford by yesterday has risen from 50 to 95.

At General Tire, an undisclosed number of workers from the ranks of the dismissed strikers were re-employed on Tuesday and the management expected to employ more yesterday.

SA Adams Paper Mill management reported that the turnout at the mill was 40 per cent.
Employment codes in SA have flourished since Leon Sullivan of the US spelt out his six principles in early 1977. Foreign companies and governments have latched on to such codes to escape disinvestment pressures. But, argue in my article of the codes, their proliferation and the growing number of signatories doesn’t mean very much, since monitoring is either non-existent or ineffective.

The main codes are the Sullivan code (for American firms), the EEC code, the Canadian code, and the local Sacrcola code. The latter was initiated by the Urban Foundation and Sacrcola, which claims to represent about 80% of South African firms. Neither the Canadian nor the Sacrcola code have any monitoring device.

The Canadian government merely recommended to Canadian firms that their subsidiaries in SA adopt its code and report to shareholders.

The monitoring of the EEC and Sullivan codes is based on company reports, often in the form of answers to questionnaires. Since March 1977, the number of companies has grown from 12 to 120, and the third progress report is out soon. The report says that most of the companies have developed guidelines, objectives and timetables for action programmes. This, it argues, illustrates their commitment to the principles.

Nonetheless, relying on company reports is not a satisfactory basis on which to monitor. And as long as this is the case, the report’s credibility will remain suspect.

The EEC code was adopted two years ago. But its monitoring is only just getting off the ground. Britain and France are the only two countries now recovering the section of the report which deals with the code.

Credibility problems

Employment codes in SA have flourished...
The third annual report on the implementation of the Sullivan Principles by the signatory American companies in South Africa is in the wake of the House of Commons debate on the matter of change generated by the situation.

The report notes there has not only been an increase in the number of signatory companies — up by 15 to 135 by overall view in efforts to bring the code up to the code. Indeed, it claims that a majority of participants, about 65%, are "progressing" quite well. Of these, 60 belong to the "making good progress" category, including major and relative names like Ford, General Motors, and Atoll. 

Particularly, the Sullivan Code still falls short of its initial objective of involving American companies as pressure groups for change. The fact is that the "Statement of Principles" has become a powerful force for moral change in South Africa and has been a key factor in shaping the debate on the issue.

The report also notes that the data from this report show that the situation is much better than anticipated in previous years. The conditions are crying out for significant changes which could be made if the companies were to provide a more complete and explicit portrayal of development. On labour relations, issues are regarded by many as the core of the code — the reporting companies have a poor record. Prior to Rhodesia, the Sullivan Code included the condition that signatory companies must support the elimination of discrimination against the rights of blacks to form or belong to unions or to register unions. That road is now under investigation of the labour movement since only white unions were initially recognized. Specifically, it noted that companies should "acknowledge generally the rights of black workers to form their own unions."

No visible attempt

There has not been any visible attempt to embrace or encourage mixed unions. Resumption of the weight of white unions and the legislative apparatus is still faced against this. In terms of gaining full or substantial recognition to black unions — an issue that as far as legal subject to restrictions — the signatory companies have made poor progress. Only two companies have thus far followed the principle of acknowledging union rights of representation, Ford has granted substantial de facto recognition of the unions. The United Mine Workers' Union, and Kellogg has done the same with the United Mine Workers' Union. Kellogg, incidentally, is rated as a "making acceptable progress" unit, the second best category. The result is once again the work of the Arthur Little Foundation, a Boston based management consultancy. The Foundation monitors the activities of companies based on data supplied by management only. The inadequacy of this procedure is aggravated by its presence from the situation. The full plan is that data supplied by management will often give a picture that is remote from the shop floor.

The Third and Fourth Schedules to the repealed Act shall, notwithstanding the repeal of that Act, remain in force and shall be deemed to be regulations made under section 15 of this Act until repealed by regulation.

Any proclamation issued under any law repealed by this Act and in force at the commencement of this Act shall remain in force until repealed by regulation.

17. Proclamations.—(1) The State President may by proclamation in the Gazette from time to time amend or add to the provisions of the Schedules to this Act.

(2) Any such proclamation may prescribe different provisions in respect of different types of companies.

(3) The provisions of any such proclamation amending or adding to—

(a) Table A or B contained in Schedule 1 shall not apply in respect to any company in respect of which the provisions of the Table in question applied immediately before the date on which the proclamation took effect;

continued on page 505
The third biannual report on the implementation of the Sullivan Principles by the signatory American companies in SA comes in the wake of the climate of change generated by Wiehahn.

The report says there has not only been an increase in the number of signatory companies — up by 19 to 135 — but an overall rise in efforts to live up to the code. Indeed, it claims that a majority of participants, about 80, are “passing” quite well. Of these, 22 belong to the “making good progress” category, including major and relatively labour-intensive firms like Ford, Colgate-Palmolive, and Mobil.

About half the companies, 62, are making “acceptable progress,” and in this category are General Motors, Firestone, and Johnson & Johnson. Only nine of the signatories “need to be more active.” International Harvester and Carnation Foods are two of these.

Despite this optimistic tone, however, the Sullivan Code still falls short of its main objective of involving American corporations as pressure groups for change. The claim that “The Statement of Principles... has become an important force for social change in South Africa” seems overstated. There have been apparent breakthroughs in bringing down social barriers, such as in multi-racial canteens. The report adds, however, that the data “can only show part of the situation; they miss the nuances of daily behaviour and the significance of attitude changes which could, if collected, provide a more complete and explicit portrayal of development.”

On labour relations issues — regarded by many as the crux of the code — the reporting companies have a poor record. Prior to Wiehahn, the Sullivan Code included the condition that signatory companies must “support the elimination of discrimination against the rights of blacks to form or belong to government registered unions.” This could only mean integration of the labour movement since only white unions were legally recognised. Specifically, it urged that companies should “acknowledge generally the right of black workers to form their own unions.”

No visible attempt

There has not been any visible attempt to forge or encourage mixed trade unions. Presumably the weight of white unions and the legislative apparatus is still dead set against this. In terms of giving full or substantial recognition to black unions — an issue that is far less subject to restrictions — the signatory companies have made poor headway. Only two companies have thus far affected the principle of acknowledging union rights or representation. Ford has granted substantial de facto recognition to the black United Auto Workers’ Union, and Kellogs has done the same with the Sweet, Food and Allied Industries Union. Kellogs, incidentally, is rated as a “making acceptable progress” unit, the second best category.

The third report is once again the work of the Arthur Little Foundation, a Boston-based management consultancy. The Foundation monitors the activities of companies based on data supplied by management only. The inadequacy of this procedure is aggravated by its remoteness from the SA situation. The pitfall is that data compiled by management will often give a picture that is remote from the shop floor.
Code vital, firms told

"Here is the text of Assistant Secretary of State Richard Moore's remarks at a Washington dinner in a series of annual meetings held jointly by Rev. Leon Sullivan and the signatories of the Sullivan-initiated statement of principles for United States firms operating in South Africa.

South Africa really poses a series of problems which are among the most critical and compelling that our nation will face in the coming decade. It lies at the centre of the whole nexus of problems involving the relationship of the United States and the African continent.

Perhaps it's not on the order of magnitude of SALT or the Middle East, but in Mr. Moore's estimation, it's right up there in the top three or four, and that's been reflected in his activities in the course of this administration.

The questions that arise in connection with our relations with South Africa are very controversial and also very deep emotions. They involve very serious practical considerations.

Some say the United States is in a government-private group, the American public in general is not right, no occasion, to address itself or be concerned about what happens in the Republic of South Africa.

I think some Americans believe we should simply ignore this human situation, that there is no reason why we shouldn't.

Others would say that it will protect our country in the long run to have a handpicked policy of problems to see that we try to influence its actions and not do what we can to try to get our place in a way that which we do for everyone today, for sure in 20 years, as the regime which now is the one we are facing today, we will ultimately have to address the problem, and yet, when it is the case that far more difficult and scary, and that it has.

IMPORTANT

The importance, however, to give you as corporate executives a featur that is in connection with the conflict or American foreign policy, any more than I am here, I would like to give you a few lectures about what it is that you, people should do about a name of humanity.

I'd like to emphasize that you are doing quite a good, very important job. It is laden with a significance, that others have a interest in it. I think of it this term is not just beyond the borders of the international marketplace.

I'd like to begin by describing South Africa as it looks to us today.

If you're not happy with that the way that your words are changed in South Africa is more important, it than what the world is, we're not going to be able to change it.

As we look at it, we see a society, in which people are of all races, in which there are no predetermined roles.

In the complex society, nevertheless play a key and visible role. The economy is being integrated across racial lines, the people of all races feel deeply that there are a common share in South Africa's future.

There are some interesting things going on in South Africa. They are the result of various pressures and motivations and sometimes contradictions.

There has been the promise of major change, and what you may find to be a degree of heightened optimism from which it may be difficult to pull back.

The United States Assistant Secretary of State Richard Moore . . . spelling it out.

For instance, a number of hundreds of blacks are being hired by firms in Johannesburg.

The problem and the interest in the number of black Africans in Johannesburg, for that matter, has been removed.

Black labor continues to be denied the full-fledged freedom of thought and opinion to organize, strike, and participate in elections is detailed. And, as a result, it is impossible to conclude that these problems, these changes are in the right place.

The word is not enough, it does not support that conclusion.

This cannot conclude that blacks can or will change to a significant extent, the international market place.

American firms have modified their policies to be more patient.

We cannot conclude that the situation will not change, that change will not improve.

CHANGE

I think it is, and I believe in the process of change that is to come, to what we're talking about in this country, in the sense of change that we've come to believe in, in the sense of change that we've come to believe in, in the sense of change that we've come to believe in.

Certainly, there are changes that will come in South Africa, and there are changes that will come in the world of business.

These changes will be felt by everyone who does business in South Africa, and not just in the United States.

The changes that are coming will be significant to our economy, and to the world of business, to the world of business, to the world of business, to the world of business.

The changes that are coming will be significant to our economy, and to the world of business, to the world of business, to the world of business.

In that case, you are under great pressure to make changes. There is no choice but to make these changes.
Black might fly for SAA

SOUTH African Airways will consider applications from black, Indian and coloured prospective pilots if they are sufficiently qualified, a spokesman said yesterday.

His announcement follows earlier disclosures by the South African Air Force — where SAA draws most of its pilots — that blacks would not be stopped from applying to become pilots.

An Air Force spokesman said applicants had to be South African citizens between the ages of 17 and 24 with Standard 10 with mathematics, English and Afrikaans as subjects.

This is not new policy for the force, but it is the first time it has been interpreted to mean applications would not be rejected purely on racial grounds.

The SAA spokesman emphasised that SAA’s pilots had to be extremely proficient — having undergone “ad-initio training” — before they were even considered for flight training with the airline.

A survey of other airlines operating services in South Africa revealed that none — with the exceptions of Air Malawi and Lephalale Air — have black pilots.
EMPlOYMENT CODES

Credibility problems

Employment codes in SA have flourished since Leon Sullivan of the US spelled out his six principles in early 1977. Foreign companies and governments have latched on to such codes to escape disinvestment pressures. But, argue many critics of the codes, their proliferation and the growing number of subscribers doesn’t mean very much, since monitoring is either non-existent or ineffective.

The main codes are the Sullivan code (for American firms), the EEC code, the Canadian code, and the local Sascora code. The latter was initiated by the Urban Foundation and Sascora, which claims to represent about 80% of South African firms. Neither the Canadian code nor the Sascora code have any monitoring device. The Canadian government merely recommended its Canadian firms that their subsidiaries in SA adopt its code and report to shareholders.

The monitoring of the EEC and Sullivan codes is based on company reports, often in the form of answers to questionnaires. Since March 1977 the number of signatures to Sullivan has leapt from 12 to 153, and the third progress report is due this year. The report says seven “task groups” (made up of representatives from signature companies) have developed “guidelines, objectives and timetables for action programmes.” Thus, it argues, illustrates their commitment to the principles. Nonetheless, relying on company reports is by no means a satisfactory basis on which to monitor. And as long as this is the case, the report’s credibility will remain suspect.

The EEC code was adopted two years ago. But its monitoring is only just getting off the ground. Britain and Italy are the only two countries now receiving the second round of reports from companies with SA subsidiaries. However, up to now, Britain is the only country that has published a report.

German, Dutch, and French subsidiaries submitted reports to their governments for the first time last year. In a month or two, the German government will publish its report. Just over 50% of the Dutch companies have submitted reports which were put before the lower house of parliament a month ago. Before September, about half of the French subsidiaries had sent in their reports. The Italian, French, and Dutch reports are unlikely to be published.

These reports to foreign governments will do little to ward off pressure groups. According to one critic, as long as the results of the companies are kept from the public eye, and highly subjective employee reports are relied upon, the assessments will lack credibility.

The EEC fears that the EEC could call on trade unions to comment on the company reports. According to Frosato’s Alec Form an is the only possible way of ensuring union organisation, which SA lacks. Thus, unions could only play a limited role in monitoring. Frosato has just prepared reports on three companies where its unions are well-organised, and these will be released soon.

Thus says that it is keeping an eye on firms which have subscribed to the codes and will publish its findings. The union admits that lack of resources will make them unworkable and that the code is not a very effective monitoring device.

Inkatha claims that it is also monitoring the codes. According to Gibson Thulah, Inkatha’s publicity officer, “Lots of subscribers to the codes have been made accessible to workers and a few companies have been visited, but we don’t have the staff to do this properly.”

So far, Inkatha has not made any statement on its findings. Thulah argues that “we are still working on our way.”

Mr. Razis of UCT is interested in setting up a university-based body which will monitor all the codes. It would serve as an information service, as well as investigate employment practices. Obviously, having a third party to investigate would be better than relying on employers and trade unions. But the codes effectiveness ultimately depends on the companies, for it is up to them to try whether a third party can have access to premises and talk freely with employees.

17. Proclamations.—(1) The State President may by proclamation in the Gazette from time to time amend or add to the provisions of the Schedules to this Act.

(2) Any such proclamation may prescribe different provisions in respect of different types of companies.

(3) The provisions of any such proclamation amending or adding to—

(a) Table A or B contained in Schedule I shall not apply in relation to any company in respect of which the provisions of the Table in question applied immediately before the date on which the proclamation took effect;

continued on page 505

ISSUE NO. 12 503 (1)
RAW DEAL, SAYS UNIONIST

MULTINATIONALS GIVE A

For the Workers

BLACK WORKERS EMPLOYED BY VARIOUS

W orkers the world over demand the right to form unions. The organized worker is a force for change. He or she has the power to better their conditions. The multinational corporation is an exploiter. It holds the workers in a state of servitude. The multinational corporation is a menace to society. It must be stopped.
FAIR EMPLOYMENT PRACTICES

1-1-80 - 31-12-80
The totals in each column are then multiplied to arrive at a final score which forms the basis of its ranking. This is necessary to remove problems with low prevalence (yaws), or vulnerability to management (common cold) from priority contention.

An Epidemiological Approach

An overall definition of the objectives of health care is the cornerstone of this approach; these objectives must be expressed in indicators of public health status in such a way that the benefits of each programme can be measured in terms of these indicators and their priority assigned accordingly.

The proposed measures of health status will relate to at least two dimensions of health: length of life and quality of life. Mortality rates define the first dimension, those of morbidity relate to the second. Within 'quality of life', even as it is related to health in its narrow definition, one might wish to distinguish other dimensions: degree of disability, for example, can be distinguished from degree of pain.

However, unless a single indicator is adopted, the possibility remains of a conflict between programmes designed to reduce different indicators of health, say, morbidity and mortality, although decision-making will have been greatly simplified. For example, should some of the funds channelled into research on prolonging lives of heart patients be used to control the spread of bilharzia? Questions like these are resolved politically whether or not the answers are embodied in an indicator (or a financial measure of benefit) or not.

The Johannesburg City Council is poised to start closing the wage gap between black and white employees.

Once objective grammes can be chosen, subsequently lacking health program scientific to data on health dispositions.

The effect of introducing selective various kinds of health problems, to render the analysis of a much wider range of choices possible as if they were questions of efficiency. Choosing the most cost-effective methods of reducing mortality and morbidity.
Union rejects assurance by mine management

By Sieg Homan, Labour Reporter

One of the most enlightened mining unions has rejected an assurance by mine management that the jobs and pay of every "current employee" will be secure when changes are made in "labour utilisation."

The undertaking accompanied the January pay cheques of whites employed on mines which are members of the Chamber of Mines.

The assurance is "disturbing in the extreme," says a circular which the Mine Surface Officials Association (MSOA) has sent to its 14,500 members.

The circular questions the good faith of mine management and says their assurance implies that jobs will be downgraded.

To guard against this, the MSOA called for an urgent investigation into the possible creation of non-racial employment safeguards of the kind adopted in the steel and engineering industries.

The MSOA said it would not stand in the way of fair employment practices which opened avenues of employment equally to all races. But such a process had to be based on equal pay for work of equal value, appointments on merit and open to all.

"If the MSOA cannot allow salaries and conditions to be diluted in any way — not even for the sake of the optimum use of manpower resources," said the circular.

Referring to its efforts to organise coloured miners so that their employment conditions can be brought in line with those of its own (white) members, the MSOA says:

"The mere fact that this needs to be done draws the good faith of management into doubt."
FATTIS & MONIS STRIKE

For almost a month 68 workers at the Fattis & Monis factory in Bellville have been on strike. They struck because five of the fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work, and if no agreement was reached, 80% of the workers were asked to leave and go to other work. Although three dismissals were of coloured workers, more than half, African contract workers: In spite of the threat of being dismissed, the African workers have stood firm with their brothers. "We're stopping the strike," a worker from the Deep Sea collection said. "We're not going to separate. We're going to continue working, and we're going to fight for our rights."

Officials of the 700 member union said the dismissals were "unjustified." The worker's union, the National Union of Metalworkers of South Africa, is considering a strike against the company. The union has called for a boycott of Fattis & Monis products and is seeking a meeting with the company to discuss the workers' grievances.

Meetings with management have been unsuccessful, and the union has threatened to escalate the conflict if a resolution is not reached. The union is demanding reinstatement of the dismissed workers, an end to the practice of dismissing workers for union activities, and a fair and equitable industrial relations policy.

At a meeting of students at U.C.T. over 500 students supported a call for a boycott of Fattis & Monis products. However, the company's production is not affected by the strike.

Who are Fattis & Monis? Fattis and Monis is the factory which produces the following products: All Record flour products, including self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, White or brown flour. All products under the Fattis & Monis brand name, including wax packets, wafers, cake cups, macaroni, spaghetti, large and small shells, ribbon noodles, noodles, narrow, plain and green, rings and dillatines; All the above noodles and spaghetti under the following brand names: Pick-N-Pay, Pot's Gold, Princess, Checkers and Romance Philadelphia Flour and Kneebone Mills. The meatball meals are also made by Fattis and Monis.

Control over a number of Bakeries including Wrench Town Bakery in Observatory, Good Hope Bakery, Blaie River and Blaie Bakery in Somerset West.

Published by Comm. Comm.
null
(2.2.) The Day Hospitals compared to the Soweto and Eastern Province clinics.

The eight clinics in Soweto form a separate department of Baragwanath Hospital. They are responsible for curative health care only. Four of the clinics have 24 hour maternity facilities where low risk confinements take place under the supervision of midwives. There are no operating theatres or X-ray departments at the clinics; this, plus all laboratory analyses, physiotherapy, occupational therapy and social work is centred at Baragwanath Hospital. There is no general outpatient department at Baragwanath and patients requiring specialist attention and the services mentioned above, are transported from the clinics to the hospital. There are two district services operating from each clinic - a district nurse service and a district midwifery service.

Since the riots of June, 1976, only three clinics have re-opened. The reluctance of doctors to enter the township has led to the establishment of a service run largely by nurse physicians - each clinic has its own team of nurses with one doctor to whom difficult cases are referred. Nurse physicians receive two months additional training in the diagnosis and treatment of common illness. Between January 1977 and March 1978, the nurses examined more than 100,000 patients, of these 80% were treated and discharged and the balance were referred to doctors. The system has been accepted by the community - in the same period, only 24 elected to see a doctor instead of a nurse.

In the Eastern Province, primary health care (curative) clinics exist at Cradock, Graaff-Reinet, Grahamstown and at KwaZikhele in New Brighton, outside Port Elizabeth. At each clinic one doctor and four sisters treat 200-250 patients per day. Of these, 70-75% are treated by sisters, the rest being referred to the doctor. No procedures or paramedical treatments are carried out at these clinics. The KwaZikhele clinic is staffed by sisters only. Complicated cases are referred to Livingstone Hospital. In 1977, 89% of patients were treated by sisters at a cost per patient of K1.80. (This includes only the cost of diagnosis and prescription, not administrative overheads.)

In conclusion was reached that there was wide health services to all classes of hospitals and outpatient departments here were lacking should a m. Many preventive health clinics should be established in the USSR. Primary health centres in the country, with polyclinic levels. The concept spread the socialistic bloc. Outside health centre attracted

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Work the same, but whites get more pay

WHITE, coloured and black enumerators will earn different salaries for doing the same work during the national census in May.

This was confirmed today by a spokesman for the Department of Statistics in Pretoria.

Whites would earn R21 a day, coloureds R16.80, and blacks R15.65.

He admitted that they would be doing "basically the same type of work," and said that the rates had been determined by the Civil Service Commission.

"The Government is working towards narrowing the wage gap. These rates have been given to us and there is nothing more we can do about it," he said.

MORE NEEDED

The enumerators would begin work on May 6 for about 12 days. Each would have to call at 150 to 200 addresses a day, question 850 to 1,100 people.

Enumerators of all races were still needed in many areas, including Wynberg, the second biggest census area in South Africa, stretching from Llandudno to Macassar and including black townships, Crossroads and Mitchell's Plain.

A spokesman there who approached The Argus for help in canvassing for enumerators refused to give the pay rates and referred The Argus to Frederik... "DISCRIMINATION"

The Rev. Alan Hendrickse, leader of the Labour Party, said it was again a case of discrimination.

"I'm sure black enumerators, who will be operating in black areas where there is a higher degree of illiteracy, will have a much more difficult task to gather the necessary information," he added.

"This also makes nonsense of the Government's promise to narrow the wage gap between the various race groups."
While most South African employers resent reporting on their employment practices, Siemens takes special pride in exposure.

It disarms critics with frankness.

It opens its factories to more than 300 international visitors a year, not to mention many more local visitors such as top business leaders and parliamentarians.

And it provides detailed facts and figures on labour relations and conditions in its annual reports.

All South Africans are sharing the dividends of this open door policy, because it has made Siemens a leader in the fight against disinvestment.

There are increased dividends for shareholders as well — hard cash returns worth 24.4 percent of nominal capital.

Yet this subsidiary of a German company lives up to the EEC code's stipulation of paying at least 80 percent more than the minimum wage required to satisfy the basic needs of a worker and his family.

Indeed, its lowest paid workers have incomes of 72 percent above the minimum living level, visitors heard last week.

In its latest annual report, issued today, Siemens reiterates the crucial features of its employment policies — merit alone decides who is to occupy the individual workplace and racial integration takes place "not as a matter of force, but as a matter of course."

Thus, integration of caucuses is still proceeding in consultation with local liaison committees, but six of the 13 liaison committees have become racially combined, in addition to the multiracial branches.

Siemens sees this process as desirable among its trade unionised workers of all races as well.

"Surely, separate and parallel unions must seem less desirable when many other trends point to economic integration," say the chairman, Dr W. H. Coetzee, and the chief executive, Mr. W. E. Wentges.

In line with the non-racial employment guidelines in the metal industry, Siemens obtained the approval of worker representatives of all races for the promotions of 270 wage earners in the past financial year.

The proportion of blacks among those promoted added to the proportion of black wage earners.

The first black joined management as recently as last September. But the number of black and coloured workers in skilled and semi-skilled categories has increased from 10 in 1968 to 1,501 last September.

"A most impressive result of uniting training," Siemens reports.

In addition, races other than white now account for 10 percent of salaried staff excluding management.

Of the 137 people promoted from wage earning to salaried staff last year, 48 were black and coloured workers.

Siemens is not the only employer seeking to harmonise people of a multitude of different backgrounds on one common socio-political denominator.

"Indeed, it sees the Government itself as steering the economy into integration."

But few other employers can claim that in their firms the "former backlog of the lowest paid has been overcome."

This is why Siemens can warn with justification that "further unproportional developments would endanger the economy's first priority, the creation of job opportunities."
White technicians earn a lot more

THE ASSEMBLY -- White telecommunication technicians earn a starting salary of R124 a month more than blacks.

This was revealed by Mr Hennie Smit, Minister of Posts and Telecommunications, in Parliament yesterday in reply to a question by Mr Horace van Rensburg (IPF, Brakpan).

Mr Smit's reply also showed that coloured and Indian technicians earn a starting salary of R58 less than whites.

Commenting on the statistics, Mr Van Rensburg said there could be no justification for discriminatory pay to technicians of different races.

"It makes a mockery of Dr Pieter Kroonhof's pious pronouncements that the Government will not rest until all race discrimination is removed."

Mr Smit also challenged the Prime Minister to tell us whether this is an example of so-called 'necessary' discrimination, and if so, why?

"Discriminatory rates of pay were a deplorable example of race discrimination. All the technicians have to pass the same stringent examinations and they all have to do the same work to the same standards," Mr Van Rensburg said.

According to the statistics released in Mr Smit's questions, 11 black, 68 coloured and six Indian have qualified as telecommunication technicians.

The commencing salaries for whites is R130 000 a year plus a R118 personal pensionable allowance for blacks it is R24 475 plus a R30 personal pensionable allowance, for coloureds and Indians, it is R3 267 plus a R15 personal pensionable allowance.
Conditions - Posanu
about blacks' working
Foreign Inqums Invig
S. Res. 42/46
There is a widespread lack of commitment to "equal and fair employment practices for all employees" at the Ford Motor Company of South Africa.

The implementation of this element of Principle Two of the "Sullivan Principles" may be seen as the central element of the entire code, says a report released today.

The report was compiled by a team from the SA Institute of Race Relations invited by Ford to conduct an "audit" of the company's operations in Port Elizabeth.

The team was headed by Professor M.G. Wilson, head of the anthropology department of Rhodes University.

Sullivan's Principle Two says "equal pay and fair employment practices for all employees."

Today that heading, the report comments, may also include "Coloured and black union representatives are extremely sceptical of the objectives of the movement. One of the union officials described the Sullivan Principles as "not worth the paper that they are written on."

In fact, over the past years, for the overwhelming majority of hourly paid workers, there has been a decline in their real standard of living.

While some progress has been made in equalising terms and conditions of employment, the company has a very long way to go, the report says.

Figures tend to lend credence to the belief held by many black workers that while there is no institutionalised discrimination between white and non-white workers, there is a strong personalisation of discrimination between white and non-white workers, which has a very long way to go, the report says.

Negative attitudes are reinforced by the belief that the company, through industrial relations officers, has close connections with state security agencies. This fear will be overcome only when all suspicion of state security intervention has been removed, the report states.
STUDY FINDS PAY BELOW SURVIVAL LEVEL

Before front addresses front workers in management

AMERICAN: Pay rates furnish both address front workers in management

of Cheese Car Workers

NO FORD IN THE FUTURE

SUNDA POST March 7, 1949
Curbs on black managers may go

The minister was asked whether this provision of the Group Areas Act was to be withdrawn. He said: "An in-depth investigation is being undertaken into its possible amendment as well as the amendment of other related proclamations which regulate these matters in areas other than group areas.

"My department only became responsible for areas other than group areas on March 1, 1969 and a firm indication of when it will be possible to issue amending proclamations can unfortunately not be given at the moment," Mr. Steyn said. — PC.
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Women doctors fight for tax reform

A group of South African women doctors said that it has been making representations for three years now to have the system of joint taxation of married women and their husbands changed.

"We have been told by the Minister of Finance and officials of the Department of Inland Revenue that we were not entitled to have our considerations taken into account," said the group in a statement.

"But we have achieved nothing by our silence," said Dr. Leonore van Rensburg, who heads the women's group. "We have been ignored and not informed of the Minister's decision.

"It is time for a change," said Dr. van Rensburg. "The system is outdated and unfair. It is time for a change." The group has now decided to take their case to court.

Dr. van Rensburg said that since 1948 there have been discussions on the question of separate taxation for married women.

"On not one of these occasions did we have a woman and think of the time and money they have spent in their 31 years of investigations," Dr. van Rensburg said.

Dr. van Rensburg said that she and her fellow doctors had been received sympathetically by the Minister of Finance and his department officials, but that they had received no satisfaction.

"In 1974 we were told they would do nothing," Dr. van Rensburg said. "They have not done anything since that time.

Dr. van Rensburg said that in their last meeting last month the Department of Inland Revenue had announced it would tax married women separately from their husbands.

"We have always argued that married women should be treated as individuals," Dr. van Rensburg said.

The Women's Medical Association of South Africa has also argued against the tax system, and also at a time when the Government service of South Africa's National Health Service announced it will tax married women separately from their husbands.

Dr. van Rensburg said that the administration of a separate system was too difficult, that they didn't have sufficient staff to keep track of the situation.

"We suggested that they didn't have to keep track of the situation. We came up with all sorts of ideas for overcoming their administrative problems.

"But at this stage their arguments don't hold water because they managed to organise GST within a couple of months.

"But we are still here," Dr. van Rensburg said. "We are still here to fight for our rights and our responsibilities.

Dr. van Rensburg questioned whether it was fair to penalise married working women because the Department of Inland Revenue already had staff problems.

"And we stressed that deductions don't do it all. They need to pay for domestic help, transport costs, clothing, etc. It's not enough. We have worked long and hard to make these changes possible for us to work.

Dr. van Rensburg repeated that the married working woman was an individual who deserved to be treated as such.
Will Wednesday's budget herald a new era in taxation for married working women? It will be presented at a time when the South West Africa/Namibia administration has announced it will tax salaried married working women separately from their husbands. In South Africa a group of women doctors has added its voice to the growing protest against the system of joint taxation of married working couples. And the number of people who say they won't marry because tax penalises them is growing.

"I am living with someone whom I would like to marry, but we are both in executive positions and the money we would have to pay in under the present system of joint taxation would be prohibitive," says a Johannesburg managing director, Charlene Leibman.

Mrs Leibman who is divorced with two children, runs her own ultrasonic applications firm. She is living with a man who is divorced and has custody of his two children.

"We have estimated it would cost us R300 a month over and above our PAYE contributions to marry. We have spoken to our auditors and accountants and there is no way around it," says Mrs Leibman.

"I am doing a man size job, I employ highly qualified engineers and I don't mind paying my tax. But I don't see why I should be penalised for working and I resent having my tax status removed on marriage."

Mrs Leibman feels as a university graduate that the State put a lot of money into her training. "I'm trying to put this back into the economy, but if I marry I can't.

"I'm fortunate I have the choice of staying unmarried. As you get older you don't worry so much about convention."

"This living together because of tax has become a social phenomenon. I'm prepared to speak out for all those who can't."

Mrs Jocelyn Scharrer, creative director for a Johannesburg advertising firm who was recently divorced, said this had meant a considerable saving for her.

"We were paying in thousands of rands a year over and above our PAYE. In 1976 my husband and I paid in R9 000 extra," said Mrs Scharrer.

"My tax consultant says I will now only have to pay in a couple of hundred rands and my ex-husband will even get some money back!"

A divorced woman who did not want to be named, said she and her ex-husband were in the process of getting together again. "If we do, we won't marry, we'll just live together because we have calculated we would lose R60 a month in tax over and above our PAYE.

"A hell of a lot of people are in this situation. You can divorce terribly quietly you know, then live together as Mr. and Mrs. I know a lot of highly paid executives living together."
SWA/Namibia wants skilled women to return to work

South West Africa/Namibia has adopted a system of separate taxation of salaried married working women because it wants to draw skilled women back into the labour force.

The Chairman of the Executive Committee of the SWA/Namibia Administration said in the mini budget speech on February 19 that there was a need “to encourage married women to offer their services to the country by returning to work.”

An official of the SWA/Namibian government services told me they had realised that many married working women did not regard their R1,000 deduction as enough to leave home for.

“The tax system wasn’t attracting women,” he said. “This new system will mean a loss of revenue — it will cost us about R3 million. But we hope we will get this back in the form of more working women putting it back into the economy.”

He said women would not have their own tax status. The husband would still remain the responsible tax payer. He would have to make up any shortfalls and he would receive the cheque for any surplus paid.

He also said the new system would only apply to salaried women, not those with their own businesses or those who worked for, or with their husbands in private companies.

Here are two examples which were given in the mini budget of tax savings for married working couples under the new system in SWA/Namibia:

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I learnt of a further example where a married couple with no children with the husband earning R15 000 and the wife R10 000 would save R240 in the 1980/81 tax year.
R2.071 m BILL FOR CHANGES — WITS BUSINESS EXPERT

Firms turn to all-race job rates

BIG BUSINESS is switching to nonracial rates for the job — and the change will cost the economy around R2.071-million a year, according to figures published by C G Cogill of Wits Graduate School of Business Administration.

Following the Wibsham Report, it is believed that about 80% of all companies employing more than 250 staff have voluntarily begun implementing standard rates to end racial discrimination in the workplace.

Most businessmen involved in such projects are reluctant to talk about them.

But universities report daily calls for help from industrialists enlisting their aid in what is proving to be a complicated change-over.

The price of the switch, calculated at about R2.071-million a year by Cogill, has been generally accepted by the authorities.

But Cogill emphasises that this cost involves only the upgrading of pay for jobs where Blacks and Whites are performing equivalent tasks.

Based on research published by companies who have recently emerged from the experience, increases to wage bills will range from 12 to 18 per cent.

Within a very short time, most South African companies are going to be faced with closing the wage gap — because of overseas pressure, pressure from the townships or simply because of management's growing desire to eradicate discrimination.

Nordberg Manufacturing Company has recently completed the process. All 300 of its White and 600 Black, Coloured and Asian workers now receive a rate for the job with no discrimination.

Total cost to the company was an 18 per cent rise in current former payroll.

Nordberg's personnel manager, Johan Moller, explains that the company's management realised that the longer they postponed the operation the more expensive it would become. With every pay raise the gap between skilled and unskilled workers was widening.

For Nordberg, closing the pay gap consisted of developing a completely unified pay structure. All employees — irrespective of race, colour, whether hourly-paid or salaried — are now compensated according to one pay curve based on one system of job evaluation.

The grading system to evaluate jobs, regardless of race or sex, was based on the principles formulated by Professor T. Paterson.

First step for Nordberg involved a statistical analysis of present Black and White wages by job grade. Then a market survey was conducted.

Wage indices, such as SLL were consulted, alternative structures were costed and within the parameters of this framework Nordberg's budget wage structure was evolved.

Two clear wage curves emerged — one based on existing White jobs and another on existing Black jobs. Once these had been merged, the personnel department took over.

They had to solve problems such as — how would White employees face these changes? Would they regard closing the wage gap as a threat to their positions? Would Blacks fear widespread unemployment?

And so on...

Moller points out that, as Blacks moved into jobs previously reserved for Whites, their pay rates automatically complied with those of Whites on equal skill and performance levels.

He says: "Nowadays, if any employee asks why he or she is getting say, R5.00 less than his colleague or superior, we are able to present this person with a rational explanation. Some firms may find that they simply cannot afford the additional costs involved in closing the pay gap, but they can make some adjustments."

Moller points out: "Two crucial areas should be..."
Parliamentary Staff

DR Alex Boraine (PFP, Pinelands) called in the Assembly yesterday for the removal of laws that restricted the employment of people.

Speaking in the second-reading debate on the Budget, he said the unemployment situation was severe in black urban areas and could only be described as 'calamitous' in the rural areas.

When it was considered that most of the unemployed were young and were to be found in the disfranchised sections of the population, the problem took on serious political implications.

Dr Boraine said job creation would be assisted by the removal of certain legislative provisions, including provisions of the pass laws, the Black Urban Areas (Consolidation) Act and the Environmental Planning Act.

In addition, the restrictions in the labour preference areas, such as in the Western Cape, should be lifted.

"In short, any law which places restrictions on the ability of a man to receive or provide employment should be lifted," Dr Boraine said.

Economic growth needed to be encouraged at all costs.

Even if South Africa achieved a growth rate of 6 percent the country would still not be able to absorb all its people into the economy.

POSITIVE

Probably the biggest positive step the Government could take towards overcoming the unemployment problem was to speed up and intensify education and industrial training.

The provisions of the present Budget simply did not match the demand for jobs.

The Collie Commission had reported that one of the aggravating factors in the 1976 Soweto uprising had been the lack of work for new job-seekers.

It was imperative, therefore, that attention be given to at least three aspects of the unemployment problem — to identify the causes of unemployment, to counter as far as possible these causes and to take positive action to create employment.
Boraine slams wage gap

CAPE TOWN — Dr Alex Boraine yesterday criticised the widening wage gap as tragic, disgraceful and a warning to South African society.

Dr Boraine (FDP, Pinelands), the opposition labour spokesman, referred to average monthly salaries for various race groups detailed in the report of the National Manpower Commission.

The commission reported that the percentage difference between the wages of Coloured and black workers in non-agricultural sectors appeared to have shrunk between 1978 and 1979. Dr Boraine said separate figures of average actual earnings showed the wage gap in money terms was widening every year.

In the mining sector, average monthly earnings of whites in 1970 was R586 and that of blacks R18 — a difference of R368 a month. In 1979 whites earned an average of R989 a month and blacks R140 — a gap of R849.

Similarly the difference in average monthly earnings of whites and blacks increased in the manufacturing sector from R248 a month in 1970 to R617 a month in 1979, and in the government and service sector from R222 to R424.

"There is the same dismal story of an ever increasing gap in average monthly earnings between whites on the one hand and Coloureds and Indians on the other," Dr Boraine said.

These startling and disturbing figures are a correction to the often quoted statement indicating higher percentage increases for Coloured, Asian and black workers in relation to whites.

"In actual fact the gap in real terms is getting wider every year. These harsh facts should be seen as a warning light to the entire South African society," he said. — PS.
Council bridges that wage gap

Municipal Reporter

Ten years of carefully weighed decisions and endless discussions ended finally yesterday as the Johannesburg City Council voted to close the wage gap for all comparable posts.

"We are not doing this because we believe we should lead the way, but because we believe it to be right," said the chairman of the Management Committee, Mr J F Oberholzer, MPC.

"The process of closing the wage gap started in 1970 and there is not a single member of the original management committee left that started the movement except myself. There is not a single original member of the Staff Board left," he said.

He said the closing of the wage gap had to be done progressively because to have done it overnight would have exposed the council financially. But in that time, salary increases had been such that even the non-grade labouring staff had shared in improved salaries.

The council agreed unanimously to spend over R600,000 to close the wage gap in 233 posts.

Mr Oberholzer said that one union had expressed misgivings about the decision to close the wage gap. It said the council was going "too far, too soon." Its various objections were discussed at an industrial council meeting and every union now supported the move.

"Every person of colour can now aspire to advance to a top grade in his field. We realise this might have a detrimental effect on other local authorities that will now pay less than we will," he said.

Mr Sam Moss, leader of the FFP, congratulated the Management Committee and the Staff Board on their decision.

"The city had measured up to its moral and financial obligations and the move would have far-reaching repercussions," he said.

© Page 9: More City Council reports.
Jo'burg praised for equal pay policy

By GRAHAM BROWN
City Editor

IT WAS difficult for members of the Johannesburg City Council's management committee not to blush on Tuesday night in the face of praise for instituting an equal-pay-for-equal-work policy.

The Progressive Federal Party leader in the council, Mr Sam Moss, called it a "glorious moment" in the council's history.

"I congratulate the management committee and the staff board. I believe that once again Johannesburg has grasped the nettle and stands in the vanguard of change," he said.

"They measured up to their moral obligations. They didn't just talk about the removal of discrimination — they did something about it."

The council decided to close the wage gap between blacks, coloureds, Indians and whites doing the same kind of work.

The management committee chairman, Mr Francois Oberholzer, noted that he was the only one left of the committee which in 1920 took the decision to start closing the gap.

"This is the crowning day in the history of the city," he said.

He quoted a letter from a trade union which outlined the arguments the council had been up against. The union claimed the council's decision was "too much too soon". It believed white employees would suffer because there would be no money left for the council to pay them increases after closing the salary gap. It also said blacks would be better off than whites because their expenses, such as rates and taxes, were lower.

Mr Oberholzer dismissed the arguments, but warned that other municipalities — particularly Indian local authorities in Natal — might find themselves losing black staff to Johannesburg where the pay was better.


Let workers see conduct codes reports.

Own Correspondent

DURBAN. — Black workers, it is claimed, do not see the reports foreign companies in South Africa make in terms of various codes of conduct, and cannot check their accuracy.

An unnamed black shop steward at a briefing yesterday by the Natal Regional Council of the Federation of South African Trade Unions (Fosatu), said the reports should be seen and approved by the workers.

Codes of conduct have been drawn up by the EEC and by an American priest — the Sullivan Code.

British firms operating in South Africa report to the British government issues like trade union recognition, wage rates, facilities and assistance to workers.

Some reports, the shop steward said, had been drawn up after interviews with management, and the workers had not been consulted about their accuracy.

Mr Alec Erwin, Fosatu general secretary, said the only way to monitor the codes was on the shop floor, and this was yet another reason for strength at grass-roots level.

On mixed trade unions, Mr Erwin said there was much legal confusion. Fosatu has decided to apply for full registration for mixed unions. It would not accept registration on any other terms.

He was critical of the industrial court which he said was headed by a person who, unlike a judge, could be removed at any time. There was no legislation establishing the procedures of the court and this was needed before it could start.

On the National Manpower Commission Mr Erwin said it had defined rights which meant that it could investigate a trade union without the union having any right to know about, or to reply to, the investigation.

He confirmed that Fosatu and other trade union groups had been receiving funds from abroad.

They amounted to about R100,000 to R500,000 and came from the International Metalworkers Federation, the International Confederation of Trade Unions, the TUC, some Scandinavian trade unions and a church group.

All could be properly accounted for in union books.

The funds had been accepted because efforts to raise cash in South Africa had been fruitless and because of legal barriers it was difficult to get funds from union members by conventional means.

Mr Erwin said Fosatu was entirely independent of any political organisation. "But we have the right to express views that might be political".

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**Marius pledge on pay gap in hospitals**

**Political Staff**

CAPE TOWN. — Racial discrimination in hospital pay — even in the world-famous heart unit at Groote Schuur Hospital — is one of the reasons why Professor Marius Barnard decided to enter politics.

In an interview yesterday, after the official announcement by the Progressive Federal Party that he would be its candidate in the Parktown by-election — to succeed the former MP, Dr. Zane de Beer, Prof Barnard said he hoped to intensify the fight against racial discrimination in Parliament.

He said his decision to enter active politics had been welcomed by a wide spectrum of people, including a number of Nationalists.

Talking about the Groote Schuur heart unit, Prof Barnard said it had some of the finest nurses anywhere. They worked hard, with long hours. "All these girls speak Afrikaans like me. As an Afrikaner, I identify with them."

"But when they walk out of the unit, the white girls get paid a different salary from the black girls."

"One of the things I will really work at if I get to Parliament is to try to get this wrong corrected."

"I have seen that people in high authority have stated that hurtful discrimination will be eliminated, but what is this? This is the very essence of hurtful discrimination."

"What is the problem about eliminating this sort of discrimination?"

"As far as I am concerned, it is wrong for all jobs. The salaries of senior doctors have been equalised but not those of junior doctors."

"It is simply wrong that people get paid different salaries purely because of the colour of their skin."

He said he was against all forms of racial discrimination, which he believed was the source of South Africa’s problems.

He had also decided to enter politics because of the role the PFP was playing on the political scene. By focusing on issues, instead of side-issues, the party was giving a lead to South Africa.

"One of the greatest dangers in South Africa today is for whites to ignore black opinion," Prof Barnard said.

"You should just ask black people what they think about Dr. P. W. Botha’s government, and they’ll tell you in no uncertain terms."

He said he was a great believer in consensus, with people getting together to resolve their problems and to work out their future together. There was no future if whites look the decisions and then expected blacks to accept them.

Prof Barnard said a potential split in the National Party was "irrelevant. It has no meaning. What is important is whether they will take racial discrimination out of their policy."

If he was given the opportunity in Parliament, he said, he also wanted to concentrate on black youth — "because that is where the destiny of this country is going to be decided."

"One would like to make an attempt to meet them and listen to them and when in Parliament, guard for their future and security."

"And in the process one can pray that if it is possible, one will gain their trust."

"If I go to Parliament, I will keep to the issues and not play around with little things. We must focus on issues — there is so little time left."

Prof Barnard said he had received a "fair amount" of response from black people to his decision to enter politics. The telegrams and phone calls were "all positive."

Prof Barnard, 52, has two daughters and a son who attends Stellenbosch University. He has three grandchildren. He leaves at the weekend for a four-week trip to Poland, where he will lead a heart surgery team. On his return he will set up practice in Parktown.

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**NOTE CAREFULLY**

1. Enter at the top of the block on the question you are answering. Red or gre underlining, omit pencil marks.
2. Blue or black ink answers. The use of the block on the question you are answering. Red or green underlining, omit pencil marks.
3. Names must be handwritten in the examination book.
4. Do not write in the answer book. Any dishonesty will lead to possible exclusion from the University.

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered in the order in which it has been answered; leave columns (2) and (3) blank.
Mine sex bias attacked

Labour Reporter

A TRADE union representing mine officials has accused mine employers of discriminating against women employees and has called for "equal pay for equal work, irrespective of race or sex."

The call comes on the eve of wage talks between the Chamber of Mines and officials' associations and the issue is likely to be raised at these talks.

In the latest issue of the journal of the Mine Surface Officials' Association, the MSOA's general secretary, Mr. Robert Botha, says that women clerks on the mines are employed at a rate of pay which is nearly R100 a month lower than that of their male counterparts.

In a personal article attacking sex discrimination, Mr. Botha alleges that "we have it on our conscience that we have not lived up to our own demands."

Black women, Mr. Botha says, have to contend with "much more" discrimination than white women. He cites the case of a woman black trade unionist who is not permitted by law to travel overseas without her husband's permission because her husband has died.
Inequality ‘a fact’—but gap must be cut

WHEN the Government spoke of equal opportunities it did not mean equal facilities. Dr. Schmidt, former Administrator of the Transvaal and Natal Native Affairs, speaking at Johannesburg last week, said there was an undeniable peculiarity about the races which was an undeniable factor that could not be changed by hard work and knowledge and ability. If the gap was so great that it could not be bridged, then the situation must be changed. The Prime Minister’s policy in this respect was, therefore, far-sighted.

He was addressing about 300 students on the subject of his administration at the University of Natal. The students were, therefore, of particular interest to him. He felt it was fortunate that the Government’s policy of education was so far-sighted. He hoped that the students would follow the examples of those who had education and would continue to follow the same examples.

Question 2

The demand for money is held near the demand for goods and services.

The demand is the sum of the demand for money and the demand for goods and services. Therefore, a given income might be demanded.

M = 1 + PN

where P is the average price level, T the real value of transactions and N is the fraction of the money value of all transactions people that people want to hold as money.

This theory can also be written as

MN = P1T

where V is the velocity of circulation (transactional) and the theory can also be used with an income velocity of circulation.

According to the classical theory, equilibrium always occurs in the economy at full employment if T is constant, being the maximum real value of transactions possible for the economy.

V depends on institutional factors which are constant at least in the short run. So consequently, Keynes predicted that the demand for money M would be directly proportional
Union accusations

The credibility of employment codes once again comes into question. This week an unregistered union released information on the refusal by Colgate Palmolive — rated as a top firm in terms of the Sullivan Principles — to deal with the existing union.

The unregistered Chemical Workers' Industrial Union, a Fedatu affiliate, accuses Colgate of violating the principles by refusing to deal with it and by excluding it from the racially defined liaison committee system. It has adopted this stance, says the union, despite a petition in support of the request signed by 200 of about 300 production and warehouse workers. The union claims a membership of 150.

In its initial reply to the union's request for recognition, Colgate wrote: "As a company we are opposed to the unification of our workforce because we firmly believe that, as enlightened employers, offering equal opportunity employment practices, no trade union can do more for our employees than we can."

In addition, it said, "We are not prepared to enter into any discussions with your union representatives... unless you comply with our requirements and the law governing the registration of unions."

According to the union, prior to this reply Colgate had asked for confidential information, such as copies of membership forms. The union refused this unless recognized. The union applied for registration in March.

On Monday a delegation of African workers asked to see management. According to union shop stewards, Colgate turned this down, referring them to the liaison committee. The shop stewards say the workers don't want a liaison committee.

The union reckons Colgate is hiding behind the Sullivan Principles. "They say they are a good company, stressing integrated facilities and so on." But the shop stewards say even integration "is not carried out fully."

Even so, this is not what workers are worrying about, says a shop steward. "Integration of facilities is not what we are after. We want a direct say with management."

The FM tried to contact Colgate management, but no one was available to comment on the accusations.
US urged to act on the Sullivan code

BY ANTHONY CIBER
Washington Bureau
WASHINGTON: The architect of the Sullivan Principles of employment for American companies operating in South Africa has urged the United States Congress to make it compulsory for companies to comply with the code.
The Rev. Leon Sullivan told the House of Representatives' Subcommittee on Africa and International Economic Practices this week that he had gone as far as he could to sign up voluntary subscribers to the code.
A total of 137 US companies were now subscribers, but at least 70 had refused to sign.
Mr. Sullivan said a fourth report would be issued in October and all US companies that had still refused to sign the principles by then would be listed.
'I will be recommending selective disinvestment from companies that refuse to implement the principles,' he said.
For the total elimination of apartheid, Mr. Sullivan said, 'the United States must contribute financially and politically, with all its might and in all its might.'

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.
that the top 20 per cent of the population receive as much as 75 per cent of the national income.

One consequence of this is the middle-class understanding of, and township development with low cost housing considered up to now opposed this.

While the immediate consequence most obvious, we should not forget that housing has been provided. Inadequate participation in and lack of opportunity for the provided has not, for the most part, been lacking in standards of building. Many experts in the field of 'informal' housing on a government officials have large been lacking in the concept of housing are the effects of the way in which development of communities, lack of choice in housing accumulation. Moreover, the need for security, discrimination to be published.

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US firms

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Colgate ‘resists unions worldwide’

By KINGDOM LOLWANE

COLGATE Palmolive SA, the Boksburg based American company, this week said it was their policy worldwide to resist the establishment of trade unions.

The company was reacting to allegations by the Chemical Workers’ Industrial Union (CWIU) that it had refused the unionisation of its workers. The company, according to the CWIU, said that a committee to serve the interests of its workers already existed.

The company, however, said that it had refused to deal with the union of the workers’ choice and that management was endorsing Government policy, saying it will only deal with a registered union.

A statement released by the company says: “It is the Colgate-Palmolive policy that we resist the establishment of trade unions in our factories throughout the world. With respect to unions, if the employees do organise in accordance with the laws of the country, and a majority of the employees indicate a desire to join a union, it has been our practice to deal with such a union.

“It is strongly emphasised that our refusal to meet with the CWIU prior to the official registration of that body, and the steps we took to determine whether all our employees knew what they were signing when they endorsed the so-called petition, in no way constitutes any deviation whatsoever from our sincere and on-going commitment to the Sullivan Principles.

PROBLEMS

“Our liaison committee was elected from among and by the employees in a free and open election in which 88 percent of our hourly-paid employees participated. Our company has been, and continues to be willing to meet with the legally-elected representatives of the committee as often as necessary to resolve questions and problems relating to rates of pay, hours of work, working conditions and extension of fringe benefits.

“Without trade union representation, Colgate-Palmolive pays a minimum wage rate which must rank among the highest in the country. Since the CWIU has not seen fit to supply the information we have repeatedly requested, we must therefore, again declare their request for a meeting.

Meanwhile, the Sullivan Principles stress that companies should “support the elimination of discrimination against the rights of blacks to form or belong to Government registered unions, and acknowledge generally the right of black workers to form their own union or be represented by trade unions where unions already exist.”
Fosatu's angry reply to Colgate statement

Labour Reporter

THE Federation of SA Trade Unions (Fosatu) yesterday reacted angrily to a statement by a major American company, Colgate-Palmolive, that its policy was to "resist the establishment of trade unions throughout the world".

The statement was issued by Colgate in response to allegations by the Fosatu-affiliated Chemical Industrial Workers Union that the company had violated the Sullivan Code by refusing to recognize the union.

The code, which has been signed by most American firms operating in South Africa, commits companies to removing race discrimination in their plants and recognizing the right of black workers to form unions.

Colgate has been rated a "model company" among American employers in South Africa.

If this is the policy of a company which has signed the code, we cannot see how Sullivan can be of any use to black workers" Fosatu's general secretary, Mr Alec Kruis, said yesterday.

In its statement, Colgate added that it was company practice to deal with a union which was supported by a majority of employees and which operated "in accordance with the laws of the country".

The company "strongly emphasised" its refusal to meet the union until it was registered with the Government was not a deviation from "our sincere and ongoing commitment to the Sullivan principles".

Colgate said its black liaison committee had been elected by 80% of its workers and added that it would continue to deal with it. It added that the union had "seen fit not to supply information we have repeatedly requested".

The company added that it was also interested in its workers' welfare "beyond the workplace" and had sponsored black education and sport.

The union's general secretary, Miss Nombusa Dlamini, said yesterday "Colgate implies we are not a legal union, but unregistered unions are perfectly legal".

"Colgate workers approached us of their own accord, which shows that they are not happy with their committee." Colgate had "ignored" allegations that black workers were fired "without good reason" and had been assaulted by white workers when they used the company's "integrated" toilets, she added.
LONDON. — Shell Oil directors faced a barrage of questions at the company's annual meeting yesterday about its operations in Southern Africa. They rejected an appeal to pay reparations to Zimbabwe.

One questioner said reparations should be made because Shell's South African subsidiary supplied oil to the former Rhodesian Government of Mr Ian Smith in defiance of UN sanctions.

The chairman, Mr Peter Baxendale, said Shell headquarters had not colluded in the sanctions busting and bore no responsibility for war damage.

Another questioner, the Rev. David Haslam of the War on Want Aid Organisation, appealed to Shell to consider withdrawing from South Africa.

Mr. Baxendale said Shell's South African subsidiary was working positively to establish equal opportunities for black and white workers, and described it as a constructive element in South African society.
WASHINGTON — America's corporate giants fought on Tuesday to stave off legislation compelling them to apply a Fair Employment Code in their South African subsidiaries.

They pleaded instead for the voluntary Sullivan principles to retain their labour guidelines.

Top executives of Coca-Cola, Mobil Oil, General Motors and Citicorp — all of them Sullivan signatories — gave evidence at a hearing of the House of Representatives' Africa Sub-Committee.

The Sub-Committee is examining whether a Sullivan-type code should be enacted into US law, thereby making American business the cutting edge of America's anti-apartheid policy.

It is also considering, in a series of hearings, whether there should be a law banning new investment and bank loans.
Women workers get a raw deal

NTOMBI is a 23-year-old job-seeker from the farms. She has all the qualities required by her would-be employer, whom she met at the labour offices.

But the employer was not quite satisfied when Ntombi mentioned her age. The reason being that “Ntombi might end up a baby-maker as she is still very young.”

This would disrupt her duties and the employer is not prepared to carry the burden.

Ntombi’s would-be employer is however, not the only person who has this attitude towards young women.

A fish and chips shop-owners in the city actually ordered his pregnant worker to “leave this place as it is not a maternity hospital.”

Women in employment are getting a raw deal from their employers just because they happen to be “members of the society who are liable to absenteeism due to pregnancy.”

Having studied the discriminatory laws against women in employment, and interviewed some of the victims, the Study Group on Women in Employment (which was spearheaded by the Women’s Legal Status Committee) filed through the following recommendations in a memorandum to the Commission of Enquiry into Labour Legislation.

PROVISIONS

1. Provision be made in the Factories Act and the Shops and Offices Act to prevent the termination of employment of any female on account of marriage, pregnancy or confinement.

2. Where situations arise in which for health or safety reasons the work being performed is unsuitable for the pregnant workers, the employer must make all reasonable efforts to vary conditions of work or find alternative employment for her within the establishment.

3. Maternity benefits in the Republic are too low (at present 45% of the worker’s salary).

4. This low percentage hits hard on black women in low-paid jobs who are frequently the major source of family income. The recommendable percentage is 50% of the worker’s salary, where they are in full-time employment.
Germans take closer look at conduct code

BONN — The Economics and the Foreign Affairs Committee of Parliament have scheduled a joint public hearing for June 23 to consider whether West German firms operating in South Africa meet the standards set by the European Community's suggested code of conduct.

The committee also has invited five individual experts to testify during the day-long hearing.

The five experts are: Prof Dr Helmut Blei of Hannover University's Historical Department, Prof Dr Theodor Haus, of the Bergstrasser Institute in Freiburg, Dr Reinhard Hermle, of the University of Heidelberg, Prof Dr Rolf Hofmeier, of the African Institute in Hamburg, and Prof Arnt Spandau, of McKinsey and Company in Dusseldorf.

20 QUESTIONS

The committee announced 20 questions it asks of the witnesses. They include these questions:

1. To what extent is the European Community's code compatible with the code for multinational corporations and could the application of different codes lead to confusion in South Africa?

2. Did German firms apply the EC code experience any intervention by South African authorities?

3. Have recent South African legal or administrative measures hindered or eased application of the code?

4. In what manner have the firms arranged for the interests of their black workers to be represented?

5. Have wages been made equal?

6. Has separation of the races been erased at the working place and what has been the resistance to the measure?

7. Do traditions, habits or social forms, also those of ethical or religious character, hinder application of the code?

8. What effect did application of the code have on competition among companies and has this affected the degree of German activity?

9. What effect has the code's standards on the wage system had on the job situation for black Africans?

10. Would the investment climate in South Africa be improved if the code were replaced by appropriate legal regulations?
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One of the latest A inadequa

A related government says

by no stretch of the imagination equivalent to a white one, and the same applies at Senior level. Fed on government propaganda and isolated within their own school system, few Africans (and few whites) realise this; but the problem is acute, and embarrassing, for Africans who are beginning to make their way in increasing numbers to the 'liberal' white universities: on paper their qualifications are the same but in fact they cannot compete with their fellow students who have gone through the Alpha educational system. (The same problem, in a less severe form, is found with coloured and Indian students.) Universities like Wits and Cape Town are having to devise special programmes to bring these students up to a satisfactory level.

The language problem reared its violent head in Soweto schools in 1976. In their usual policy of divide and rule the government has decreed that all children must be educated in their mother tongue up to the end of Standard Two. So all over the country there are Xhosa schools and Tswana schools and Sotho schools and Zulu schools and the rest. At primary level the children spend a high proportion of their time learning their own language, English and Afrikaans, to the detriment of other subjects. After Standard Two, English is introduced as a medium of instruction.

This, too, has its drawbacks. On the one hand, the children are being instructed in a language which they barely understand by teachers whose command of it is imperfect. On the other hand though, they will have to make their way in an English-dominated working world, and fluency in only African languages is not a passport to a good job. Many Africans are

and more educated black upgrade and expand in flexibility and make it almost impossible significantly the quality of the qualifications of the prohibited in the task of upgrading 54,000 to say the least.

at, whatever the government different. An African Junior Certificate pass is
British firms' starvation pay to SA blacks

LONDON. — The British Government had refused to publish the names of 33 British companies which were paying more than 2 000 black workers in South Africa "starvation wages", the Observer has reported.

The report said the companies operating in South Africa included oil, banking, engineering, food, paper, insurance and chemical concerns.

"A further 20 000 African workers, 20% of the total employed by British companies, are paid below the minimum level recommended by the EEC Code of Conduct," it said.

The Observer said the decision to conceal the identities of the companies had been taken "at the highest level" and was a departure from previous practice.

The report on wages paid by the companies was in the hands of the Department of Trade and was compiled from reports submitted by the companies.

The Observer said it had the full list of names in its possession but could not publish them without the protection of parliamentary privilege.

"The department's carefully censored report, which discloses that 20 000 African workers are being paid below the level recommended by the EEC Code of Conduct, also shows that some 2 000 workers are being paid much less, 50% below this level — which, according to South African academic authorities, represents barely a subsistence living," the Observer said.

Mr William Rodgers, MP, chairman of the parliamentary committee which reported on British companies in South Africa, said he would press for the names of the 33 companies to be made public.

Under the EEC code British companies are required to submit details of employment conditions to the Department of Trade. So far 200 concerns have sent in reports. — Sepa.
doubt heart about the meat strike. The circumstances leading up to the lockout led to the University for assistance - both meat boycott.

pay the workers strike pay of R15 a week R11,000 a week.

last week the figures of R10 per student week were suggested. Since this meeting on campus - but not nearly enough.

payday, someone will during the next few.

We appeal to you to contribute as ge

ORKERS SUPPORT COMMITTEE

reserve Palmolive

By KINGDOM

COLGATE Palmolive
(SA) Limited, the American company based in Boksburg, has said it made an error in its original Press release regarding the establishment of trade unions in the company.

Colgate's original statement had read: "It is the Colgate-Palmolive policy that we resist the establishment of trade unions in our factories throughout the world. It is strongly emphasised that our refusal to meet with the CWIU prior to the official registration of that body, and the steps we took to determine whether all our employees knew what they were signing when they endorsed the so-called petition, in no way constitutes any deviation whatsoever from our sincere and ongoing commitment to the Sullivan Principles."

The recent statement rectifying the original reads: "On a worldwide basis, Colgate-Palmolive Company policy neither resists nor encourages the formation of trade unions in its factories. However, if a majority of employees in a country decide to join a union and if the union is organised in accordance with the laws of that country, it has been Colgate's practice to deal with such a union. As a point of record, a majority of Colgate factory workers worldwide belong to unions."
UK mum on ‘slave pay’ firms

LONDON — The British Government had refused to publish the names of 33 British companies operating in South Africa which were paying more than 2,000 black workers “starvation wages”, the Observer newspaper reported yesterday.

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Mr. William Rodgers MP, chairman of the parliamentary committee which reported on British companies in South Africa, said he would press for the names of the 33 companies to be made public.
Poverty wage firms escape the spotlight

BY MARGARET SMITH
London Bureau

LONDON. - The British Trade Secretary, Mr. John Nott, has decided not to name or spotlight British firms in South Africa paying "poverty" wages to their black workers.

His decision is certain to come under fire from groups opposed to apartheid and British investment in South Africa, as well as Labour MPs who believe the Conservative government is backsliding over an important moral issue.

This follows allegations in Britain that a large number of British-based multinational corporations operating in South Africa are not abiding by the EEC code of conduct.

The Department of Trade has not denied the charges.

Mr. Nott has apparently decided that the best way to bring the offending firms into line is through private pressure.

Therefore their names cannot be made known in Britain unless it is under the umbrella of parliamentary privilege.

But Labour MPs feel very strongly about this soft line.

Mr. Michael Meacher is one of them. As a junior minister in the Department of Trade under Mr. James Callaghan, he resisted civil service pressure not to publish names in the last report on the subject, in 1977.

He pointed out last night that the EEC code of conduct was not statutory and depended on publicity for its effectiveness.

"That is why I feel it is so important that this information be published," he said.

It is estimated that 33 British-based firms are paying "poverty" wages to blacks.

Mr. Meacher said: "There is nearly four times the number of companies paying below the poverty datum line only three years ago."

The number of Africans receiving subsistence wages has increased three times, from just over 700 three years ago to 2,000 today."

Asked why Department of Trade officials had not wanted the names of offending firms published in 1977, Mr. Meacher said: "The officials in the Department of Trade took the view that the information was not as comprehensive as they and we would have liked.

"The number of companies who provided all the information sought in the original questionnaire was about 43 - out of 200. The rest provided most, but not all the information.

"But I took the view we should publish the information that we had because it conveyed a great deal of important information which the public was entitled to know."

The other reason trade officials gave for not publishing the names was that this could have adversely affected Britain's export performance as the South African Government might have been embarrassed by the evidence."
LONDON. — Pressure mounted yesterday on Britain’s Conservative Government to publish the names of 33 British companies operating in South Africa which are allegedly paying black workers “starvation” wages.

The government remained silent as Opposition MPs and the country’s largest circulation daily newspaper, The Sun, demanded to know the names.

The demands were triggered by a front page report in The Observer on Sunday that the government would not be releasing the names of the companies.

The Sun said more than 1,000 blacks were being paid “starvation” wages by the companies — a further 20,000 — 20% of the total employed by British firms — were receiving wages below the minimum level recommended by a European Economic Community code of conduct.

In an editorial, The Sun said: “Spain in 1978 the scandal was exposed of British companies that were making fat profits in South Africa by paying wages to black workers that were below the official poverty level.

“The British Government took action. There was a Commons inquiry. The overwhelming mass of the 200 companies involved introduced improvements.”

The Sun said the “malingers” should now be named and added that seven years was long enough for any company to put its house in order.

“Throwing a curtain of secrecy around the guilty allows suspicion to fall on the innocent.”

“Besides, the public paid for the inquiry. The public is entitled to know the results.”

A former Labour Cabinet Minister, Mr Michael Meacher, yesterday criticised the government and said it was impossible to put pressure on the 33 companies involved unless their names were made public.
Row over UK firms’ ‘slave pay’ growing

By IAN ROBBS
London Bureau

LONDON. — New accusations that the British Trade Secretary, Mr John Nott, is covering up the scandal of British firms paying poverty level wages in South Africa, are to be made in the British Parliament today.

A major row has erupted following claims this weekend — which are not disputed by the Ministry of Trade that Mr Nott personally censored publication of a list naming 39 “scrouge” companies paying wages below the Poverty Datum Line (PDL).

The British Government’s alleged cover-up of the names of the “slave wage” companies breaches the Common Market code of conduct applying to majority-owned British firms in South and British government policy since 1974.

Concern is so great that Ministry sources have taken serious risks to leak details of the scandal and create a confrontation in the House of Commons.

Mr Michael Meacher, the former Labour Trade Minister, described the cover-up as a “disgrace” which had to be fully exposed.

Mr Meacher, backed by former Labour Cabinet Ministers, has tabled questions to Mr Nott demanding public exposure of the 33 companies said to be paying below the PDL and another 59 or so paying below the higher minimum level set by the Common Market.

A spokesman for the Ministry of Trade agreed this weekend that the decision not to release the names of the “scrouge” companies was taken “at ministerial level.”

He said it had been decided that it would be better to put pressure on the companies in private rather than to expose them to international publicity.

Mr Meacher, who has received a mass of documents on British companies in South Africa, said: “This is an incredible situation — the whole purpose of the exercise was to use the force of publicity to improve conditions for black workers in British-owned companies in South Africa.”

The operations of the British companies, which are said to be the biggest foreign investors in South Africa, are contained in reports which at least 200 companies have submitted to the Ministry of Trade through the British Embassy as they are obliged to do under the Common Market code of conduct.

But reliable sources claim details being covered up include the names of companies that have failed or refused to give the information requested and that some reports are deliberately vague or actually fraudulent.

About seventeen companies refused to supply any information.

A confidential analysis of the companies’ reports, which detail their inaccuracies and contradictions and lists those paying “starvation” wages, was prepared by the British labour attaché in Pretoria, Mr William Vos. It is this analysis that has been censored.

The Sunday Times of London, one of a number of British newspapers that have received information of the cover-up, said on its front page yesterday that five companies have admitted for the second year running that they are paying poverty wages.

They were named as: International Distillers and Vintners, Lindustries, Tarmac Thomas French and Sons and Thomas Witter. Spokesmen for these companies could not be contacted in London this weekend.

The companies that have already refused to co-operate by giving employment details have been named as British Vita John Brown, BTH Canada, International Gundy of Teddington, Nal Engineering, Hickson White, Herbal, Lenard Hugness, Legal and General Assurance, Leadplate Foods, Marine, Mountain Cattle, Painted Services Group, Sun Alliance, London Insurance, Thomas Ring, Trust House Fortis and Union International.
London Bureau

LONDON. — The row is hotting up over the Tory Government’s failure to disclose the names of British firms who are paying poverty wages to their black workers in South Africa.

The Minister of Trade, Mr. Cecil Parkinson, refused on Monday to name these companies when he answered written questions from Mr. Michael Meacher, Labour MP.

Mr. Meacher now says: "I am determined that these companies be exposed so that the whole weight of British public opinion can be used to make them change their ways."

Mr. Meacher has tabled further questions and, he says, he will not be satisfied until he has "winkled" all the names from "a government which appears to be shielding the wrongdoers."

He added: "I believe it is a scandal that British companies exploit black labour at the same time as they benefit from super profits."

In his reply to Mr. Meacher, the Minister of Trade said that coercion would be incompatible with the voluntary code of conduct.

Mr. John Nott, the British Trade Secretary, when asked whether he was concerned that the British-based companies were paying poverty wages, replied: "Of course I am concerned about the level of wages in South Africa. This is a matter of concern to everybody, but if I were to publish the names of firms we thought were paying below the accepted level we might persuade these companies not to send in any information in the future. It is a voluntary code."

He said that the poverty level varied geographically in South Africa and depended also on other factors such as the size of the family.

However, Mr. Meacher remains unsatisfied. In addition to tabling further written questions he has applied for the matter to be debated in the House of Commons.

"I am determined to see this thing through," he said.
By MARGARET SMITH
London Bureau

LONDON. — The Labour Party is pressuring the British Government to let black trade unions in South Africa monitor the reports of British-based companies on the wages of their black workers in South Africa.

This is the latest development in the growing row over the Conservative Government's refusal to disclose the names of British-based firms paying 'poverty wages' at their South African plants.

Mr Michael Meacher, a Labour MP, has written to the British Secretary for Trade, urging him to accept the view of the Federation of South African Trade Unions that black trade unions should check the firm's claims about wages.

He has also submitted a Fosatu document giving 'details of the actual practical operation of the (EEC) code of conduct' and charges that it shows the implementation of the code is in some instances not only ignored, but deliberately circumvented.
Apartheid under British spotlight

LONDON. - Apartheid and British companies alleged to be paying some of their black staff "starvation wages" in South Africa are coming under increasing scrutiny as Britain's national newspapers take up issues affecting blacks in South Africa.

The Observer has now published the names of 28 companies it says are paying some blacks poverty wages, and questions are to be asked in the Commons this week about the government's reluctance to issue an official list.

Teams of reporters from the Observer, the Sunday Times and The Guardian are examining the 293 reports submitted to the Trade Ministry by British companies with interests in South Africa.

The Lions tour has also focused attention on apartheid, and the Sunday Times rugby correspondent, John Hopkins, concluded yesterday that the tourists should never have visited South Africa.

Reporting on the attitude of Dr Danie Craven, Hopkins reported: "He seems genuinely surprised at the concern some of us have at the stinking ghettos we have visited.

"Doctor Craven and other Afrikaners are surprised that we are offended by the Pass Laws. He can't understand why we are appalled at the inhumanity of the Mixed Marriages Act."

"Most of all, he wants our nod of approval for the painfully small steps that have been taken towards equality in sport."

"Dr Craven, a man who holds three doctorates and has brains to spare, is naive."

Answering his own question about whether the Lions should have come to South Africa, Hopkins concludes: "Of course they shouldn't. They shouldn't have come in 1962 or 1966, or 1974. This country should be isolated and isolated." — Sapa.
Exposed: 27 British companies paying poverty wages to workers

At least 26 British companies operating in South Africa are accused of breaching the EEC Code of Conduct by paying black labourers poverty wages.

Disclosure of the list of companies — which SUNDAY POST publishes this week — has stirred up a hornet's nest in Britain with the opposition Labour Party, pressing for legislation to enforce the code.

But the Tory Government has refused, leading to the charge that the Thatcher Government is assisting the companies concerned to avoid adverse publicity.

Last week, the Sunday Times of London published a list of 27 companies operating here which breached the code last year.

When SUNDAY POST approached these companies for comment this week, reaction ranged from outright denial of breaches of the code to qualified acknowledgment, coupled with an undertaking to improve efforts to comply.

A number of companies sidestepped the issue, however, claiming either that spokesman competent to make Press statements were unavailable or referring SUNDAY POST to the office of the parent company in Britain. Some of the firms could not be reached for comment.

These are the 27 companies — the name of the parent company is given first with the South African subsidiary or associated company in brackets — paying some workers below the poverty line.

BTC (Scottish Cables): £333 workers below the poverty line. The head of the company's personnel department declined to comment, saying that the managing director, who was not available, was the only person authorized to make a statement.

* To Page 2
Labour slates UK over black wages in SA

LONDON. — The British Government was strongly criticised in Parliament yesterday for its refusal to name British firms paying wages below subsistence level to black workers in South Africa.

Opposition Labour MPs, led by Mr Michael Meacher, have campaigned to persuade the government to publish a list it has of 30 companies which last year paid more than 2,000 African workers wages below the Poverty Datum Line.

Mr Meacher said in Parliament that there had been an alarming deterioration in black workers' wages — according to the list; 800 had been paid below-poverty wages the previous year.

The Trade Secretary, Mr John Nott, has refused to name the firms in Parliament because, he says, the list is not complete or accurate.

Following a 1977 Common Market code of conduct, the government asked firms with South African subsidiaries for details of pay and conditions for their black workers.

However, Mr Nott said, the information was provided voluntarily, and some firms had not responded.

He said there were other issues, including grading and other job opportunities, which some firms were providing and these were more important for black advancement than wage levels.

Details provided by the firms were available for the Press and public, but fears of possible libel actions had prevented newspapers from publishing them in full.

Last year the then Labour Government named in Parliament 10 firms which had admitted paying workers wages below subsistence level. Parliamentary statements are protected against libel action. — Sapa-Reuter.
MOBIL OIL
Workers lot bettered

Announcements by Mobil Oil Southern Africa and Knaap-Kunene Beleggings indicate that companies in the Cape are now viewing schemes to improve the lot of workers as urgent.

Mobil has announced that it will spend nearly R1m on financing a housing scheme to alleviate overcrowding in the Newtown area of Athlone, Cape Town.

Mobil, with the self-help organisation Bab's (build a better society) and the city council, will build 37 duplex and 13 single-level houses, and provide assistance for a community centre to be established. Construction is scheduled to start in August.

Knaap-Kunene's chairman Andre du Preez announced at the group's annual meeting in Cape Town that in future 2½% of annual profits before tax and 3½% of any increased profits will be used to bring workers' earnings to a basic minimum.

surplus will go into a national development fund to be administered by congress to it. The scheme was unanimously approved by shareholders.

Du Preez said: "Businessmen should realise that if we want to retain the free enterprise system in this country, something drastic will have to be done."
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Kaap-Kunene's chairman Andre du Preez announced at the group's annual meeting in Cape Town that in future 2% of annual profits before tax and 8% of any increased profits will be used to bring workers' earnings to a basic minimum.

Any surplus will go into a national development fund to be administered by shareholders.

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Du Preez said: "Businessmen should realise that if we want to retain the free enterprise system in this country, something drastic will have to be done."
We must recognize, as foreign investors clearly do, that racial discrimination and the one will ultimately result in the destruction of the other — MR OPENHEIMER

Anglo American Corporation

Chairs magnificent.

Flour snacks union

POST Wednesday, July 16, 1980
members of the organization, even if one deals with the management and workers.

In most industrial organizations nowadays, performance from the fields of business administration, in trial and management engineering and operational research have replaced their colleagues from the field of organization. New quantitative techniques have been developed to serve these experts in an area that could not only describe the performance, but also measure it.

The purpose of studying the actions within the framework of the study of the organizational structure is to establish the effectiveness of each member of the organization and all of them together, that is the economic effectiveness of the organization as a whole. For this purpose, one establishes standards for measuring the effectiveness of individual members of the organization and/or of the organization as a whole. The actions and the results of actions of members of the organization are compared with these standards and on the basis of comparisons one can establish the effectiveness of the individual and of the whole.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organizational structure is the relationships existing among members of the organization. When one deals with a relationship between two members of the organization, one considers a required relationship between the facilitating the execution of operations conducive to the carrying out of the organizational targets, producing or supplying products or services. On the other hand, when one deals with two people not connected with each other, one usually considers an actual relationship existing between them, because of work requirements or because of other reason (e.g. because of historical circumstances, because of conditions created as a result of personal attraction to the organization, and, finally, because the two people are personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationships. The relationships on of the organizational structure exist among members of the organization who are called "formal relationships". They are existing among congruent with the formal relationships, the informal relationships, and not covered by the formal hierarchical, meaning that scale of hierarchy levels, hierarchy of the formal role usually do it in a form of level of subordinates is level of superiors above it. When we reach the head of the organization usually by himself at this level, we have that subordinates called "managers" or in "formal leaders" (see has no hierarchy, and no superiors or subordinates in the informal hierarchy of the organization and their subordinates to the next part of the informal hierarchy have already mentioned, formal relationship between them are no managers in the organizational structure, i.e. with whom they are relationships, i.e. with whom they deal, and the chief executive of the organization usually by himself at this level.
Sullivan Code
man to visit

by Arnold Geyer

THE Rev Loom Sullivan — architect of the controversial Sullivan Code which compels US firms operating in South Africa to remove discrimination against black workers — has accepted an invitation to visit South Africa.

He will be the guest of the South African Institute of Race Relations and will deliver the institute’s annual Hoornle Memorial Lecture on September 4.

Mr John Rees, the institute’s director, yesterday welcomed Mr Sullivan’s acceptance.

“We feel the personal presence of the person behind the Sullivan Code would be most advantageous and a positive contribution to the implementation of the code,” he said.

Mr Sullivan was the first black member of the board of directors of the General Motors Corporation and is also member of the State Department’s ‘African Advisory Council.

His code was the first attempt to lay down, principles aimed at removing racial discrimination practised by foreign companies in South Africa and it has had a significant effect on the employment practices of US firms.

US firms operating in South Africa employ about 70,000 workers and 130 of the estimated 300 US corporations involved have endorsed the code.

It has been strongly criticized, especially by black trade unions, because even those companies which sign it are not compelled to implement its provisions. And radical organizations have slammed it for merely trying to ease the shackles of apartheid.

But Mr Sullivan has urged the US Congress to make it compulsory for companies to comply with the code. And stricter guidelines may soon be incorporated.

Mr Sullivan has said his goal was total desegregation of all companies by the end of 1981.

Formerly a supporter of an investment boycott of South Africa, he now backs a policy of ‘constructive engagement’, warning that companies that do not actively use their influence to bring about change in the system have no justification for remaining in the country.

In a statement issued yesterday, the institute said it had become increasingly interested in the implementation of various codes of conduct for foreign companies in the country — the most prominent being the Sullivan Code.

“We therefore believe that this visit would be an important contribution to our understanding of the background and effectiveness of the code,” the statement said.

Mr Rees said the institute was particularly interested in the Opportunities for Industrialization Centres launched by Mr Sullivan as self-reliance projects for unemployed blacks in the US.

POLITICAL comment in the notes by Alfred Smith, Bengmedia Times, John Ryan, notes by John Koza, and notes by Nick Connolly.
Sullivan accepts SA invitation

The Rev. Leon Sullivan, the black Baptist preacher from Philadelphia who drafted the controversial Sullivan Principles for American firms operating in South Africa, has accepted an invitation to visit the Republic.

The Sullivan Principles of Employment Practices, designed to clean up the South African house of discrimination, have claimed significant progress in ending racism on factory floors, in clerical, management, and sales offices and in workshops.

American firms operating in South Africa employ about 70,000 workers, and 138 of the estimated 300 US corporations involved have endorsed the code.

Mr. Sullivan will be the guest of the South African Institute of Race Relations and will deliver the Institute's annual Hoernlé Memorial Lecture on September 4.
BRITISH companies paying starvation wages in South Africa — some less than R20 a week at June 30 last year — have been exposed in London.

At least 13 subsidiaries of British companies paid less than R20 a week, and 36 paid minimum wages of between R20 and R30 a week.

These shock disclosures were made in a report just published by the newly-created South African Labour Education Project (Salep). It was compiled from reports the parent companies sent to the British Government on their South African operations.

"The more than 200 companies covered in the report employed 105,000 blacks at June 30, last year. In terms of the EEC code of conduct for companies with interests in South Africa, the British Department of Trade had asked 224 companies to submit reports. But 22 "failed or refused to submit reports or submitted inadequate reports."

The report says Lonrho subsidiary Western Plastics paid a minimum of R12.93 for 48 hours work a week. Minimum wages paid by British companies in South Africa were about one-third of the wages those companies paid in Britain.

GKN (Sankey) paid British workers a minimum wage of R100 a week in 1979, and their South African subsidiaries paid blacks only R37.09.

"At British Leyland, the minimum wage in Britain was £73.50 (R1133) per week in 1968; in South Africa it was R44.28 (£54) in 1978. At ICI the minimum wage was £77.46 (R140) in Britain in 1980; in South Africa it was R42.61 (£53) in 1979."

Salrep was formed in March to support and further the work of political and trade union education in worker movement in South Africa.

Salrep condemns codes of conduct for companies operating in South Africa as well as the poverty datum line used to calculate minimum wages.

"The codes of conduct have been the response by employers and European governments during the 1970s to the increasing pressure of the workers' movement in South Africa, and the growing campaign for economic sanctions against the South African regime..."

"Such codes of conduct, however, cannot serve the workers' interests. Only the workers can change the system."

To Page 3
British firms underpay

For universities, market research institutes and elsewhere, who try to calculate so-called poverty datum lines and minimum effective levels. "These levels—which blatantly discriminate between workers of different races—are estimates of the income workers need to survive at the lowest possible level. African workers, according to these estimates, need less than other workers to remain alive."

The 13 companies which paid less than R20 a week were: Elkenboom, Colffy, Courtlinds (Forestry), Thomas, French and Sons, Geschter, Drysys, Bruxex, Dakota Motors, Tweefontein United Colliery, Witbank Consolidated, Alloys Anthracite, Wondaze-Emmarentia, Asbestos, Western Plats and Canvacor.

**REPORT**

Thirty-six companies paid a minimum of between R20 and R30 a week: 115 between R30 and R40; 83 between R40 and R50; 21 between R50 and R60; and only 4 were over R60.

The publication of this report brings to an end weeks of speculation. The British Government refused to disclose the names of the companies that were paying starvation wages in South Africa.

**POST** could not reach officials of the companies at the weekend.
Employment audit

Industrial Reporter

A comprehensive audit of progress in implementing South Africa's main code of employment practices is under way.

The code, drawn up by the Urban Foundation and the S.A. Employers' Consultative Committee on Labour Affairs, was launched in late 1977 to establish guidelines for labour practices including the elimination of discrimination, promotion of harmonious relations, and the improvement of living standards.

Monitoring of company performance is to be done through a questionnaire compiled by Sacola in collaboration with the Institute of Labour Relations at the University of South Africa.

Copies of the questionnaire are being distributed by the Cape Chamber of Industries which has appealed for firms to participate in the exercise. The results of the survey could be extremely important for the future of industrial development in South Africa, said the CCI in its latest weekly bulletin.
THE Reverend Leon Sullivan, the General Motors Director who set up the Sullivan Principles, the code of conduct for American companies operating in South Africa, is to visit the Republic next month.

Rev Sullivan, whose employment guidelines have been the subject of much debate in anti-apartheid circles, has been invited by the South African Institute of Race Relations to give the Hoernle Memorial Lecture on September 4.

This was confirmed yesterday by Rev Sullivan’s director of communications, Dr Marius Dorkin. Dr Dorkin said the Rev. Sullivan would be in South Africa for “just a few days to give the Institute of Race Relations address.

However, he also planned to speak to two black leaders.” — SUNDAY POST Correspondent.
'Black-listed' firms won't give details

'Slavery' salaries denied

SOME of the British companies accused of paying starvation wages in South Africa in 1979 have refused to tell POST what they are paying their workers now.

"One managing director, who was less secretive, told POST they have been improving wages steadily every year — from R2,50 a week in 1972 when they took over a Ladysmith subsidiary to the present minimum of R21,50.

Mr N Buchanan, the managing director of SA Canvas, said the R21,50 a week was

By JOE THLOLOE

"well above the minimum laid down by the law".

The companies approached by POST have been accused of paying minimum wages of less than R20 a week (in June 1979) by the South African Labour Education Project in a report published in London last month.

The report is titled "Profiteering from cheap labour — Wages paid by British companies in South Africa".

Spokesmen for nine of the 13 companies accused of paying less than R20 a week claimed they were paying more but would not say how much.

The companies are: Courtaulds, Thomas French, Western Plats, Wadrag-Emmarentia Asbestos, Witbank Consolidated, Alpha Anthracite, Tweefontein United Colliery and Dakota Motors.

Mr D Clarke, general manager of Gestetner SA, who were accused of paying R16,17 a week at June 1979, says their minimum is now "in the region of R218 a month".

He said the R16,17 applied to three labourers, "but it is not now so".

Canvacor, a subsidiary of SA Canvas, was accused of paying a minimum of R19,01 a week.

Mr Buchanan of SA Canvas, said the minimum wages for Kliprivier, near Ladysmith, laid down by the law is R15,20 a week for the first year, and R18,80 for the second year.

Mr Buchanan said some of his workers get up to R70 a week.

Thomas French and Sons were accused of paying a minimum of R18,18 a week.

The managing director, Mr G W Allen, claimed that at the time, 1979, there was high unemployment "and we were helping keep youngsters off the street".

To Page 2
Black miners' pay still lags behind

The lowest paid white miner is earning about twice as much as the highest paid black miner, says Mr Dennis Etheredge, past president of the Chamber of Mines and chairman of Anglo American's gold division.

But he hoped the problem of the wage and skills gap which separated black and white miners would be resolved in about five years' time, he told a labour symposium of the Golden City Jaycees in Johannesburg yesterday.

Asked whether the white unions would ever admit a black mining engineer, he said: "It may take a little time, but I feel confident this will happen - otherwise we may have the mines closing down."

From June to July the skilled vacancies on gold mines had increased from 1,700 to 1,840 - enough to provide the skilled staff for one large or two small gold mines.

"Our task is to bridge the (skills) gap to produce a single wage curve based on job evaluation," Mr Etheredge said.

But whites had to be reassured they would not be overrun by what they saw as an "advancing tide of blacks" — 10 blacks to every one white.

The whites were absolutely essential employees and it would not help if whites left the industry because every skilled white miner allowed the mines to employ eight or 10 lower skilled or unskilled blacks.

Mr Etheredge warned that change was always turbulent, but added: "Change means turbulence — no change means revolution."

Harring unforeseen mechanisation prospects, Mr Etheredge did not see an end to migrant labour as long as gold mines existed.

He also predicted the maintenance of the ratio of close to six South Africans to every four foreign blacks in the mining industry.
Why blacks don't nurse whites

Mercy Reporter

BLACK nurses employed in white hospitals would amount to blatant exploitation because the two race groups were paid according to different salary scales, Mr Frank Martin, MEC for hospitals, said last night.

Until the scales were brought into line it was not a satisfactory solution to the nursing crisis.

Mr Martin was commenting on a threat by sisters in Wentworth Hospital's cardiac-thoracic ward to resign unless their working conditions were improved. The nurses said they were working under such pressure that patients' lives were in danger.

'We are extremely worried about the country-wide shortage of white nurses, particularly highly qualified people such as the Wentworth sisters,' Mr Martin said.

The chief nursing officer of the Natal Provincial Administration, Miss J M Maguire, will investigate the situation at Durban hospitals today.
Apartheid: WCC wants more cash

GENEVA — The World Council of Churches has urged members to intensify their fight against racism “and apartheid in particular”, calling it “a perversion of God’s creation”. The report, called “Combating Racism in the 1980s”, was almost unanimously approved by the 130 churches of the council’s central committee.

The council called on member churches, representing 400 million Christians around the world, to increase support for the special fund which gives financial aid to groups fighting race discrimination and oppression.

The fund has been criticised in recent years when grants were made to Southern African liberation movements. Churches feared the money could be used for arms.

Nevertheless, the central committee recommended that churches give the highest priority to the situation in South Africa, with increased support for liberation movements and frontline States moving towards independence from that country.

“South Africa is the only country in the world where racism is enshrined in its constitution,” the report said. — XPI.
Women have failed, says Mrs Lessing

By Molly Harding

It is ten years since the first womanpower conference was held in South Africa to pinpoint the economic contribution women could make, said Margaret Lessing, consumer consultant and leading businesswoman.

"If, the foresight of those women had been appreciated, we probably wouldn't be here today," Mrs Lessing was speaking at the morning session today of a daylong seminar entitled Womanpower 2000, at the Carlton Hotel.

Instead, she suggested, women had fiddled around until not women's but sheer economic necessity was forcing women into the labour market.

"We have failed in the forward planning of those members of the SA Federation of Business and Professional Women who tried to stimulate."

Nevertheless, women had increased in numbers in the work force from about 25 percent in the early 1970s to about 30 percent, she said. It would be nearer to 50 percent after the 1980 census, she added.

"Speaking on Womanpower As Seen By The Employer," Mrs Lessing said there was a need for understanding of married women's problems, which male employers find not to show.

"It is my experience that women who employ women tend to seem kinder and more understanding than men."

Quoting from a survey on women in SA business, Mrs Lessing said there were big pay differences on all levels between men and women. Women had less access to management training and development and received little more than the job training in some companies.

Pension schemes and fringe benefits also differed.

Employers usually required women to have experience before appointing them to managerial positions. But seconded appointed women to non-traditional positions where they could gain such experience the survey found.

Negative attitudes of employers toward women were shown by such comments as:

- "We don't view women as career prospects, not because we discriminate against them, but because on the whole they simply aren't."

- "There is still psychological resistance to women managers at the lower levels in South Africa because the male chauvinist syndrome is very strong here."

- "We have a lot of very competent ladies, but they have no desire to be promoted...I can't say we regret this. Once you start promoting women you can't very well stop, and the thought of a woman in the board room is rather horrifying."

A study by Dr. Dina Wepsels showed many employers preferred mature married women to young girls because of their greater stability, greater responsibility and their experience, and skills.

Single women, however, tended to be more committed to careers.

"We can't wait for another 10 years to go by," Mrs Lessing said. "It is today that the need is greatest for Womanpower, and we should be making learning and training, provision, using and adapting every skill we have to employers and employees working together as a team."

This special time is the history of the women.
Jo'burg fears creating black jobs—councillor

By Lynda Loxton
Municipal Reporter

The Johannesburg City Council was accused yesterday of discriminating against black staff members and practising job reservation.

Mr Winston Herzenberg, PPF councillor for Braamfontein, said that when faced with a shortage of white staff, the management committee had one reflex action—improve the conditions of service to attract whites. He did not consider opening the posts up to all races.

He was commenting on a decision to restructure the grades of white health inspectors to encourage them to stay in the council's service.

Mr Herzenberg said 16 of the 85 white posts were vacant and another five inspectors were leaving, which would aggravate the situation.

He accused the management committee of refusing to consider attracting inspectors of other races to work in white areas because it feared this could lead to race friction.

"This attitude implies that all whites are bigots. I don't think they are. They have learnt to stand in the same queues at post offices with blacks and have learnt to live with their fellow South Africans. When is this going to be extended to the City Health Department?"

He also suggested that the outflow of white health inspectors would not be stopped by pay improvements alone. The council should consider granting fringe benefits, like housing, to retain and attract staff.

Major J D R Opperman, chairman of the Health and Environment Committee, said there was a shortage of both black and white health inspectors.

The department was the only one in South Africa which catered for senior positions for all races and had made more progress than any other in the field of race relations.

The only way to retain white inspectors was to speed up their opportunities for advancement. Black inspectors would be used in white areas only if enough could be found for the black areas.

Major Opperman said the council was to meet with representatives of the Technikon next month to discuss the recruitment and training of health inspectors.

City is 'pre-planned for us'

Municipal Reporter

Johannesburg city councillors made a strong plea yesterday to the Director of Local Government for greater town planning autonomy in the city.

They predicted chaos, another Parktown situation or a mini-Hillbrow in the suburbs if the Province continued to overrule the city council and allow high density housing in areas where there were no redevelopment schemes.

Mr Eddy Magid, chairman of the town planning committee, appealed to the Director of Local Government not to allow high density developments in areas where there were no redevelopment schemes.

The council yesterday decided to oppose two applications to increase residential densities on stands in Riviera because the area did not have a redevelopment scheme to cope with the increase in population and traffic.

But, said Mr Magid, the Province recently overruled the council on two other applications in the area and allowed townhouses to be built. There was "now a flood of similar applications."

Mr Magid said Riviera was a middle upper-class area with about 60 large stands and the residents were bitterly opposed to the intrusion of high density developments.

He warned that if all the stands were rezoned for higher densities, the roads would not be able to cope with the increased traffic and, by the time a redevelopment scheme was finalised, about 60 percent of the area would have been "pre-planned for us."

Contract corruption alleged

Municipal Reporter

A city councillor yesterday called for an urgent inquiry into allegations of corruption and "officials on the take" in the Northview fire station contract.

Reporting what he called "the most serious allegations ever heard in this council," Mr Alan Gadd, MP, read affidavits "were going around the city" alleging corruption within the council and the fact that "contracts were being given and people bought." He said he did not hold the management committee responsible for the fact that the contract for the fire station was approaching R2 million—"far in excess of the original amount."

But he would hold it responsible if it did not hasten an inquiry into the allegations.

He did not know whether the allegations were correct, but believed the whole contract should be thoroughly investigated.

Mr J F Oberholzer, MP, chairman of the management committee, said it was Mr Gadd's duty to write to the Town Clerk about the allegations. The Town Clerk would, if he felt it necessary, ask the Administrator to appoint a commission of inquiry.
Restrictions on women at work to go

Pretoria Bureau
The Minister of Manpower Utilisation, Mr Fanie Botha, today hinted legal restrictions on women in the labour market might fall away.

Opening a seminar in Johannesburg on "woman power in the labour field" he said the Wiehahn Commission would be reporting back to him shortly on the position of working women, including legislation which affects them.

BLACK TRADITION
There was a world tendency to modify laws and eliminate protective measures applying only to women, he said.

It should be left to the employer and employee to sort out an agreement.

The question of equal pay for equal work was another delicate point. As a result of greater awareness about women's ability and labour value, a large number of employers no longer differentiated on the ground of sex.

The same minimum wages were paid for skilled workers under the Wage Act but there was sex discrimination in clerical and unskilled work, he said.

The main reason for this was a traditional one - most unskilled workers in the past had been black. The black man could not accept that his wife or daughter could get the same wage as he, the head of the house.

FREE TESTS
The Wage Board was busy closing the wage gap as far as discrimination between the sexes was concerned but this could not be done all at once.

The result of closing the wage gap suddenly would be detrimental to firms employing large numbers of black women and many would close down, causing an even greater unemployment problem.

Women with the appropriate qualifications would play an even more important role in the labour market in the future, especially the management field.

He said girls should be taught at an early age that they have a role to play in the labour force of the country.

They should be made aware that there were free aptitude tests and guidance facilities available at the Department of Manpower Utilisation's offices throughout the country.

Young women should also be warned not to take courses at colleges which would not allow them full scope in their careers.

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Edison
Gentlemen, think again, say the ladies

Most discrimination against women is unconscious and unintentional, says Miss Truida Prekel of the Unisa School of Business Administration. "I do not have "come across very few real 'male chauvinistic pigs', who deliberately and consciously block women in their development as people. But I do know many male chauvinistic gentlemen who with the best of intentions deter women in their development.

They were well brought up (by their mothers) to treat women as ladies, to protect them against problems and responsibilities, to take difficult decisions on their behalf — and they don't realise that at the same time they are usually protecting these women against the opportunities of growing as an individual, and achieving success, or taking up challenges."

In this well-meant paternalism, men often tended to view — and treat — women in their work environment as they would the other women in their lives — their mothers, wives, daughters, or even their mothers-in-law, said Mrs Prekel.

They made assumptions about women's abilities, ambitions, attitudes that often did not apply to the career-oriented woman. If only managers could approach and appraise women subordinates as they would do men.

She said the problems of working women fell into two main categories: those that lay in the women themselves and those that lay in the environment.

"The impression exists that every woman who speaks out about women's cause is a bra-burning feminist, and a woman who dares to take her career seriously is regarded by many as a real woman's

'Victims of myth'

... Prac...
The Reverend comes calling

When Reverend Leon Sullivan steps onto SA soil next week to hear the apartheid hon in his den, he will find himself a target of criticism from both left and right.

His Sullivan Code of fair labour practice, drawn up in 1973 as a suggested requirement for US corporate involvement in SA, sparked a round of alternative codes such as the FIC and Saccala codes.

He will face opposition on the right, which perceives the continual efforts of foreign countries to interfere in SA’s internal affairs. Government, for one, views Sullivan’s principles with a jaundiced eye, claiming that SA ought to be left to its own devices.

The irony of this criticism is that it plays directly into the hands of critics on the left, who feel that SA ought to be left alone — in isolation.

They argue that disinvestment is the only effective course by which foreign countries can influence change in SA and that the codes provide a “cover” for multinationals in that, although they may be in “technical compliance”, they still do not effect “progressive” labour reforms.

Elizabeth Schmidt, an American researcher specialist in African affairs, claims: “The implementation of the Sullivan Principles is intended not to eliminate apartheid, but to ‘modernize’ it and ensure perpetuation.” She feels many signatory companies sign the codes to get the international disinvestment lobby off their backs, or to create a climate for further investment in SA.

Government’s criticism is equally scathing.

Opening a General Motors subsidiary in Port Elizabeth this week, Minister of Transport Affairs Chris Heuning warned that although attempts at improving the service conditions of employees was welcome “such improvements should be commensurate with an increase in productivity.

Heuning intimated that foreign companies should keep their bums out of SA’s affairs and praised General Motors for continuing to display “its loyal and positive attitude towards this country.”

This can only make Sullivan blush, since he sits on GM’s board of directors.

When the codes were introduced by Professor Nic Wielahn, he echoed this: “These codes constitute gross forms of interference in an almost sacrosanct relationship, be between employer and employee.

In a free market economy, this relationship should be left almost entirely to those two parties — the State should not interfere — least of all foreign states.”

These opposing views highlight the crucial issues facing advocates of labour change. There are those who feel politics have everything to do with industrial relations in SA and there are those who are fighting tooth and nail to isolate the two.

Professor Mike Wincem of the Rhodes Anthropology Department says the Sullivan codes are essentially political as well as economic and that consequently workers’ responses will follow this pattern. He argues that corporations will have to make the choice of either protecting trade and investments — or creating industrial democracy.

There can be no industrial peace without social and ultimately political justice.

The guidelines

The firms endorsing the Statement of Principles have affiliates in SA and support the following operating principles:

- Non-segregation of the races in all eating, catering and work facilities.
- Equal and fair employment practices for all employees.
- Equal pay for all employees doing equal or comparable work for the same period of time.
- Initiation of and development of training programmes that will prepare, in substantial numbers, blacks and other non-whites for supervisory, administrative, clerical and technical jobs.
- Increasing the number of blacks and other non-whites in management and supervisory positions.
- Improving the quality of employees’ living outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

Signatories “agree to further implement these principles. Where implementation requires a modification of existing SA working conditions, we will seek such modification through appropriate channels.

“We believe that the implementation of the foregoing principles is consistent with respect for human dignity and will contribute greatly to the general economic welfare of all people of the Republic of SA.”

One implication of support for the codes must therefore be unambiguous political involvement by management on the side of black labour.

However, critics on both sides of the fence agree on one issue — the codes lack impetus.

Trade union spokesmen feel they are paternalistic since they were created by management without consulting black workers (or whom they are primarily designed), or trade unions representing black workers.

“The codes were drawn up in consultation with white SA business leaders; the final draft was approved by the SA government. At no stage in the initial development were black workers or community leaders consulted,” writes Schmidt.

A further problem is that of monitoring the progress of signatories. The companies monitor their own compliance by filling out questionnaires twice a year. Therefore, completion is obligatory but there are no penalties for failing to do so.

This information is then used to classify companies as: making good progress, making acceptable progress, coopertating, or not responding.

The report-back record looks poor. Nearly half the signatories failed to respond to the first questionnaire, and only one-fifth did not return the second and third questionnaires. Critics argue that this indicates that many companies only “pay lip service to the code.”

Companies such as Ford and Colgate Palmolive Ltd, have been graded as “making good progress”, yet they both refused to deal with unregistered trade unions.

Also, by the end of last year, 84% of the respondents did not negotiate with any employee union — white or black.

On this issue the code says: “Each company . . . will negotiate with representatives of black workers to form their own union or be represented by trade unions where unions already exist.”

On the whole, evidence has shown that companies have been slow in implementing the principles. In its report on Ford at the end of 1984, the Institute of Industrial Relations found that although management felt it was progressing well, workers felt that little or nothing had been done. They said their working conditions and mobility had improved.

Sullivan will no doubt be influenced by these criticisms. But whether he can get teeth to the principles is open to doubt.
FOREIGN AFFAIRS Minister Pik Botha has "guaranteed" to "do something" about the appearance on television on Friday night of the Rev Leon Sullivan, author of the "Sullivan Code of Conduct" for American companies operating in South Africa.

The only reason for Mr Botha's anger is that Mr Sullivan came out very strongly against companies which do not implement the code. He warned that if they continued doing this he would seek a trade embargo against South Africa and tax penalties for those companies which continued operating in South Africa.

Mr Botha reacted in typical South African way. Instead of seeing the problem from Mr Sullivan's point of view (after all, it was his "code" which helped turn off the pressure for disinvestment) South Africa has accused Mr Sullivan of poking his nose into their affairs.

Even more amazing is the threat to "do something" over Mr Sullivan's appearance on television. Does this not confirm what we have always said: that if people do not agree with the government, they will not appear on the holy box? Does this not reflect badly on those who have appeared — and much too often, too?

Does it also not reflect on the journalistic ethics of those who work for television?

As we have said before, we do not expect the SABC to run around looking for anti-Government spokesmen. However, we do believe the box must not be the preserve of those who agree with the Government.

We believe Mr Sullivan must have felt disappointed at the failure by companies to adhere to his code. He said so, and in fact told American businessmen he would "turn the screw" on them if they did not do something about it.

There are many reasons why the code cannot be successfully implemented, the chief one being restrictive legislation. But as long as companies hide behind the "law", so long will there be no progress.

Mr Sullivan's warning that change will come violently unless the country's whites adapt to the times of the present and work for peaceful change, is nothing new. It has been said before by people right here in this country, so we cannot see why it suddenly becomes "meddling" if Mr Sullivan says so.

This country must stop pointing fingers at other countries, and try to find solutions to problems instead of creating further problems.
Black leaders deride Sullivan principles

By Sieg Hannig
Labour Editor

A controversy erupted today when the Rev. Leon Sullivan, draftsman of the United States's voluntary employment code, arrived on his first South African visit.

The "Sullivan Principles" of non-racial employment practice were described as a farce by Mr. Tumasona Kambule, a black educator, who served on the Sullivan task force on education.

And Dr. Nthato Modana, chairman of Sweto's Committee of Ten and also a member of the task force, revealed that "a lot of blacks who were involved on the Sullivan monitoring have resigned."

He said: "I have been under tremendous pressure not to speak to Dr. Sullivan."

Unlike Mr. Kambule, who today turned down several requests to explain his attitude to Dr. Sullivan, Dr. Modana will respond to the questions.

To Page 3, Col 10
All eyes on Sullivan's SA visit

By Sieg Hannig
Labour Editor

A black American preacher who probably wields more influence in South Africa than most foreign governments arrived on his first fact-finding visit to South Africa today.

He is the Rev Leon Sullivan, the man responsible for the six "Sullivan Principles", of anti-apartheid employment practices signed by about 140 American companies operating in South Africa.

Both supporters and opponents of foreign investment in the country will watch his four-day visit to Johannesburg with bated breath because Dr Sullivan could do much to turn the tide either way.

RIGHTS ACTION

During the American civil rights campaign he is reported to have opposed the Vietnam War and to have sought to "selective boycot" against key firms with discriminatory practices.

And in 1971, when he became the first black director on the board of General Motors, he voted against the 29Cod exteriors for a resolution calling on the corporation to wind up its business in South Africa.

Later he took a second look at the situation and decided to convert himself into a force for human rights in South Africa.

Initially 12 US companies associated themselves with the Sullivan Principles, formulated in 1976, "for constructive engagement in South Africa.”

ANTI-APARtheid

Dr Sullivan's goal is the destruction of apartheid.

Amid warnings that his decisions might be on the verge of collapse, he reaffirmed his principles with regular monitoring exercises, as well as gathering data to promote their implementation.

This process of stepping up the pressure is still continuing.

Most recently, Dr Sullivan's call for his principles to be made legally binding on American firms, with penalties on defaulters, received the attention of the House of Representatives Subcommittee on Africa.

TURNING SCREW

"I will be turning the screws on American companies more and more," he told the sub-committee in May.

"But I've reached about as far as I can go on a voluntary basis and I want to see the companies under the hammer - that's why I'm asking the government to come in and help me.

Indeed, the American companies are the 184 non-signatory companies. But only 84 of the 130 signatories monitored last year were found to have made any or acceptable progress in the implementation of the principles.

Where does Dr Sullivan intend going from here?

No radical switch in his policy is likely, since he has been watching the South African scene closely through the monitoring process as well as the eyes of personal aides who have visited South Africa on various occasions.

CONTRADICTORY

But much will depend on the possible contradiction and certainly confusing views which scores of American business leaders and South African community leaders and trade unions of all races will put to him before he flies back to New York on Friday.

From all accounts this charismatic civil rights activist is sure to leave an impression on the people he meets here.

Who knows, he might even leave behind some more concrete reminder of his visit.

If so, this could well be an offshoot of his other initiative which has made a big name for itself - his Opportunities Industrialization Centre (OIC) which has found jobs for large numbers of unemployed blacks through training and retraining in the United States.

One branch has been established in at least five African countries. Why not in South Africa?"
Shock awaits Sullivan

A SHOCK awaits the Rev. Leon Sullivan, author of the Sullivan Principles, when he lands at Jan Smuts Airport tonight — two members of his local Sullivan Education Task Force will not be working with him on his South African tour.

The two are Mr. Tamsanqa Kambule, a respected black educationist who has pulled out of the committee, and Mr. Percy Qoboza, Editor of POST, who is on sick leave.

Mr. Sullivan, a director of General Motors who set up the Sullivan Principles — the moral code for American companies operating in South Africa — is a guest of the South African Institute of Race Relations.

He is expected to meet directors of American companies during his South African visit. He will be in the country “just for a few days” and will give the Institute’s Hoerda Memorial address.

Mr. Sullivan has invited black leaders in the educational task force for a meeting tomorrow. The task force committee includes Mr. Kambule, Editor of POST, Mr. Percy Qoboza, Dr. Nthato Motlanthe, chairman of the Committee of Ten, and Mr. Gibson Thola of Inkatha.

The Sullivan Educational Task Force was initiated to improve facilities in black education through American companies in the country. The task force was to see to it that proper schools were built, existing ones improved and also to offer bursaries.

Mr. Kambule said that he believed that meeting Mr. Sullivan was worthless. He said that since the task force started two years ago, nothing worthwhile had been done to improve black education.

"And over the last two years, the black membership in the task force has dwindled because of the disillusionment."

"This would be merely to put a stamp of credibility to this committee which has no possibility of achieving anything and would give a strong impression that it has the support of black leadership."

Mr. Kambule said that the task force was started to justify continued operation of foreign companies in South Africa under the pretext of an educational upgrading of blacks.

Mr. Kambule said that the task force’s achievements had been minute, and could not “offset the glaring imbalance” between black and white education.

"Blacks are disillusioned; hence they are staying away from committee meetings of the task force."

He said that had he agreed to meet Mr. Sullivan, it would have led to him being used to give credence to the scheme.

Mr. Tamsanqa Kambule ... not meeting the Rev. Sullivan.
Work code rules union

CONTROVERSY over the “Sullivan Principles” erupted yesterday when the author, the Rev Leon Sullivan, arrived in South Africa for a four-day visit.

The controversy ranged from a demand by an unregistered trade union that he clarify one of his principles, to a refusal by a member of one of the task forces monitoring the code to meet Mr Sullivan.

The Chemical Workers Industrial Union yesterday recounted their battle for recognition with a signatory of the Sullivan Principles, Colgate Palmolive and asked for “an immediate clarification of whether the Sullivan Principles support the right of black workers to be represented by the union of their choice or whether the principles insist that the union should be approved by the State — Ie, be registered.”

The union said that Colgate Palmolive has refused to deal with them despite “strong support for the union from a large majority of workers.”

The company interpreted the second principle to mean that they need only “recogonise a union or unions which have been registered in terms of the laws of the country.”

“Clearly, the code of conduct is intended to set standards for the practices of American companies in South Africa,” the union statement said.

“The most important demand by workers is not for fringe benefits but for effective and democratic representation through their own organisations.”

A leading member of the education task force, Mr T W Kambule, said last week that he believed a meeting with Mr Sullivan would be worthwhile.

Another man who has been involved in the implementation of the Sullivan Principles said yesterday they were a “farce.” He did not want to be named at this stage.

The Rev Leon Sullivan and Mrs Leah Tutu in a Johannesburg hotel yesterday. Mr Sullivan is to deliver the Morgen Memorial Lecture at the Institute of Race Relations.

Term 3: The emergence of this flow is the most important element in the context of economic development in Africa. The question of how to get the cheap labour in a way that is socially beneficial has not yet been satisfactorily addressed by the policies of the government. The need to ensure that a democratic and equitable distribution of benefits is achieved is paramount.

Term 4: More attention should be paid to the importance of ensuring that the benefits of economic development are shared equitably. This requires a careful and balanced approach to the distribution of resources and the establishment of institutions that can ensure this.
Training centres planned as a Sullivan spin-off

Labour Editor

Several training centres for workers of races other than white are to be opened in South Africa soon as a result of the Rev Leon Sullivan's labour initiatives.

This was announced in Johannesburg today by Mr Daniel Purcell, executive director of the international council engaged in the implementation of the Sullivan Principle of fair employment practices.

He said one of the party who is with Dr Sullivan on his first South African visit, Mr Garry Robinson, had been paving the way for the training centres on two previous visits.

Yesterday Dr Sullivan met the local committee which was "very, very busy with the opening up of the training centres."

Mr Purcell said

Dr Sullivan, who arrived yesterday, will have a busy day today meeting black community leaders and the chairman of the task force assigned to promote the implementation of the six Sullivan Principles.

Later he will meet the National African Federated Chamber of Commerce and the American Chamber of Commerce before spending the evening with trade union leaders.

Among the labour leaders will be Mr Stakes Sikhakhane, chairman of the Conciliatory Council of Black Trade Unions in the Transvaal, and Mr Ronnie Webb, senior vice-president of the Trade Union Council of South Africa.

Representatives of the Federation of South African Trade Unions are to meet Dr Sullivan on Friday.

A Fosatu spokesman said today: "Fosatu's major problems with the Sullivan Principles are that they are too vague on the issue of recognition for representative unions and that there are no enforcement powers to ensure that companies do not merely pay lip service to them."
Re: Term 3: He

Staff Reporters

The Rev. Loom Sullivan, author of the controversial Sullivan Code, knows it has done little to promote equal working conditions and employment opportunities in American firms working in South Africa, so says Bishop Desmond Tutu who met him yesterday.

Re: Term 4: T

Bishop Tutu said he told Dr. Sullivan "his principles are being used as a kind of buffer by firms interested in public relations.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3, thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

The general approach will now be applied to the problem in MAN 530 which follows.
The goal is the dismantling of apartheid

Sullivan hints at tough line

By JOE THLOLOE

The Reverend Leon Sullivan might get tough with American companies that do not implement his labour code - the "Sullivan Principles". He hinted at sanctions and disinvestment during his meetings with various people in Johannesburg yesterday - people ranging from the chairman of the South African Indian Council, Mr J N Reddy, to the secretary of the South African Council of Churches, Bishop Desmond Tutu.

But he was not giving much away until after his Hoenle Memorial Lecture to the South African Institute of Race Relations, his hosts, tonight.

Some time today he will be meeting the management of companies that have signed the Sullivan Principles.

At least one of his guests at the Carlton Hotel yesterday told Dr Sullivan that his Principles had no effect on the structure of apartheid.

"Amelioration of our condition, yes - but no fundamental change. Others made suggestions that we will have to implement ..."
The Rev Leon Sullivan was on a busy week. The father of the Sullivan Principles, designed as a fair labour practice guide for American subsidiaries in SA, jetted in to deliver the Hoërskool Memorial lecture on Thursday night, but his itinerary was packed with the names of prominent community leaders. Bishop Desmond Tutu, J N Reddy (leader of the Reform Party), the Rev Allan Hendrikse (leader of the Labour Party), Dr Nthato Moloto, the US Ambassador William Edmondson, and leading trade unionists.

Responses from those who met him ranged from “he’s going to give it all up — the criticism is too much” to “he’s a veteran of the civil rights movement. He’s tired of platitudes, he wants some action.”

It nothing else, one message has come home clearly. There is grave dissatisfaction with the Sullivan Principles. The Federation of SA Trade Unions has accused the codes of being “a camouflage for employers,” and many critics condemn their ineffectiveness.

Tutu, however, was not dismissive. “He’s aware that the codes have not so far succeeded in making a dent in the unjust structure of our society. But he’s no fool. He’s heard and seen — now let’s see what mix he produces.”

Sullivan is said to be dissatisfied with the signatories’ performance to date, but how he intends solving this problem is anybody’s guess.

However, it does appear that he may now direct his energies towards education and training. He spearheaded the Opportunities Industrialisation Centre (OIC) in America, which primarily provides skills advancement programmes.

Of the OIC he says: “It has helped so many hundreds of thousands of people across America and the world... particularly our unemployed young people.”

To implement this he may call for contributions from signatories. “This,” says a labour observer, “will force them to improve training facilities and the rub-offs would be greater mobility opportunities, particularly for black workers, and increased productivity.”

Despite his critics, Sullivan remains committed to introducing some kind of reform in SA.

His ideals are best reflected in a fervent letter written to President Jimmy Carter on Tuesday. He apologises for not being able to attend his Zion Baptist church service on Sunday — where Carter is due to preach.

He writes: “I greatly regret I cannot be present with you today. As you know I am in the Republic of SA to deliver an important address and also to do what I can to help relieve oppression of millions of people in this nation, who are living under the terrible system of apartheid; a system that must be brought to an end as quickly as possible, and hopefully by peaceful means.”
Help Inkatha or face opposition—Buthelezi

Political Report

Unless organisations enforcing codes of conduct for foreign firms in South Africa co-operate with Inkatha in its formulation of an industrial strategy, they may face opposition from the movement.

This warning was given today by the Inkatha president, Chief Gatsha Buthelezi, when he had discussions with the American Civil Rights leader, Dr Leon Sullivan.

Dr Sullivan is the author of the Sullivan code of ethics for American companies operating in South Africa.

Inkatha's views on such codes is contained in an aide memoire used by Chief Buthelezi at today's meeting.

Inkatha is formulating an industrial strategy which has political objectives and medium-term goals, Chief Buthelezi said.

Inkatha believes that organisations responsible for the monitoring of the Sullivan Code and the EEC Code should very seriously consider helping Inkatha in the development of this strategy both materially and by joint discussions and planning.

"In the light of the limited generalised success hitherto obtained in the monitoring of codes and the exercise of external pressure, without such co-operation from the external agencies concerned, Inkatha will have radically to assess the benefits to black workers which the codes of employment practices can produce," Chief Buthelezi warned.

Inkatha did not share the simple view that raising standards of employment practice would always produce mechanisation and a relative loss of jobs.

However, it was concerned that the economic progress of blacks should not be measured only by the performance of a few dozen large multinational companies.

The general secretary of the South African Council of Churches, Bishop Desmond Tutu, was "pleased" today at the tough stance adopted by Dr Sullivan last night.

He was commenting on Dr Sullivan's statements on investments, loans and planned "divestment" action against companies which did not comply with the Sullivan Code.

Page 17: Hard line on investments
Sullivan Code ‘of no significance’

JOHANNESBURG. — The Sullivan Code of Principles for American companies in South Africa is unattainable and of no significance, according to Professor Michael Whisson, professor of social anthropology at Rhodes University.

Professor Whisson, who last year monitored implementation of the code at the Ford plant in Port Elizabeth, gives this assessment at a time when the author of the code, the Rev. Leah Sullivan, is on a visit to South Africa.

“This story of the Sullivan Principles would appear to be a classic case of incorporation of an ideological position by big business,” Professor Whisson says in an article in the latest issue of Social Dynamics.

While acknowledging Mr Sullivan’s success as a civil rights campaigner against the business sector in the United States, Professor Whisson says his attempt to pressurize for change in South Africa has not achieved similar results.

Focussing on the difference between the US and South African societies, Professor Whisson says, “The vast majority of Americans would vote against racism and are thus a sympathetic sea in which Sullivan and his cohorts could hunt down great white racist sharks.”

But in South Africa, the state of American-based companies was small and the pressure which Mr Sullivan, who joined the board of General Motors after his American campaign, could bring to bear was only marginally greater than the leverage of like-minded people in South Africa.

“The Sullivan Principles were thus born out of political impotence and moral fervour,” said Professor Whisson. "A combination familiar to many readers of English-language newspapers."

Professor Whisson differentiates between two sorts of companies which supported the Sullivan Code.

Companies which saw the code as a means to mute criticism in the US with the argument “We are committed to change; we are doing what we can within the law.” Professor Whisson describes their activities as “corporate camouflage.”

Companies who take on a longer view of their involvement in South Africa and who use the Sullivan Code as a strategy for survival rather than “a slogan to quieten critics abroad.”

But, Professor Whisson says, black workers have grave doubts about the various codes (the Sullivan Code is one of several seeking to improve the position of black workers).

“They have noted that since the codes, were imposed real wages have not increased markedly — and, although some of the lowest paid workers may have benefitted by wages being linked to Poverty Datum Line scales, this has been done at the expense of the semi-skilled by narrowing differentials.

“‘For the mass of workers, if the codes do not mean a rise in their real income, then they mean nothing.’”
Sullivan lashes US companies

THE author of the nonracial fair-employment code for United States companies operating in South Africa, the Rev Leon Sullivan, yesterday warned several hundred American businessmen that they would be exposed and punished if they did not abide by it.

Speaking at a luncheon in Johannesburg, the Baptist minister and veteran civil rights campaigner said: "I'm going to turn the screws on you. I will reach into corporation boardrooms and take the cover off your companies."

Later he added: "You American businessmen in South Africa and other parts of Africa had better get yourselves together."

Mr Sullivan also accused US companies in South Africa of being too busy making money to notice the world of apartheid round them, United Press International reports.

"You are not going to make that money that easily any more," he thundered.

The businessmen left the luncheon visibly shaken. About 140 of the 350 US companies operating in South Africa - American officials estimate they represent more than 75% of the total US investment of R1 300-million - have already pledged themselves to implement Mr Sullivan's code.

The code's first principle is non-segregation in all eating, toilet and work facilities.

After the luncheon, one US businessman who declined to identify himself or his company, said: "We American companies are at the forefront of upholding non-discriminatory labour practices. I certainly did not expect to be rapped over the knuckles like that."

Mr Sullivan is on his first full visit to South Africa since he drew up the code in 1976. Five years ago he passed through Jan Smuts Airport, but did not leave the complex.

He has spent most of his four-day visit, which ends today, in talks with black leaders.

The visit was at the invitation of the the Institute of Race Relations. It has aroused considerable controversy among the Left and the Right.

Dr Nhato Motlana, chairman of Soweto's Committee of Ten, has said the Sullivan Code "lacked teeth" and was worthless to blacks.

Other black readers have said the code perpetuated apartheid by simply improving - not changing - conditions. They advocate complete disinvestment as the only way foreign countries can force change in South Africa.

On the other side, the Government views Mr Sullivan's efforts with an equally critical eye.

Last week the outgoing Minister of Transport Affairs, Mr Chris Reunis, intimated in a speech while opening a General Motors company in Port Elizabeth, that foreign companies should keep their noses out of South Africa's internal affairs.

PATRICK LAURENCE writes that Professor Michael Whisson, Professor of Social Anthropology at Rhodes University, maintains that the Sullivan Code is unattainable and of no significance.

Prof Whisson, who last year monitored the implementation of the code at the Port Elizabeth Ford plant, says this in the latest issue of "Social Dynamics".

He said the pressure which Mr Sullivan could bring to bear on companies in South Africa was only marginally greater than the leverage of like-minded people in South Africa.
Hard line on new investments

By Sieg Hannig, Labour Editor

A stand against new investments in South Africa until there is concrete evidence that apartheid has ended was taken last night by the Reverend Leon Sullivan.

Such evidence included official meetings between the white Government and leaders of other races, say such a national convention and an agreed timetable to fully include the other races in the economic, social and political life of South Africa, he said.

At such a meeting or convention, he hoped they would be real spokesmen for the people... "and leaders that are in exile, banned or like Nelson Mandela."

The black American draftsman of the "Sullivan Principles" of fair employment practices was delivering the Hoernlé Memorial Lecture of the Institute of Race Relations before about 700 people in the Great Hall of Witwatersrand University.

In a foot-stamping fiery speech against "racial injustice" Dr Sullivan also:

- Opposed any further American bank loans to the South African Government or its agencies, saying consideration should be given only to specific projects developed in co-operation with other races other than white for their advancement and equality.

- Gave notice that he would support "selective divestments" against American companies which did not co-operate with their principles, failed to comply favourably with them or refused to be monitored.

- Said he would call for US Government action such as tax penalties and sanctions against such firms.

- Predicted that he would be "turning the screws more and more" on American companies to implement his principles faster and faster because the needs of the black people in South Africa today are beyond description.

- Dr Sullivan called on "the companies of the world in South Africa" for co-ordinated efforts in line with his principles, with declining goals and goals...

- "Before the (black) community believes that all this stuff you're doing is just a whole lot of talk."

- It would cost the companies "billions of rands" but this would have to be paid if there was to be a peaceful solution to South Africa's racial problems.

- The companies also should use their power to push "the Government to end its racial laws."

- He hoped the day would come when representatives of multinational companies would call on Pretoria for an end to racial discrimination, separate development and the exclusion of blacks from the governmental process.

- "If the businesses of the world and of South Africa speak, the Government will listen."

- The principles could crack the wall of separate development, but the wall had to come down.

- To those who felt it was too late to bring apartheid "in which millions of dead bodies," said every effort had to be made to achieve this without a racial war which would engulf the Third World and possibly the entire world.

- "I want to see apartheid eliminated from the face of the earth, and the world must help make it happen," Dr Sullivan said.

- "Describe himself as an "American African," he said the oppression of black people had brought him to South Africa although this meant missing a visit which President Jimmy Carter made to his church this week.

Third World countries, South Africa provided the setting where they could answer the critics with progress.
Anger at Sullivan attacks

American companies in South Africa were "mad as hell" today after being attacked twice at big meetings with the Reverend Leon Sullivan yesterday.

This was revealed by one American company spokesman who attended both meetings but declined to be named for fear of further repercussions.

"We agree with what he says, but the reaction is that the companies who have assisted him most in the implementation of the Sullivan Principles of fair employment practice are being hit the hardest," he said.

First Dr. Sullivan had lashed into the signatories of his principles at a luncheon, and then he had hit them again at a public speech last night with his opposition to new investment in South Africa.
The Rev Leon Sullivan speaking at Wits last night.

Change or else, warns Sullivan

By JOE THILOLO

THE Rev Leon Sullivan yesterday threatened a disinvestment campaign against South Africa if change did not come fast enough.

Delivering the Hoernle Lecture at the University of the Witwatersrand, he defended the labour code he started in 1977 and attacked companies which refused to implement it.

Dr Sullivan, head of the Zion Baptist Church in Philadelphia, said any American company that did not do its part to help alleviate oppression had no moral justification to remain in this country.

"As far as I am concerned they should pack-up — pack-up and get out," Dr Sullivan said.

On his return to the US he would be supporting selective disinvestment against American companies which did not cooperate with his principles or which refused to be monitored.

"I will also be calling for strong United States Government action — I will be calling for tax penalties and sanctions if they do not implement these principles.

Embargo

"And if change still does not come fast enough I will consider stronger measures including a return to total disinvestment and ultimately a total embargo on all American imports and exports to and from South Africa."

Dr Sullivan is a guest of the South African Institute of Race Relations.

He also attacked European and Japanese companies which were not doing anything to bring about change. He said they were major beneficiaries of oppression in South Africa.

He warned that time was running out for South Africa. "Apartheid must come to an end, and I intend to bring it to an end, hopefully by peaceful means."

In an apparent reference to criticism of his code, Dr Sullivan said American companies had to talk to black unions whether they were registered or unregistered.

Mainstay Cup
draw shock
Sullivan code 'entrenches' apartheid

THE Sullivan code, which American companies in South Africa are supposed to use to get rid of apartheid in their businesses, is 'modernising' rather than eliminating apartheid, according to a book soon to be published.

The man who devised the code, the Rev Leon Sullivan, is due in South Africa this week to deliver a lecture on the role of multinational companies in this country.

The book, Decoding Corporate Camouflage: US Business Support for Apartheid, is being published by researcher Elisabeth Schapera.

Most blacks at US firms were still working in segregated workplaces. Equal pay is a sorry sham, and the top jobs are still held by whites and the lowest jobs by blacks, she says.

She criticises the Sullivan code as a 'flimsy camouflage' to disguise the collaboration of US businesses with apartheid.

It has divided rather than united blacks here, she says, and perpetuated apartheid.

The six principles of the code are:

- Neutering of the black entrepreneurial base in all sectors
- Equal pay for equal work
- Equal and fair employment practices for all employees
- Equal pay for all employees doing equal work
- Training programmes for the preparation of these workers for supervisory and managerial positions
- The end result is that the black is not because they are black, but because they perform the most menial or semi-skilled jobs.

She criticises the Sullivan code as a 'flimsy camouflage' to disguise the collaboration of US businesses with apartheid.

According to the report, 70 percent of the workers in the lowest job category are black and two percent are white. The percentage of the workers employed in the top job category are white, one percent is black.

Two-and-a-half years after the proclamation of the principles, half of the businesses that reported back had no blacks in managerial or supervisory positions.

As late as October 1979, only one company had signed a contract with a trade union.

Ms Schmidt is highly critical of the system set up by Sullivan to keep an eye on the implementation of the principles in South Africa.

The costs of checking on the progress of implementation of the Sullivan Code are met by the Edna McConnell Clark Foundation, which has 165 million dollars of its own business in South Africa.

The firm which writes the progress reports, Arthur D. Little Company, also has little of which to be proud.

For more than a decade the firm has had lines with the Space Research Corporation, the company whose top officials this month pleaded guilty to shipping 38,000 hirwiter tools and a number of hirwiter parts to South Africa.

Ms Schmidt also criticises the grading system used to chart a firm's progress in implementing the principles.

The computer company Control Data, where in June last year only 14 of 370 employees were black, was considered to be making good progress although there were ten categories of work in the company, all of the blacks were employed in the bottom three.

The company agreed in the plan to co-operate with the South African authorities and to encourage its employees to join a local civil defence unit.
Sullivan 'has only started'

Political Reporter
American civil rights leader, Dr Leon Sullivan, is returning home with plans for a more rigorous monitoring of the activities of American companies in South Africa.

Dr Sullivan, author of the Sullivan Code for American companies, said at a Press conference at Jan Smuts Airport last night he hoped to have a monitoring system in which blacks would have a voice.

He hoped to get the cooperation of a South African body in the monitoring process.

Dr Sullivan placed emphasis on black workers getting a better deal, rather than just an elite few.

He believed that his code had been an important force for change.

In Port Elizabeth, the Minister of Foreign Affairs, Mr Pik Botha, faced a barrage of interjections and questions from Herste Nationale Party supporters when he spoke in Port Elizabeth last night.

Mr Botha "guaranteed" the audience that he would "do something" about the appearance of the Rev Leon Sullivan on television.

"In any case, I will make sure he answers them before he goes home," Mr Botha said.

Mr Botha accused the HNP of causing suspicion and confusion and of helping South Africa's enemies "just like the PFP."
MR GOVERNMENT Zini, chairman of the Ford Workers Committee, has slammed the visit to South Africa of the Rev Leon Sullivan.

Mr Zini said in a statement that if Mr Sullivan's 10 principles were aimed at 'management' and 'higher class society' they were not needed.

Ford and General Motors, with headquarters in Port Elizabeth, are both signatories to the Sullivan Code of Principles which seeks to compel American firms operating in South Africa to move away from discrimination in the workplace.

Mr Zini revealed at a meeting attended by 10,000 Ford workers at the Holy Spirit Hall in KwaNdebele that the management had at last agreed to "reduce human suffering experienced by black workers over losing the 1970 year-end bonus."

"Each individual will be compensated for the amount lost, but it will not be classified as a bonus," he said.

The workers expressed their disappointment that Mr Sullivan had failed to visit the most troubled industrial areas. "As a Director of General Motors he could at least have paid a visit to know what is taking place there," said one.

Workers said the Sullivan Principles were an embarrassment to the firm where he had planted his principles, we are left outraged.

"What did he come here for?" he asked. "To listen to one side of the story away from us - or were we being deliberately avoided?"

He asked whether the Sullivan Principles were just a front to label the American firms with a good name. He said the principles were viewed by the blacks as a cosmetic exercise in perpetuating apartheid.

The workers said the Sullivan Principles were a complete "farse" and it would not be long before the South African black man rejected the entire concept and demanded that the "package" be returned to America.

The workers said Mr Sullivan's failure to meet the committee and talk with shop floor workers served only to confirm the suspicion that he was aware of the irrelevance of his principles.

At his first GM board meeting Mr Sullivan challenged the company to withdraw its business from South Africa. He declared that American business could not morally function in a country that so blatantly and ruthlessly maintains such dehumanizing practices against such large numbers of its people.

Within four years, however, Mr Sullivan had changed his mind.
End separate development —
Rev Sullivan

HOMELANDS and separate development must be ended, said Reverend Leon Sullivan, architect of the code of conduct for American companies operating in South Africa, minutes before he flew home on Friday evening.

Reverend Sullivan had been in South Africa for four days as the guest of the South African Institute of Race Relations. He delivered the annual Hoare Memorial Lecture this week in which he dealt with the role of multinational companies in South Africa.

Said the towering black American civil rights activist: “American companies must do more. They must reach their two million black workers here and upgrade them.”

He warned he would seek the support of the American government in a call for sanctions against South Africa.

“American companies must be instruments of change,” he said. “Structural discrimination in this country must be ended. Separate development must be ended. That means the homelands must be ended. That means there must be structural change in this country. There must be a crack in the wall.”

What did he think of Elizabeth Schmidt’s book, Decoding Corporate Campaigns: US Business Support for Apartheid, in which she charges that the Sullivan reforms have helped divide rather than unite South Africa’s black people and have helped to moderate apartheid instead of eliminating it?

He told the American: “Well, I understand what she is talking about. But she is talking about. But years ago.

“Two years ago little was being done. I have developed something and am still developing it. I have to strengthen it. And I’m still going to have criticism. I’m not bitter.”

He was determined to push American companies to upgrade blacks. “They must demonstrate the spirit of the code of principles I have no illusions. The companies can be a catalyst for change. But I’m still not satisfied. They must do more.”
Rev Sullivan criticised for bolstering the system

By JOE THLOLOE

Fort enough. He threatened tough action against American companies that did not implement his principles.

His faith in the Sullivan Principles is unshaken. The only problem is that they are not being implemented.

He said before his return to the US: "I am encouraged, but far from satisfied."

There were few black faces to hear him at Win — most of them were those that are on the books. While South Africans were not very enthusiastic, there were many empty seats in the Great Hall.

Before he left, POST asked the Rev Sullivan some questions:

POST: Do you think that there would still have been the changes that you expected yesterday if you had not come up with the Principles?
Rev Sullivan: I don't think that been come up with the Principles.

Q: Under what circumstances would you abandon the Principles for something stronger?
Rev Sullivan: That is a possibility.

I have been asked if I want more blacks on the task force so they can give me an interpretation and the value of the programme.

Q: When the American companies are not to my satisfaction and to the satisfaction of the people measuring and monitoring them, then I begin implementing the principles.

The Rev Leon Sullivan, centre, with leader of the Soweto Committee of Ten, Dr Nithato Motlaneng, and trade unionist Mrs Emma Mashinini.
British firm accused of race bar

By STEVEN FRIEDMAN
Labour Reporter

CONTROVERSY could face a well-known British firm after a black worker claimed this week that the company had refused him a job because he is black.

But a spokesman for the company, Boots Pharmaceuticals, which is a household name in Britain and other parts of the world, said that it was company policy to hire workers on merit only.

Like all British companies operating in South Africa, Boots are expected by the British Government to adhere to the European Economic Community’s code of labour conduct, which commits companies to eliminate race discrimination in their plants.

The allegations have been referred to a black trade union, the SA Chemical Workers’ Union, and may focus new attention on labour codes. The codes have been subject to strong criticism by black trade unions, who complain that companies are not forced to abide by them.

This week, Mr. Magdeng Selepe claimed that he had been told by the company’s Isando warehouse manager that he could not apply for a job as an assistant warehouse manager because he is black.

Mr. Selepe says he applied for the job after reading an advertisement in the Press which did not say that the job was open to some race groups only.

He is a matriculant who says he has four years’ experience in similar types of work.

“I was referred to the warehouse manager by the company’s Isando factory manager. The warehouse manager told me that the job was not open to black people and I could not apply,” Mr. Selepe said.

A spokesman for Boots said that he would be “surprised” if the warehouse manager had said that the job was not open to blacks.

“I suspect the allegation is unfounded. But, if he did say this, I would take strong action against him,” the spokesman said.

He said that Boots, as a British company, was compelled to stipulate in its advertisements that all jobs at the company were available to South Africans, regardless of race or sex.

It was therefore company policy to hire workers on merit only and if a member of Boots management had indicated that blacks were not eligible, he was contravening this policy.

He confirmed that the job had not yet been filled but said that had nothing to do with racial stipulations.

“The job we are advertising requires a highly qualified man and there is a shortage of good staff at present. We simply haven’t been able to find someone with the right qualifications,” he said.
Sullivan set to beef up code for firms

By STEVEN FRIEDMAN
Labour Reporter

DR LEON Sullivan’s labour code for United States companies operating in South Africa will be toughened next year by increasing minimum wage stipulations for black workers and by stricter measures to ensure firms desegregate facilities.

Another new and controversial stipulation for companies under the code is that they must join the National African Federated Chamber of Commerce as associate members. Nafeco is the spokesman for black businessmen.

This emerges from a questionnaire circulated to US companies who have signed the code. The Rand Daily Mail has a copy of the questionnaire.

It is, however, likely to disappoint black trade unions, because its instructions to signatories about black unionism are still ambiguous.

But it was drawn up shortly before Dr Sullivan’s recent trip to South Africa and informed sources say he has hardened his support for unregistered black unions since the visit.

Dr Sullivan warned last week that firms which did not sign his code or did not adhere to it could face demands in the US that they withdraw from South Africa.

According to the document, companies who do not comply with the new stipulations will be told they “need to become more active”, which could increase pressure on them.

Another feature of the document is that it emphasizes that companies are obliged to make their rating under the code known to their black workers and to review its implementation with representative black workers.

On the trade union issue, employers are asked whether they are prepared to recognize an unregistered black trade union, thus implying that this is demanded by the code.

However, a guide to the questionnaire says companies are merely required to indicate their workers’ right to “form or belong to” a union.

This could open the way for companies to claim that they are abiding by the code if they do not stop workers joining a union, but nevertheless refuse to recognize it.

Dr Sullivan emphasized during his visit, however, that signatory companies must recognize representative unions, whether or not they are registered.

According to the document, Dr Sullivan plans to add a new stipulation next year that companies must pay their lowest paid workers a set percentage — “say 30%” — above the various poverty datum lines for black workers.

Up to now companies have only been asked to pay “above” these levels and no amount has been specified. Laying down a set amount will prevent signatories from paying only slightly more than the minimum level.

Dr Sullivan will also demand “complete desegregation” of facilities. Although the code demands desegregation, Dr Sullivan apparently believes that some firms are “formally” desegregating their plants, but not doing so in reality.

The demand that companies join Nafeco is seen as part of an attempt by Dr Sullivan to encourage them to assist the development of black business. By becoming associate members of Nafeco, companies could presumably provide the organization with finance and resources.

The document asks companies whether they have assisted any Nafeco endeavours in the last year or have supported the development of black, coloured or Asian businesses.

A black business source said yesterday that Nafeco’s constitution did not allow non-black businesses to join as associate members and added that a number of white companies had already joined the organization in this way.
The Rev Leon Sullivan was in SA last week to deliver the Hector Memorial lecture. As the author of the Sullivan Principles, setting out labour guidelines for multinationals operating here, Sullivan's performance was keenly anticipated and assessed. Many found him bombastic and ambiguous. For the radicals his codes are "camouflage."

For businessmen, many of whom do not need outside advice on how to run their affairs, he was often an "embarrassment."

Before his departure, the FM sought some clarification.

**FM:** How practically, can you ensure the implementation of your codes?

**Sullivan:** I can bring pressure to bear on signatories in the US because I have a very close relationship with the black church in America. Although I may not have the power of government, I am building up the support of the people.

Are representative black American bodies — such as the National Association for the Advancement of Coloured People — aware of, and satisfied with your codes?

There is a split among the groups. A number are concerned about the codes because they feel they aren’t strong enough.

**Can the codes initiate the changes needed in SA labour relations?**

They can do a limited amount. They can help, certainly, to eliminate segregation in the work place, factories and businesses and they can act as a catalyst for change — as they have done. But as long as apartheid is still legal, the codes can only go so far.

What are the chances of the US introducing legislation to ensure subsidiaries adhere to the codes?

The introduction of legislation is a definite possibility. I cannot say when this could happen but I do and will continue to encourage it.

What form could any penalties take?

I will continue to encourage divestment and disinvestment from those companies who refuse to become signatories and those who fail to implement the codes. I do not encourage new investment and I will oppose bank loans to this country unless there are signs of change.

**Will this affect your position on General Motor's board of directors?**

I have no idea. I have no idea.

Are you satisfied with developments to date?

I am encouraged, but far from satisfied. Companies have to demonstrate that they are committed to change and mean business before I will be completely happy with developments.

**Would you consider withdrawing the principles?**

I will consider anything at any time. Yes, it is a possibility — if US companies do not begin implementation to my satisfaction, I will consider withdrawing the codes.

**Do the codes represent unnecessary interference in SA's internal affairs?**

If this criticism is being levelled at me I would consider it a compliment. In dealing with organised black workers, does the issue of whether the unions are registered or not play a part?

No. Companies must deal with organisations — registered or non-registered — which are representative of the workforce. I hope things will change where this is not happening at present.

What monitoring procedures do you intend introducing to ensure tighter control on subsidiaries?

I'm hoping companies will voluntarily permit themselves to be monitored by groups with which they are willing to co-operate. These will be either American or SA monitors. I hope this will happen in the next few months.

I also feel very strongly that blacks themselves must be able to influence the assessments.
Equal pay call to Railways

Labour Editor

DURBAN — The Railways' 22,800-strong Artisan Staff Association has called on the Railways to introduce "equal pay for work of equal value." The estimated cost of the move is R200 million. To close the racial wage gap, immediate action was required,

That was why his union had given the 'Railway five years to close the gap," Mr. Jimmy Zurich, president of the ASA, said in an interview yesterday. He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before.

The decision was in line with the 'labour' changes in South Africa.

"We see the role for the job (equal pay) as protection for whites and blacks alike," Mr. Zurich said.

"But the exploitation of black workers was our primary concern," he added.

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial trade union council of South Africa, Mr. Zurich said.

Both Mr. Zurich and the ASA's general secretary, Mr. 'Wallis Grobler, are observers at TUCSA's annual conference here.

"Another Railway union leader at the conference is Mr. Piet Roob, general secretary of the 200,000-strong Footplate Staff Association.

"The question of joining TUCSA will be considered by the union executive at a later stage," Mr. Roob said.
Case of Sullivan Code
Rev Leon lets fly at 60 US companies in SA

WASHINGTON — The Reverend Leon Sullivan yesterday called on the United States Congress to force American companies operating in South Africa to sign his "fair employment" principles. He also urged American companies to stop new investments except "to finance programmes that would promote equality and improve local conditions for blacks until there is concrete evidence that apartheid is being brought to an end."

Mr Sullivan is the person responsible for the six "Sullivan Principles" of anti-apartheid employment practices signed by about 140 companies operating in South Africa. He recently visited South Africa and was distressed to find that only 84 of the 140 signatories monitored late last year were found to have made good progress in the implementation of the principles.

Speaking at a Capitol Hill Press conference yesterday, Mr Sullivan said "this legislative initiative is aimed at the 60 American companies who have not yet agreed to cooperate in the business initiative to end racial segregation and promote equal economic opportunity for blacks in the Republic of South Africa."

He said companies which did not adhere to his code should be subjected to tax penalties, sanctions and loss of government contracts.

He urged European corporations that represent 68 percent of the foreign business in South Africa to make "serious" efforts...
Building firm pays women 20c an hour

MURRAY and Roberts Buildings (V/E) pays some of its women workers in Bothaville Orange Free State, 20c an hour — less than R10 a week — and some men at the same site at 50c an hour.

And managing director, Mr Dick Glanville, says the 50c is 25% percent above the going market rate for Bothaville.

A woman who worked for 176 hours in one month earned R35.30 plus R1.97 for four hours overtime. Her net earnings for that month was R35.78.

A man who worked 159 hours earned R27.50 and R5 for 9 hours overtime. His net pay was R28.58.

Mr Glanville said the company's minimum pay is a little above the going rate for a particular area because it had to make a competitive tender or it wouldn't get the contract.

He believes the way for the workers to improve their pay is by improving their skills and productivity.

Mr Glanville said the company employed 47 migratory men, 10 local men and 10 local women at the Bothaville site where they are building a high school.

He said 42% of these are on the minimum scale of 20c for women and 50c for men.

The workers at Bothaville had also told the POST that:

- They are expected to buy their own food from this 50c an hour, and
- They are crowded 10 to a room or 15 in a room in the hostel where they live.

Managing director Mr Dick Glanville.
Black women are perpetual minors

The black woman is at the bottom of the social scale in South Africa.

Not only is she the lowest paid (often unpaid) worker in South Africa, she has to bear the brunt of the tension, frustration and humiliation of the whole severed black family unit as well, said Mrs Sibongile Nene, talking on the Changing Role of African Women in South Africa.

Mrs Nene isolated the law, written as well as customary, as the most important factor in the evaluation of the present role of the African woman.

Under the Natal code, for example, Zulu women are perpetual minors, in conflict with statutory and common law which regards all women who have reached the age of 21 as majors.

Zulu women can only attain a status of majority through proof of good character, thrift, education and the ability to be independent, with the power of decision lying with the commissioner and a co-operative male guardian.

"As minors, black women only have powers of acquisition of property (movables), but may not buy title or land. Part of their earnings are subject to claim by the head of the household for household maintenance. What part is a completely arbitrary decision, subject to the whims of the husband or guardian. In many cases women have to hand over their whole salary — even professional women, like teachers."

All black marriages, explained Mrs Nene, are automatically out of community of property, unless an antenuptial contract is drawn up.

As far as economic involvement is concerned, black women have traditionally been an integral part of the rural agricultural economy.

Modernisation is putting men into agricultural positions, particularly as more and more land is going into sugar production and less into other food production.

As landholders, men obtain the free labour of their wives, who work their lands in exchange for being provided with a home and food. Polygamy is thus a beneficial practice to the enterprising black man.

From the public sector the career-minded black woman receives little incentive as it practices sex discrimination in terms of pay and promotion. Female factory workers, for instance, are limited by law to two hours of overtime work a day or 60 days a year.

Possibly as a result of their situation, black women seem to be very active supporters of church groups, yet the orthodox church is the most discriminatory institution in this country with regard to the political hierarchy within.

"Unable to enter into a wide job market and constrained in their millions by inadequate education, the black women cluster around domestic related or caring professions.

"With their communities deprived of amenities and facilities for improved quality of life, they find themselves isolated in little women's groupings which mainly pursue religio-recreational purposes."

It is truly a tribute to the black woman, concluded Mrs Nene, that in spite of her deprived status, she plays the most constructive part in encouraging the education of the black youth of this country, while the black male does not seem to realise that the isotsies are his own alienated children."
Legal history in victimisation case

Legal history was made in the Boksburg Magistrate's Court today with the success of South Africa's first private prosecution of an employer for victimising an employee.

William Steward Bailey, general manager of the Boksburg company, SAG Ceramics, was found guilty under the Wage Act of illegally dismissing Mrs Angel Makanya, a nursing sister formerly employed by the company.

Mrs Makanya had argued that her dismissal in August 1978, was a direct consequence of her membership of the unregistered Building Construction and Allied Workers' Union. The defence claim was that she had been dismissed for dereliction of duty.

Upholding the prosecution's case, the magistrate, Mr. G. van Wyk, said Mr. Bailey had failed to rebut a presumption of guilt in the Act.

It was "peculiar" that the only two entries in Mrs. Makanya's record card directly preceded her dismissal, whereas earlier complaints against her indicated that she had "influenced" the company.

He also took account in his judgment of a letter sent by the company to the Department of Manpower Utilisation which justified Mrs. Makanya's dismissal on the grounds that she had "influenced" workers.

A fine of R100 was imposed, and the company was ordered to pay the costs.
Firm is fined R100 for victimisation

Staff Reporter

A COMPANY was found guilty by the Boksburg Magistrate’s Court yesterday of victimising a worker, and fined R100. It is understood to be the first successful private prosecution over victimisation.

The prosecution was brought by Mrs Angel Makhanya, a nursing sister of Doweren, against her former employer, S A G Ceramics, after the Transvaal Attorney-General declined to prosecute.

The magistrate, Mr G van Wyk, ordered the State to pay Mrs Makhanya’s costs. There are likely to be considerable, because she launched the prosecution more than a year ago, with the aid of the Federation of South African Trade Unions.

Besides fining S A G Ceramics R100, Mr Van Wyk ruled that the firm should bear its own costs.

Mrs Makhanya told the court she was dismissed on August 11, 1975, because of activities as shop steward for the Building Construction and Allied Workers Union.

The success of the prosecution came after an initial court ruling against her, and a successful appeal to the Transvaal Provincial Division of the Supreme Court.

Last year Mr Van Wyk ruled that Mrs Makhanya did not have title to prosecute her employer. But the Supreme Court found that she had “direct and substantial interest” in victimisation proceedings, and had title to bring a private prosecution.

The case was referred back to the magistrate.

In summing up yesterday, Mr Van Wyk said S A G Ceramics had claimed the reason for the nursing sister’s discharge was her neglect of patients at the firm.

He said the charge that she had also “influenced” workers had been added as an “afterthought.” The inference could be drawn that Mrs Makhanya’s “influencing” of her fellow workers was one of the reasons for her dismissal, though it was not the only reason given.

Mr Van Wyk said there had been contradictions in evidence for the defence.

Though it had been said in evidence that there had been many complaints about Mrs Makhanya at the firm, only two had been entered on her record.

Mrs Makhanya also denied that she had been warned about her behaviour by her employers.

The Wage Act contained a presumption that the employer was guilty of victimisation until he had proved the contrary. Mr Van Wyk said S A G Ceramics had not convinced the court that Mrs Makhanya’s dismissal was not due to victimisation.

Speaking in mitigation, Mr F G Phebee, for the firm, said it was likely that a claim of illegal dismissal and compensation for loss of wages would now be brought against S A G Ceramics. There was also a strong likelihood that other workers might institute similar actions.
SULLIVAN PUTS ON THE SQUEEZE

THE pressure on foreign-owned companies in South Africa to improve their employment practices is quietly but steadily being stepped up.

One of the main forces behind the new pressures is the Rev. Leon Sullivan, the US civil rights campaigner and architect of the so-called Sullivan principles of fair labour practice which have been signed by 140 American companies with interests south of the Limpopo. Sullivan visited South Africa two months ago.

He met twenty multinationals in London last month to review the implementation of the principles and to examine ways of implementing them.

Interestingly, not all the companies were Special Finance Correspondent

American, French and British firms and at least one leading South African group were also represented.

The presence of EEC-based companies at the meeting has prompted speculation that efforts are being made to combine the Sullivan principles and the codes of conduct drawn up by EEC countries into one code.

Unlike the Sullivan principles, the EEC code is in theory mandatory, but monitoring has been haphazard and individual companies' performances are generally not published.

According to a London-based international newsletter from multinationals executives, Sullivan envisages more stringent measures against American companies which continue to refuse to sign the principles.

Earlier this year he asked Congress to apply legislative sanctions such as tax penalties and the withholding of US federal contracts from recalcitrants.

In a covering letter with the questionnaire sent to subscribers earlier this year, Sullivan warned of steps he intends taking to step up the requirements of the principles.

As formulated at present, these principles call for employers to pay wages "well above the appropriate local minimum economic living level". But from next year, Sullivan expects to amend this provision to specify a stated percentage, say 20 percent, above the minimum living level.

Sullivan also now urges companies to contribute to the National African Federated Chamber of Commerce (Nafco) by becoming associate members. In this way, they can assist in the development of black business.

There are approximately 355 companies in South Africa which have a substantial number of American shareholders. The largest in terms of numbers of employees is Filer, the construction and engineering group, which is the main contractor for Sasol one and three. Filer employs about 14,000 people in South Africa.

It is followed by Darrow Corp., a subsidiary of Great Moor Mining Co. of Newmont Mining (5,000) and Ford (4,700).

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TABLE 4 (Continued)

Uniform code on foreign firms in SA urged

Argus Bureau
NEW YORK. — A uniform, international code of conduct may be drafted for foreign companies operating in South Africa as a model for eliminating discrimination in the workplace and improving the lives of black workers.

European, American and South African business representatives have already met to hear proposals that would link up separate improvement programmes endorsed by companies on both sides of the Atlantic.

The Rev Leon Sullivan, architect of the 'Sullivan principles' underwritten by many American firms with South African interests, convened the London meeting, which he described as a 'linkup effort to coordinate and commensurate on a worldwide scale.'

COMPILED
Mr Sullivan, a black Baptist minister and company director, compiled his code of conduct three years ago to require American corporations operating in South Africa to improve black employees' working and social lives as much as segregation laws allowed.

In Europe, the European Economic Community (EEC) compiled its own code which Continental companies with South African holdings were urged to apply.

Mr Sullivan says he convened a meeting of Dutch, French, West German, British, and American business representatives — with South African participating observers — in London on November 20.

HOPE
The result, he says, is the hope that this will be the beginning of a broader and more worldwide effort...to work against discrimination in the workplace in South Africa.

'I am hopeful it will add to some significant advances to ending all discrimination in the workplace and broaden recognition for blacks and other non-whites in the workplace and in other areas of life in South Africa,'

Mr Sullivan said he hoped that some very significant developments will occur as a result of this...
City firm’s party only for whites

THE first time 45 employees of a national insurance company SA Eagle Insurance Company heard about their company’s end-of-year staff party was yesterday — two days after the event had taken place.

Last Saturday, while the 60 white members of the company were enjoying themselves partying and dining at the exclusive Kelvin Grove Club in Newlands, their 48 black colleagues were engaged in other activities unaware that the event was taking place.

They had not been invited or informed about the staff party.

They learnt about it for the first time yesterday when the other staff members without being an ‘eyeful’ told about the ‘swell time’ they had had.

‘DISGUSTED’

A spokesman for the ‘disgusted’ black staff said the impression the Kelvin Grove party was a private one.

The regional manager of the SA Eagle Insurance Company, Mr G P Murphy, said in Cape Town today that the company who held the ‘whites-only’ staff party because there were no other options open to it.

He said, it was unfortunate that facilities where all the staff could drink and dine together were not available.

“We will give them something. A cheque or maybe a voucher,” Mr Murphy said.

In previous years, black staff members at the company in Cape Town were given ‘gratitude’ cheques, he said.

“I can’t change the laws of the country. Maybe, next year we’ll have a cocktail party. But then everybody would lose out,” he said.

SURPRISED.

The managing director of SA Eagle, Mr P Haslett, said in Johannesburg that he was surprised that such a party could have taken place.

“It is definitely not in accordance with official company policy. We are a multiracial company,” Mr Haslett said.

“The way I overcome this obstacle was to have a cocktail party. I will report in the matter,” he said.

‘Western Province Sports Club, better known as Kelvin Grove, has international status.

It may serve liquor, refreshments and meals to blacks with one restriction — that there should be no dancing in the part of the premises where blacks are present.

Women came on to the dance floor.

The provincial employment figures do not reflect the full extent of unemployment as many women and men are absorbed by the informal sector activities.

Employment estimates, it is not likely to be so great as that given in the figures as a cross-check with industrial census employment figures.

Employment in total employment rose from 21.1% to 26.7% and the share of female
PLEASE, MIS

DO YOU WANT TO JOIN THE PERMANENT STAFF?

BRUCE DOBIE
It's a step forward

PIXIE HARDMAN
A lot feel frustrated...

NOW WOMEN TEACHERS GET THE CHANCE TO REACH FOR THE TOP!

By WANDA EDKINS

THE Natal Education Department has sent out a questionnaire asking temporary women teachers if they want to be placed on the permanent staff.

And from next year some women teachers the pre-primary schools where training had not caught up with the demand for teachers that the move would have the most effect.

A spokesman for the NED said he couldn't date...
will be able to make full use of the time to apply for promotion posts. If accepted, they will be placed on the permanent staff.

These new measures have been described as a step in the right direction by teachers who believe they could be the beginning of a better deal for married women.

"We've always wanted all teachers to be treated equally," Dr. Bruce Dobie, president of the Natal Teachers' Society, said this week.

"There are many valuable members of the teaching profession not about to qualify for permanent staff because they are married. A lot could function well in promotion posts. We see this move as a step forward," he said.

Promotion posts include head of department, deputy principal, principal and lecturer at a teachers training college. In the past, applications for these positions have been limited to permanent staff.

Dr. Dobie said, there were no general rules about categorising women teachers into temporary or permanent staff. This was entirely in the hands of Natal's Director of Education and depended on the needs of the NTS.

Temporary

Most married women teachers who resign from the permanent staff usually have to take care of children and are re-employed on a temporary basis.

Temporary teachers can, however, be given 24 hours notice. Most are appointed on an annual basis and have to reapply for their jobs each year. Teachers in this category make up about 15 percent of the teaching force in Natal's white schools.

Mrs. Pixie Hardman, vice-president of the NTS, described as a "good step forward for women" the fact that those on the temporary staff will be able to apply for promotion posts.

"A lot feel terribly frustrated knowing they're working hard but gaining no recognition," she said.

Permanent staff will still be given priority when these posts are vacant.

Mrs. Hardman said it was mainly in

survey into temporary staff members. He said, he would first have to see what and see the results.

Natal's Director of Education, Dr. Gerald Hocking, was at meetings and could not be contacted for comment.

Meanwhile, in Queensburgh, "no appointment to the post of principal at the girls' high school has been made for next year."

Women who make up more than 75 percent of Natal's teaching force are reluctant to make the move to the top.

Married

Mrs. Hardman confirmed that no applications had been received for the position left vacant by the retirement of Mrs. Betty Hallowes, principal for the past 12 years.

"It's a great pity," Mrs. Hardman said. "A lot of women are suited for headships, and would do well. But many don't feel confident to apply for such a position."

"Others are unable because they are married and have other responsibilities or commitments that prevent them. Often they are tied to a particular area, through their husbands' work and so moving is impossible."

Out of about 117 senior appointments to primary and secondary schools and training college, made in Natal for the next year, only 27 went to women.

In the pre-primary section, all 15 senior appointments went to women.

"Women seem reluctant to accept the total responsibility that goes with a job like that of principal," Mrs. Hardman said.

Some felt they would not be able to cope with the move from the academic to the administrative side with total responsibility for finances, personnel, and so on. Up until now, no training for this transition has been offered for teachers.

Mrs. Hardman said next year the NTS will run a comprehensive training programme for aspiring principals.
Race and sex lines go in new draft laws

By STEVEN ELMNAN
Labour Reporter

All references to race will be abolished in Government training legislation, and sex discrimination in official wage determinations will be prohibited in terms of draft legislation released by the Department of Manpower Utilisation yesterday.

However, the Bills leave open the question of whether blacks will be able to receive artisan training in the same institutions as whites — this training is segregated at present.

The Bills also introduce new controls on training in labour relations.

These controls are, however, not as strict as they were expected to be.

The abolition of sex discrimination in wage determinations issued by the wage board would raise statutory minimum wages for substantial numbers of black women workers at the lower ends of the wage scales.

The three Bills are the Manpower Training Bill, Wage Amendment Bill, and Guidance and Employment Bill.

They were released by the department yesterday. Interested parties have three weeks from yesterday to submit comment to the authorities.

The training Bill consolidates all existing government training legislation into one non-racial law.

It leaves open the possibility, however, that black apprentices will continue to be trained by correspondence or in separate institutions — a situation which has led to fears that black artisan training could be inferior.

It also makes it an offence for anyone other than a trade union, federation of unions, industrial council or educational institution to offer labour relations training unless the training courses they offer are approved by a Government registrar.

Controls over labour relations training were expected in the Bill, but it was thought that they would be wider than those laid down.

Unions — no matter which are registered — rely heavily on this worker training and they feared the Government would seek to control this training directly.

It is not clear from the Bill whether unregistered unions will be allowed to conduct training free from control, but it appears they will be.

The Guidance and Employment Act sets up voluntary guidance and placement services for workers on a non-racial basis.

It does, however, give the Minister of Manpower Utilisation wide powers to make regulations governing the centres and it is unlikely that the full details of how they will be run will emerge until the regulations are published.

The Wage Amendment Bill prohibits for the first time sex discrimination in wage determinations issued by the Wage Board.

The board sets minimum wages for workers not covered by industrial councils and affects only a minority of the country's workforce.

However, most determinations have substantial sex differentials in minimum wages.

Another thing means the worker can make Labour on the title easier.

Sexism in new draft laws

The extended family

The extended family

Sexism in new draft laws

for several reasons. One was to stop the move to the cities by

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The extended family
Bills aim to take race out of labour

By David Breier
Pretoria Bureau

Three draft Bills to deregulate labour bureaux and abolish race and sex discrimination in industrial training were published in the Government Gazette today.

The Bills are based on recommendations of the Winnahm and Rickert reports, published over the past two years. They have been published to enable the public to comment on them.

If necessary they will be amended before the Bills are laid before Parliament. Public comment should be in by January 10. The three Bills are:

1. The Manpower Training Bill, which aims to consolidate all existing acts dealing with training.
2. These are the Apprenticeship Act, the Black Employees In-Service Training Act, the In-Service Training Act (for whites, coloured people and Indians) and the Training of Artisans Act (for adults). The Bill will be completely non-discriminatory and will apply to all forms of industrial training.
3. It will set up a National Training Board to replace the Apprenticeship Board. The board will have much wider powers and will deal with all aspects of industrial training and not only apprentices.

It will include representatives from employers, employees and the Government and will co-ordinate training schemes.

GUIDANCE

1. The Guidance and Placement Bill will establish a guidance and placement centres for all population groups.
2. This Bill will also control private employment offices and will cover the old Registration for Employment Act for white, coloured and Indian people and the Black Labour Act.
3. The Wage Amendment Bill, which aims to streamline and rationalize the workings of the Wage Board.
4. This board will no longer have to go through the red tape of putting determinations before Parliament, although its wage determinations will be open to inspection.

IMPROVEMENTS

It involves improvements to administrative procedures without introducing fundamental changes.

More radical legislation is expected to be introduced at the next parliamentary session.

The Government is also expected to put clamps on the rights of trade unions to obtain support from outside the country. Neighbouring countries supplying labour to South Africa may be obliged to sign an undertaking to withdraw any workers who take part in illegal strikes.
The good news that sex discrimination is to be removed from the Wage Act is tempered by the fact that it does not include the thousands of women in domestic and agricultural work, report MOLLY HARDING and SUE GARBETT.

Provisions in a Draft Bill to amend the Wage Act of 1957, outlawing discrimination in wage determinations on the basis of sex, race or colour, have met with qualified approval by women who have fought for this cause for years.

The Wage Act covers women in lower paid job categories not covered by the Industrial Conciliation Act, but not those in domestic work and agriculture.

"I feel strongly that parity determinations for women in domestic and agricultural work should be the province of the Wage Board," said Mrs. Rahz Johnstone, co-chairman of the Women's Legal Status Committee, who drafted the omission.

"Women in these job categories should be included in this Act because they are the vast majority of women who work in South Africa. They are excluded from any kind of protection."

Mrs. Johnstone said she welcomed the fact that women covered by the Wage Act would now be treated on the same basis as men, but "it would appear that there will have to be a further amendment to the Industrial Conciliation Act." She endorsed the sex discrimination clause with regard to wage determinations for women who are covered by the terms of the ICA.

The ICA still contains the old clause allowing discrimination on the basis of sex, but "we look forward to a change in the near future," said Mrs. Johnstone.

Benefit

The law still allows discrimination in wages of women in higher paid job categories.

Another group of women will also benefit under the new provisions of the Draft Manpower Training Bill. "For the first time, this specifically lays down that there must be no differential treatment in apprenticeships made on the basis of race, colour or sex," said Mrs. Johnstone.

WAGE ACT AMENDMENT WILL HELP SOME WOMEN

VELIA KIRKPATRICK — "I hope it will be a fundamental, not just an administrative change."

ROBERTA JOHNSTON — "There will have to be an amendment to the Industrial Conciliation Act now."
Teachers' pay discrepancy

BLACK teachers are paid about R150 a month less than whites and it would cost the State R35-million to eliminate this discrepancy.

These claims are made in the Black Sash magazine, Sash, which says there has been an improvement in the field of black education.

Text books, but not prescribed books, are now provided free from Standards 1—10. Stationery is still free only in white schools.

The Government has begun a building programme for black schools, the Teachers' Training College in Soweto is being enlarged, and technical schools are in the pipeline.

It is also allocating more money for university education in a departure from previous policy through which only loan financing was available through the Department of Community Development and the interest and capital redemption costs were borne by the township households, the magazine says.

There are 5,000 blacks in black universities, all of whom are living in hostels. A total of 6,800 are enrolled at Unisa.

Seven out of 10,000 blacks receive a university education, while 2,400 out of 10,000 whites receive one.

In 1977, 403 degrees were awarded to blacks. In the same year the Government spent R88-million on white education and R452-million on black education.
Married ... and 'equal'

Durban-Westville University's women staff eligible for permanent posts

By Nagaor Bassetty

MARRIED women, who in the past have been eligible only for temporary employment at the University of Durban-Westville, will be considered for permanent posts from January 1.

The university council had decided that merit would be the criterion for all applicants for appointment to the permanent staff, Mr Nico Nel, the university's director of public relations, said yesterday.

The new move has been approved by the council and widely welcomed by the staff. Married women at the university's academic and non-academic staff at present total 55, including 34 Indians.

Mr Nel said the council had also decided that the only employees who would still not be eligible for permanent status were holders of foreign passports.

"Otherwise there will be no discrimination, on any basis, as far as inclusion in the permanent establishment is concerned," he said.

The council's decision to admit married women to the permanent establishment closes an era in which an attempt was made to ensure academic openings for newly qualified young Indian men.

This had been considered advisable because there were few Indian academics, and qualified Indians could not be appointed to other universities in South Africa.

"Permanent status brings with it greater benefits in such areas as accumulative, study and sick leave and membership of the pension fund," said Mr Nel.
FAIR EMPLOYMENT

6/1/81 - 27/11/81
SA firms lag on black pay, survey finds

CONFEDERATION
- ULTRA-RIGHT
- WHITE UNIONS
- STRONGLY SLAVE WORKER
- NOT AFFILIATED
- DIVIDED ON SOUTH AFRICAN LAWS.

FOSATU
- MAINLY OPPOSITION
- PREDOMINANTLY SOUTH AFRICAN
- STRONGLY SUPPORTED
- MANY AFFILIATED
- SOME AFFILIATED
- DO NOT SUPPORT
- CONDEMN "PAF"

TUCSA
- OLDEST FEDERATION OF UNIONS
- MODERATE, MIDDLE-OF-ROAD POLICY
- SUPPORT REGULATIONS FOR REGISTRATION OF UNIONS
- MANY MIXED AND SINGLE RACE UNIONS ARE AFFILIATED
- AFFILIATED TO INTERNATIONAL UNIONS
- SUPPORT "PARALLEL" UNION POLICY
- SUPPORT AND HAVE HELPED INTRODUCE NEW LABOUR POLICY

NON-ALIGNED UNIONS
- POLICIES SET BY EACH UNION ON INDEPENDENT BASIS

Photo Credit: 614/18

CAPE TOWN: An analysis of black and coloured employment in the Cape Peninsula indicates that South African companies pay lower wages on average than subsidiaries of overseas companies.

The survey by Mrs Kim Wetzel of the Institute for Social Development at the University of the Western Cape, found that the large overseas firms surveyed offered more fringe benefits, longer annual holidays and higher bonus pay.

Six South African companies and five overseas companies replied to the questionnaire on which the survey is based.

"Many of the local companies still had segregated facilities - mostly canteens - while all the overseas companies had integrated facilities."

The local companies generally experienced a higher degree of union involvement than did the overseas companies. All the South African firms admitted there were recurring complaints from workers, while not one foreign-owned firm believed this to be the case.

Areas of similarity between local and foreign companies included induction and on-the-job training, but the researcher believed the standard and extent of the training programs was generally lower.

Most employers felt the local committee structure was tolerable to unionisation of employees, and there was a trend towards fairly extensive upward mobility of workers.

Although most companies believed they were applying the principles of the employment practice codes, it was found on closer inspection that many of the companies were not adhering to all the principles, the study said.

"The overseas companies on the whole had made many more steps towards change than had the South African firms, in terms of pay scales, benefit coverage, training programmes and company policies." Few companies said recent overseas pressure had increased their rate of change.

Black respondents to the study's employee questionnaire were generally less happy with their pay, working conditions and employer than were whites. Many were bitter that preference was granted to coloured workers in the Cape, something they interpreted as being the fault of the company.

Mrs Wetzel concludes that South Africa's prosperity has been greatly dependent on a vast supply of black and coloured labour, but most of these workers had enjoyed little of this prosperity.
study finds

CAPE TOWN — An analysis of black and
coloured employment in
the Cape Peninsula indic-
ates South African com-
panies pay lower wages on
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aries of overseas com-
panies.

The study, Mr. Mrs Kim
Wetzel of the Institute
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In pay scales, benefit
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said. — Sapa —
SA firms pay less, says survey

AN ANALYSIS of black and coloured employment in the Peninsula indicates that South African companies pay lower wages on average than local subsidiaries of overseas companies.

The study, by Mrs Kim Welbel of the Institute for Social Development at the University of the Western Cape, also found that the foreign-owned businesses offered more fringe benefits, longer annual holidays and higher bonus pay.

Six South African companies and five overseas firms replied to the questionnaire on which the survey is based.

Many of the South African companies still had segregated facilities (primarily canteens), it found, whereas all the overseas companies had integrated facilities.

The South African companies generally had a higher degree of union involvement than the overseas companies. All domestic companies admitted that there were recurring complaints among their workers, while not one overseas firm believed this to be the case.

Areas of similarity between local and foreign companies included induction and on-the-job training, but the researcher believed the standard and extent of the training programmes was generally low.

Most employers felt the liaison committee structure was preferable to unionization of employees and there was a trend towards fairly extensive upward mobility of workers. Although most companies believed they were applying the principles of the employment practices codes, it was found on closer inspection the research said, that many of the companies were in fact not adhering to all the principles.

"The overseas companies on the whole had made many more steps towards change than had the South African firms, in terms of pay scales, benefit coverage, training programmes and general company policies."

Some companies admitted that recent overseas pressure had increased their rate of change, though most felt they had not been affected by this pressure.

Black respondents to the study's employee questionnaire were generally less happy with their pay, working conditions and their employer than were coloured people. Many were bitter that preference was granted to colourless workers in the Cape, something which they interpreted as being the fault of the company.

Coloured workers generally expressed a greater degree of satisfaction in their job, working environment and company than did their African counterparts.
Woman as rangers! Never say park bosses

Almost 30 nature conservation students at the Pretoria Technikon are about to become statistics on South Africa's list of unemployed - because they are women.

None of South Africa's big game reserves will employ the girls as game rangers or wardens - the work the students claim to have been trained to do - because they say, people visiting the reserves will have no confidence in women.

"Women can’t jack up trucks, wrestle with rhinos or see themselves, and seven or eight passengers, out of difficulty when they are being charged by an enraged elephant," said a recruitment officer for one private reserve.

The National Parks Board, the Provincial Parks Department, and recruitment officers for most of the private game reserves in South Africa and Botswana told the Sunday Express they only employed women in secretarial positions.

"Office work is the only course open to female nature conservation graduates," said a spokesman for Botswana Safaris, but the girls claim they weren't told of this when they started the course, and have not been taught any secretarial or hotel management skills during their two years at the Technikon.

"I just feel that I’ve wasted two years of my life doing a diploma that won’t take me anywhere," said one girl.

Almost all the girls who completed the 1978/79 course are still out of work - the others have settled for positions with the Department of Nature Conservation.

A spokesman for the department said his was the only one offering jobs "in the field" to women conservation students.

"We’ve accommodated them as information officers. "This means they lecture to visitors to our parks and organise guided tours, but there is no opportunity for them to work with animals."

The spokesman said:
"There’s a lot of bitterness about the Nature Conservation Diploma.

"We feel that before a decision was taken to run the course there should have been more co-operation with us to decide what type of diploma and what type of conservationist was needed in this country.

"What has happened is that we have a group of fully-trained female conservationists who are likely to remain jobless unless a lot of attitudes are changed."

Mr Johan van der Westhuizen, a personnel officer for the National Parks Board which has jurisdiction over nine game reserves, said there was "no question" of his organisation employing women as game rangers or wardens.

"I cannot give you our reasons for not doing so, but let me tell you that women have never been employed by the National Parks Board as rangers or wardens, and they are not likely to be," he said.

Professor Brian Rycroft, director of the National Botanic Gardens, said women graduates ought to be given equal opportunities.

I pioneered the employment of women horticulturists, and there were no problems," he said.

2 YEARS' STUDY WASTED FOR 30 GIRLS

By CHRISTINA PRETORIUS

while the men in the veld work with the animals and tend to the needs of stranded game-viewers
Black nurses renew call for equal status

BY SOPHIE TEMBA

DIS gruntled black nurses renewed their demands for equal status with their white counterparts yesterday.

Demands for equal status were made by delegates at the one-day biennial conference of the black members of the multi-racial South African Nursing Association (Sana) at the Jan Smuts Holiday Inn.

Sana has a membership of more than 40,000 practising nurses.

Although the Press was not allowed into the conference, which was a closed committee meeting, the Rand Daily Mail gathered that delegates from some branches submitted a memorandum containing several resolutions drawn up against the new constitution of Sana regarding black nurses.

The increase in membership fees from R3 to R5 also came under fire from delegates as did the proposal that there be more black nurses on the executive committees of the regional and central boards.

Members who serve on the boards are required to be proficient in both official languages, meaning they should have a command of both English and Afrikaans.

Yesterday, during the lunch and tea adjournments, some nurses complained and quoted from the association's constitution.

The main objects of the association are to:

- Assist with the development of an adequate, efficient and effective nursing service;
- Raise the status, maintain the integrity and promote the interests of the profession of nursing and midwifery;
- Perform any ancillary or incidental to the attainment of the above objects and to safeguard and further the interests of the association and its members.

"It now appears that the association is frustrating and neglecting us instead," they complained.

"Time and again we call for equal status with our white counterparts, but very little is done.

"For instance, a black nurse's top-notch salary is equal to what a white nurse earns as a starter.

"As far as we are concerned, the gap in salaries has not been closed."

Records show that by September, last year, black senior nurses were earning between R3 199 and R3 599 a year compared to a white sister, who was earning between R4 399 and R7 410 a year.

An official statement on the conference is expected to be released by Professor Charlotte Searle, president of Sana, after a two-day conference of the association's white members, which is to be held today and tomorrow.

The Indian and coloured members held their separate conferences earlier this week.
Many exemptions from pension freeze plan

Mr. J. Louw, Registrar of Financial Institutions, said yesterday that the draft bill on the proposals had been misunderstood.

Exemptions from forced preservation of pensions would include:

1. Contract workers from outside the public, including those from Bophuthatswana, Transkei and venda.

2. Workers in any industrial sector which requests exemption for sound reasons.

3. Women members of pension funds who are married after joining the fund.

Product prize

S. A. Read

General J. B. W. Hertzog Prize

D. H. Pyne Lewis

Miss C. Tedgold

In this year's prize for the best woman student Molly Gail Memorial Prize

P. A. Rapport

First and Second-year courses.

Helen Corder Travel Prize

P. F. Dunckley

Sixth Year

For the best student in Fine Art & Architecture

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FINE ART & ARCHITECTURE
Pensions—The Big Debate

Did she make up the figures?

The Pension Figures

The figures in the pensions debate have been the subject of much discussion. Some claim that the figures provided by the government are too optimistic, while others argue that they are too pessimistic.

The government has defended its figures, stating that they are based on the latest actuarial data. However, critics argue that the data is outdated and does not take into account current economic conditions.

The question of whether the figures are accurate is crucial as they will determine the future cost of pensions for both employers and employees.

What are the alternatives?

Many have suggested alternative methods for calculating pensions. One proposal is to use a lifecycle approach, where the pension is calculated based on the individual's entire working life.

Another proposal is to introduce a flat-rate pension, which would provide a guaranteed income for all retirees.

These alternatives have their own set of challenges, and it is likely that a combination of both approaches will be necessary to provide a fair and sustainable pension system.

Conclusion

The pensions debate is a complex issue that requires careful consideration. The government's figures are open to debate, and there are alternative proposals that could provide a more equitable system.

It is important that we continue to discuss and debate these issues to ensure that we have a pension system that works for everyone.
It's up to us to fill the gap.

Responding to the call for action.

Sue Carder.

That's why many women across all races will
not stop to fight for the year 2000 to real
Fremont's dream the additional requirements to
be needed in the education of women in both

50.44%
15. Mr. P. A. MYBURGH asked the Minister of Defence:

What is the estimated cost of the introduction of equal pay for all races in the South African Defence Force for the first year?

†The MINISTER OF DEFENCE:

RM 8.23.
Racial disparities

Political Staff

THE ASSEMBLY. — Racial disparities in the salaries paid to doctors, dentists and pharmacists in Government service still exist.

The Minister of State Administration, Dr. Andries Treurnicht, gave details of these yesterday in reply to a question by Mr. Nigel Wood (NRP Berea) of the salaries paid to medical personnel in the public service.

These showed the salaries of specialists, medical superintendents and senior dentists have been equalised but those of medical officers, registrars, dentists, principal pharmacists, senior pharmacists and pharmacists have not yet been equalised.

White, coloured, and Indian medical officers start at R14 800 a year, while black medical officers start at R10 600 a year.

Among pharmacists there is a three-way differentiation.

A white pharmacist starts at R7 740, a coloured pharmacist at R7 000 and a black pharmacist at R5 745.
Not all salaries equalized

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The Minister of State Administration, Dr. Andries Treurnicht, gave details yesterday in reply to a question by Mr. Nigel Wood (NR9 Berea) of the salaries paid to medical personnel in the public service.

These showed that the salaries of specialists, medical superintendents and senior dentists have been equalized, but those of medical officers, registrars, dentists, principal pharmacists, senior pharmacists and pharmacists had not been equalized yet.

White, coloured, and Indian medical officers start at R1,550 a year, while black medical officers start at R1,050 a year.

Among pharmacists there is a three-way differentiation. A white pharmacist starts at R7,740, a coloured pharmacist at R6,080 and a black pharmacist at R5,745.

Chemical Society

L. M. H. Hoogendoorn

Drawing Awarded to the student with the best classwork in Engineering.

Sammy Zucks Memorial Prize

J. H. M. Koen

CIVIL ENGINEERING

Student in Land Surveying or Geomatics to the best male awarded on results of first year

Professor George Mansfield Prize

B. P. McEwan

J. H. Reins

D. P. Weeks

T. Cumming

P. M. Salmon

Fourth Year (Gold Medal)

Miss N. Davidson

Third Year (Silver Medal)

Miss O. C. Littler

Second Year (Bronze Medal)

for the two 2nd and 3rd years.

Corporation Medals for the best student in each
R35 less pay than peers for top nurse

Own Correspondent
JOHANNESBURG. — A Cape Town nursing sister who achieved the highest results in the examinations written by student nurses of all races last year, is paid R35 less than her white counterparts who have the same qualifications.

Miss Virginia Young, of Grassy Park, trained at the Coronation Hospital in Johannesburg. She is to receive two gold medals from the South African Nursing Council in recognition of her achievement.

A comparison of the starting salaries of black, coloured, Indian, and white sisters who all have the same qualifications shows that coloured and Indian sisters start at R331 a month, while white at R360 and black at R197.

Nurses, superintendents and doctors have called for an equalization of salaries of all nurses.

The head of the Coronationville Nurses' College, Mrs E. Spoon, said yesterday that Miss Young was an "exceptional student".

"Right throughout her training, she set the pace for both standards achieved by the group.

The 28 students, who were the first group to be trained by the college, achieved 25 distinctions between them, and everyone passed."

Miss Young, who achieved honours in every examination she wrote during the three-year training course at Coronationville Nursing College, intends to study at the University of the Witwatersrand, Mrs Spoon said.

The young nurse is holidaying with friends in Flinders Park till she returns to Cape Town later this month.

Subscriptions up — nurses angry, page 3
Once objectives are expressed in terms of measurable indicators programmes can be ranked according to their impact on these measures and those achieving the largest reductions in mortality/morbidity per rand chosen. Again, since information on the impact of programmes is frequently lacking, the effect of using indicators systematically to assess health programmes would be to direct research more from the purely scientific to epidemiological lines of inquiry, and from collection of data on health status, only, to research into the impact of different dispositions of resources on these indicators.

The effect of introducing overall measures of health status, is, by introducing select value judgements about the relative importance of various kinds of health problems, to render the analysis of a much wider range of choices possible as if they were questions of efficiency: of choosing the most cost-effective methods of reducing mortality and morbidity.

The same end is achieved in cost-benefit analysis, where money, instead of an indicator of health is used as the numéraire for the comparison of benefits. The additional advantage is that projects falling within the health ministry can more easily be compared with those carried out by other authorities. The importance of this will be discussed below. The additional cost is the far more horrendous value judgements implicit in the translation of health benefits into money terms. We can only justify these if it can be shown that these judgements too are made already in the political process by which funds are allocated: and that there are clear advantages in making such judgements explicit.

4.2.4 Cost-Benefit Analysis

The aim of cost-benefit analysis is to compare the total cost of a programme to society with the social benefits, and thus to arrive at a measure of the Net Social Benefits. If Net Benefit is positive the project should be undertaken. If however, there are too many projects for the available funds, one would rank the projects on the basis of their...
Plan to ban sex discrimination over wages

Political Staff

HOUSE OF ASSEMBLY —
The Government is to ban sexual discrimination in wage board determinations.

A new Bill has been introduced in Parliament which will lay down that there can be no discrimination on the basis of sex in wage board recommendations.

The Wage Amendment Bill, which has already been passed, is the first time in the House of Assembly, does, however, make provision for the phased removal of sex discrimination in wage determinations already in force.

The existing Wage Act provides the Wage Board the power to fix different wages for men and women although it excludes discrimination based on race or colour.

In an explanatory memorandum, which was issued yesterday, the Government said:

In view of international developments, the need for women on a larger scale in the labour market and representations on the matter concerning the position of the working woman, the Act is being amended to enable women specifically that no discrimination on the basis of sex shall be made by the Minister in determining the terms of reference of the board for purposes of an investigation.

The memorandum also said that "certain other methods of discrimination" were being removed.

These refer to the length of employment and that work of the same in which women are employed.

However, the Minister, in terms of the amendment, may apply any method of discrimination, provided that the Minister shall not discriminate on the basis of sex, race or colour.

In a later clause, the Bill lays down that the removal of sex discrimination will not come into force until the Wage Board determines otherwise in force.

The explanatory memorandum explained that the prohibition of discrimination on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference is prescribed wages of males and females still exist.

To enable the board to phased out the existing wage differences gradually, the prohibition on discrimination on the basis of sex shall not apply in respect of directors issued to the Wage Board refer to the coming into operation of the amended Act.

Courses over the 4-year project, campus and practical

For the best performance in

Chemical Engineering: Silver Medal

A H Dobrowolski

Bronze Medal

H E Swift

Second Year (Bronze Medal)

Fourth Year (Silver Medal)

A W Mitchell

First Year (Bronze Medal)

(silvermedal)

S A Institution of Chemical

K M Stirkland

Engineering Student

Improved First Year Chemical

Mahan Prize for the Most

L. F. Lough

Fourth Year (Gold Medal)

(continued)
The medical profession has, in the words, "tended to concentrate on treatment..."

...on the medical profession's role in public health...few...health problems which have received attention in the past...can be measured..."are the main佰..."[No further text readable]"
Bill to bar sexism in Wage Board rulings

Political Staff

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The memorandum also said that "certain other methods of differentiation" were being removed. These refer to the length of employment of type of work or the premises in which workers are employed.

**Rulings in force not affected**

However, the minister, in terms of the amendment, "may apply any method of differentiation he may deem advisable provided that the minister shall not differentiate on the basis of sex, race or colour".

In a later clause, the bill lays down that the removal of sex discrimination will not apply to any Wage Board determinations already in force. The explanatory memorandum explained that "the prohibition of differentiation on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference in prescribed wages of males and females still exists".

To enable the board to phase out the existing wage differences gradually, the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the wage board prior to the coming into operation of the amendment act."
Equal pay for over 80,000 women

From BARRY STREET,

CAPE TOWN --- More than 80,000 working women in South Africa will benefit by the removal of sexual discrimination in the salaries determined by the Wage Board.

But fears have been expressed that a number of women could lose their jobs if employers are unwilling to pay increased salaries, and trade union officials said yesterday that male workers were concerned that wages could be lowered by the move.

In 1979, 418,130 industrial and commercial workers were covered by Wage Board determinations.

Of these, 29 per cent, or 82,430, were women.

A further 1,045,929 workers earned wages laid down by industrial council agreements.

In the food and canning industry, trade union officials said yesterday that salaries paid to women were about R2 a week lower than those paid to men.

They also pointed out that it was difficult to compare salaries of workers in different grades.

However, there were different rates of pay for male and female supervisors and foremen.

In general, the move was welcomed.

The Progressive Federal Party's Mrs Helen Suzman praised the step but urged the government to incorporate protective measures to ensure that no women workers lost their jobs.
Political Staff

CAPE TOWN. – More than 82,000 working women in South Africa will benefit by the removal of sex discrimination in the salaries determined by the Wage Board.

But fears have been expressed that a number of women could lose their jobs if employers are unwilling to pay increased salaries.

The trade union officials said yesterday that male workers were concerned wages could be lowered by the move.

In 1970, a total of 419,600 industrial and commercial workers were covered by Wage Board determinations. Of these, 205,000, or 49,300, were women.

A further 103,629 workers earned wages laid down by industrial council agreements.

In the food and catering industry, trade union officials said yesterday, the salaries paid to women were about 12% lower than those paid to men.

They also pointed out that it was difficult to compare salaries of workers in different grades, particularly as women and men workers were often not categorised in the same grades.

However, there were different rates for male and female supervisors and foremen.

In general, the move to abolish sexual discrimination in wage board determined salaries was welcomed.

Mrs. Helen Suman, Progressives, Federal Party MP, praised the step but urged the Government to incorporate protective measures to ensure that no women workers lost their jobs.

She said that all those interested in the advancement of women to equal status would welcome the step.

"But there is one danger in this and that is that unless some protection is provided against the dismissal of women employees who will now be paid the same as men, a number of women workers could lose their jobs.

She urged the Government to provide the same protection to women as had been incorporated in the Sex Discrimination Act in Britain.

The possibility of women losing their jobs was "a worry," Mrs. Suman said.
Equal women's pay, could

HOUSE OF ASSEMBLY - More than just a struggle for equal pay

In South Africa's assemblies, the struggle for equal pay for women is not just about a numeric figure. It's about fighting for dignity and respect. Women make up a significant portion of the workforce, yet they often face discrimination and lower pay. The situation is exacerbated by the gender pay gap, which is a reflection of systemic inequalities.

The struggle for equal pay is not just about money but also about recognition of the value that women bring to the workplace. It's about challenging the notion that women are not as capable as men, and it's about ensuring that their contributions are valued equally.

In recent years, there have been some positive developments. The government has taken steps to address the gender pay gap, and there have been increased efforts to promote gender equality in the workplace. However, there is still a long way to go.

The fight for equal pay is not just about the women working in the assembly. It's about all women who work in South Africa, who deserve fair compensation for their contributions. The struggle for equal pay is a battle for justice and equality.

References:

Govt to narrow wage gap

Parliamentary Staff

THE ASSEMBLY — The Government was committed to narrowing the wage gap, even though this had an inflationary effect, Mr. Horwood, Minister of Finance, told the Assembly yesterday.

Replying to the third reading of the Mini-Budget Mr Horwood said inflation was caused by increased salaries.

During the past few years the wages of blacks had increased out of all proportion — between 40 and 60 percent. It was impossible for productivity to increase equivalently.

Although closing the wage gap had an inflationary effect Mr Horwood said he believed it was necessary for economic and social reasons.

Mr. Horwood said the Opposition had accused the Government of having too high an expenditure on unproductive projects such as influx control.
Boraine praises Bill removing Wage Board sex discrimination

HOUSE OF ASSEMBLY. - The repeal and prohibition of sex discrimination in Wage Board investigations and recommendations was a milestone in the country's industrial relations, the chief Opposition spokesman on Labour, Dr Alex Boraine, said yesterday.

"This is a fundamental change of far-reaching significance," he said, in debate on the Second Reading of the Wage Amendment bill.

Introducing the Bill, the Minister of Manpower Utilisation, Mr Panke Botha, said its main aim was to speed up the process of wage determination for employees not covered by collective agreements and to remove wage differentiation on the grounds of sex.

Dr Boraine said he was unhappy about a limitation in the Bill that prohibited differentiation on the basis of sex would not apply to requests made before the Bill became law.

He asked Mr Botha how many women were affected by the limitation, how many determinations were involved, and how long the limitation would continue.

"It is a fact that many employers have deliberately employed females to do the same job because of the differentiation in the reward laid down by the Wage Board recommendations."

"It is to be hoped that there will be some measure of protection for women who may now qualify for equal pay for equal work."

Dr Boraine also questioned a provision in the Bill whereby Wage Board reports and recommendations would no longer have to be tabled in Parliament.

"We have no problem with wanting to speed up the work of the Wage Board, but I would ask that these reports and recommendations still be laid on the table without holding back the work of the Board."

"It was also not clear that repeal of the need for publication of Wage Board recommendations in the Government Gazette was a forward step."

"If the interpretation is correct, this is also a very significant improvement and has to be commended." he said.

Mrs Helen Sutman, (FFP) Houghton) said the equalising of wages paid to men and women as proposed in the Bill, was a big step forward.

"Wage inequality between the sexes arose from a longstanding myth in South Africa that women's earnings constituted supplementary income, especially in black households. Women were often the sole breadwinners."

The Government should consider pegging the Industrial Conciliation Act into line with the elimination of sex discrimination in the Amendment Bill.

She asked whether farm-workers and domestic servants would also be covered by legislation.

Some unions had voiced the fear that the measure would drag down men's wages instead of putting women on a par with their male colleagues.

The acquisition of skills by workers, would ensure the elimination of sex discrimination.

But in unskilled categories, the Government would have to guard against preferential employment of men. - Sapa.
Wage Bill 'a milestone'

There was a long-standing myth in South Africa that women's earnings were supplementary—simply extra pocket money—but this was far from true, Mrs Helen Suzman (FFP, Houghton), told the Assembly yesterday.

Mrs Suzman was speaking during the second reading debate on the Wage Amendment Bill, which was hailed as a 'milestone' by Opposition speakers because of its provisions for repealing sex discrimination in Wage Board investigations and recommendations.

Mrs Suzman said that a recent study showed that 58 percent of domestic servants were the sole supporters of their families, and another survey found that 30 percent of the homes in Soweto had women as the breadwinners.

RATE

As a result of sex discrimination in wage rates women were, in most instances, being paid between 20 and 25 percent less than men in the same occupations.

Women had campaigned to have laws for 'equal pay for equal work' and the new measure being introduced was a big step forward in labour relations, said Mrs Suzman.

She said she felt that if sex discrimination in wages could be eradicated under the Wage Act, it was obvious a similar step should be taken regarding industrial wage agreements. This could be achieved with a simple amendment to the Industrial Conciliation Act.

Mrs Suzman asked whether the Minister of Manpower Utilisation, Mr Fanie Botha, was ever going to include farm workers and domestic workers under the Wage Act. Many black women were being exploited and had no protection whatever. This could also be achieved with a simple amendment.

Mrs Suzman said that removing sex discrimination in wages may result in employers replacing their female employees with men, who they might consider better able to do the job for the same wage.

The Minister would have to keep careful watch to ensure this did not happen, and if it did he should take legislative action, such as extending the 'victimisation' clause in the Wage Act.

FUNDAMENTAL

The repeal of sex discrimination in wages was also hailed by Dr Aboraine (FFP, Pinelands) who said it was a fundamental change of far-reaching significance.

He said his party had maintained for many years that the determining factor regarding opportunity, training and rewards ought to be and must be merit.

SA Opposition 'should be appreciated'

Mr Harry Schwarz (FFP, Yeoville) suggested yesterday that the Government should appreciate the conduct of South Africa's Opposition in the light of events in the Spanish Parliament in Madrid.

Speaking in the Railways mini-budget debate, Mr Schwarz referred specifically to events in Madrid where the entire Spanish Government and Parliament were reported to have been taken hostage in an attempted coup.

'I believe the honourable the Minister (of Transport Affairs) will appreciate the nature of the Opposition that he has here compared with the nature of the Opposition which exists in other places,' Mr Schwarz said.

He added: 'Other people might perhaps bear that in mind when they tend to sit in judgment upon what goes on in South Africa and compare it with what goes on in other countries of the world.'
A Woman's Work: The Unacknowledged Contributions of Women to Our Society

The importance of women's contributions to society cannot be overstated. Women have historically played a vital role in various sectors, including healthcare, education, and the workforce. Despite this, their contributions are often overlooked or undervalued. This section aims to highlight the untold stories and achievements of women, emphasizing their significant impact on society.

Section Introduction:

Background and Context:

Women have made remarkable contributions to society, often going unrecognized or underappreciated. Their contributions range from the medical field, where women have been instrumental in developing treatments and cures, to the educational sector, where they have played a pivotal role in shaping the minds of future generations. In the workforce, women have not only filled essential roles but also paved the way for gender equality in various industries.

Women's Contributions:

1. Medical Field:
   - Women have been key figures in medical advancements. Dr. Maria Sibylla Merian, for instance, was a pioneer in entomology and botany. Her work on insect life cycles was groundbreaking and contributed significantly to our understanding of the natural world.
   - Dr. Elizabeth Blackwell was the first woman to receive a medical degree in the United States, leading to a wave of female medical professionals who have since made significant contributions to medicine.

2. Education:
   - Women have always been integral to the education sector, from the women who founded the first women's colleges to those who continued to advocate for gender equality in education.
   - Women have often been ahead of their time, advocating for equal educational opportunities and challenging societal norms that limited their access to knowledge.

3. Workforce:
   - Women have been crucial in the workforce, filling various roles and contributing to economic development. This includes women in STEM fields, entrepreneurs, and leaders in various sectors.
   - Women have been at the forefront of women's rights movements, fighting for equal pay, representation, and opportunities.

Conclusion:

Women's contributions to society are immense and continue to shape the world today. Their stories and achievements serve as inspiration and a reminder of the importance of recognizing and valuing the contributions of all individuals, regardless of gender. By acknowledging and celebrating women's contributions, we can work towards a more inclusive and equitable society.
Boraine lauds wage, sex equality move

Wednesday, February 25, 1981

The repeal and prohibition of wage discrimination in the wage board legislation is a major step towards the elimination of sex discrimination in the workplace. The overwhelming public support for the move shows that the vast majority of South Africans believe in equality for all. This is a significant achievement and a mark of the growing maturity of our society. The government's decision to make this move is a positive step towards the creation of a more just and equitable society.

In the economic and social context, the move to eliminate wage discrimination is a crucial step towards the attainment of true equality. The government's decision to act on this issue is a welcome sign of its commitment to promoting social justice and fairness. It is essential that we continue to work towards the elimination of all forms of discrimination, and that we create a society where everyone is treated equally, regardless of their gender or any other characteristic.

In conclusion, the move to eliminate wage discrimination is a significant step towards a more equitable and just society. The government should be commended for taking this important step, and we should all continue to work towards the elimination of all forms of discrimination and the creation of a truly equal society.

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The consumption of health care is positive, not only do I benefit from the service, but also the community. The social dimension of health care is positive, as it brings people together and promotes community spirit.

The purpose of this section is to present a selection of such highlighted features.

A. The consumption of health care, which is positive, not only do I benefit from the service, but also the community.

The purpose of this section is to present a selection of such highlighted features.

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In the welfare economics literature, this idea is expressed with more formalism than you. But for the present purpose, this version above suffices to convey the essence of the argument.
Dr A. L. BORAIN asked the Minister of Education and Training:

Whether any steps were taken in 1980 to narrow the gap in salary scales for White and for Black professors and lecturers at the universities for Blacks; if so, what steps; if not, why not?

The MINISTER OF EDUCATION AND TRAINING:

Yes. With effect from 1 April 1980 the same salary scales for White and for Black professors at the universities for Blacks were introduced.

Parity was also reached in respect of registered medical specialists and medically qualified academic staff from senior lecturer to professor. The salary gap between White and Black lecturers of the latter group was narrowed from 89.4% to 94.9%. Existing salary gaps will in due course be blotted out. Universities close the gap from their own income in the meantime. Student fees are retained as revenue for this purpose.
Hierby word bekend gemaak dat die State president se goedkeuring gegee het aan die onderstaande Wet wat hierby tot algemene inhouing is gepubliseer word:

No. 6 van 1981: Wet op die Voorkom en Bestrijding van Besondeur van die See deur Olie, 1981
The battle to stop sex discrimination begins

English teachers are preparing to fight the Transvaal Education Department on one of its most controversial rulings—the reservation of teaching posts for males and females. This reservation of posts, or quota system, was introduced in 1977 and was met almost immediately with an outcry from English schools. It hit hardest there because the greatest shortage of males was in English schools.

In 1979 a petition with about 3,000 signatures from teachers and parents calling for an end to the quota system was sent to the TED. Other deputations from the 3,600-strong Transvaal Teachers' Association also took up their opposition to the quotas with the TED. The Director of Education in the Transvaal, Dr J H Jooste, justified the reservation of posts by saying men were necessary to help with sport, discipline and "in the event of terrorist activities."

The TTA has never disputed the need for more male teachers. "But you cannot legislate for men who do not exist," said one TTA executive member.

Fearing had no joy from the provincial bureaucrats who run education, the TTA is now consulting lawyers about possible legal action to change the quota system.

"From our point of view the TED introduced the reservation of posts unilaterally. Now it can withdraw it unilaterally," says TTA president Mr Peter Mundell.

"The other provinces have modified it to suit their needs. In any case the provincial education authorities are not bound to accept recommendations made by committees at inter-departmental level."

The TTA's approach to the problem has been to examine legislation affecting the reservation of posts on the grounds of sex discrimination.

Miss E Niemeyer, headmistress of Johannesburg Girls' High School, asked Dr Hennie Reynders, chairman of the National Manpower Commission, for his opinion.

Dr Reynders said the quota system could be seen as an anomaly and it might be possible to show it up as such, Miss Niemeyer said.

But Dr Reynders recommended that the TTA wait until the Human Sciences Research Council's investigation into education was completed before pressing its case any further she added.

On other fronts the TTA has continued to voice its opposition to the discriminatory ruling which, in a survey done recently on the Witwatersrand, was one of the chief grievances given by TTA members.

Last October Mr Mundell sent a memorandum to the Director of Education in the Transvaal calling for rescinding the reservation ruling and introducing a new and speedier system of appointments to schools.

The TED's response was short and sharp.

"The TED regards the quota system as essential, pedagogically (educationally) sound and in the best interests of the pupils. We cannot afford to implement measures that will lead to the exclusion of men from our profession or prevent a regular inflow of newly-trained teachers into all schools."

Right. But where are the men? Every year at English schools far more posts reserved for men are advertised than can be filled by the small number of male teachers graduating.

Each year this means many posts at English-medium schools have to be filled by Afrikaans-speakers or women temporarily appointed.

In its reply to the TTA's memorandum, the TED totally rejected the suggestion to make the quota system voluntary "according to the needs of individual schools."

This was "not possible, practical or justifiable," the TED replied.

An important ally of the TTA in its fight to scrap quotas is the new Minister of National Education, Dr Viljoen.

In a recent interview he said it was his and his department's policy to remove sex discrimination.
Quota system adds to red tape tangle

Half of the Transvaal Education Department's bureaucratic problems—delays in salaries, a slow system of appointments—are the result of the red tape tangle that surrounds temporary appointments.

This is the firm belief of the secretary of the Transvaal Teachers' Association, Mr Jack Ballard, who also serves on the executive of the Federal Council of Teachers' Associations.

The number of temporary posts has escalated since the quota system was introduced in 1977, and each year all these temporary teachers have to reapply for their posts—no matter how long they have been at the school, Mr Ballard said.

This means each year the administrative staff at the TED is faced with a mountain of paperwork to re-appoint these people.

This is the cause of at least half TED's problems, says Mr Ballard.

The quota system was introduced by the TED hurriedly in June 1977 without reference to other education authorities or consultation.

Only after it was already a fait accompli did the TED try to obtain some form of national consensus by raising the matter with the Committee of the Heads of Education.

In 1978 a working committee, composed of representatives of all the provincial education departments, and the Department of National Education, investigated the system and submitted their report.

The committee reported in May 1978, but what disturbed the Transvaal's English-speaking teachers most is that none of the 12 representatives (there is a possibility that one member was English-speaking) on that committee appeared to be English-speaking.

Yet the results of the quota system are felt most strongly in English medium schools.

Even in 1978 it was obvious that the colleges (English-medium in particular) were not training sufficient men teachers to fill the posts reserved for them.

In May 1979 173 permanent posts were advertised in the Transvaal Provincial Gazette. One hundred-and-fifty-three of these posts were reserved for men. But of the 171 Johannesburg College of Education graduates that year, only 29 were men.
Equal pay move will not affect most women

The majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in Wage Board determinations.

While the Government has been praised for taking a major step forward in labour relations by removing sex discrimination from the Wage Act, it has been criticized for not following suit for workers affected by the Industrial Conciliation Act.

About 87,000 women are affected by the new law.

"I believe however, that many thousands more women come under the ICA," said Mrs Helen Suzman MP.

This means more than a quarter of a million workers affected will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they would not like women to think that sex discrimination was still outlawed everywhere.

"But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income," said Mrs Suzman.

She pointed out that women, especially blacks, were often the sole breadwinners, and a study by the West Rand Administration Board had shown that 30 percent of the households in Soweto were maintained by female earners.

Mrs Roberta Johnston, who headed the Study Group on Women in Employment which made recommendations for changes to our labour legislation, noted: "This is the first time that equality in pay for women has been accepted by the Government. We're hoping it's the first step to total equalization."

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants, members of a union and any worker not under the wages of an industrial council.

She pointed out that change would not come overnight.

"It's going to take a long time to reach the worker because the present wage determinations are to remain in force until new wage determinations are made," Mrs Vellie Kirkpatrick, chairman of the West Rand Subcommittee of Mawusump 2900, said.

She regarded the changes to the Wage Act as a "breakthrough — and one I hope that will stimulate other employers, for example in the private sector, to follow suit."

Mrs Kirkpatrick added that the changes, "were the result of efforts made by many women's organizations over the years."

She was happy that the Government "was honest in its stated intentions to do away with discrimination in the labour market."

Last night the Minister of Manpower and Utilization Mr Fanie Frensham gave his assurance in Parliament that the ICA would be amended and that sex discrimination would not be possible under it. As Parliament ends today, this will have to wait for the next session."

SUE GARBETT reports.
Sex laws also for industrial workers

Minister

Parliamentary Staff...

LEGISLATION similar to that passed by the Assembly yesterday — repealing sex discrimination in Wage Board investigations and recommendations — will be introduced in respect of the Industrial Conditions Act during the next session of Parliament.

It was announced by the Minister of Manpower, Mr. Fanie Botha, when he replied to the second reading on the Wage Amendment Bill.

Mr. Botha said it would be "logical" to extend the provision to industrial workers.

The announcement was welcomed by Mrs. Helen Botha (A.F.P.P., Houghton), who said it would have far-reaching consequences because there were even more women affected under the Industrial Conditions Act than there were under the Wage Act.

DETERMINATIONS

Mr. Botha said there were 35 wage determinations in operation. The phasing out of sex discrimination in wages would thus take time — at the most two or three years.

The phasing-out process would begin immediately.

During the third reading of the Bill, Mr. Alex Barlage (C.T.R., P.M.E., Landb.) said there was no doubt that sex discrimination existed in South Africa. The new measure would leave employers who in the past had hidden behind legislation without any cover.

As the Minister had indicated, there were 57,000 women affected by wage discrimination — it would take time to phase discrimination out but he was happy the Government was "on the right track."
Women's rights: a small step

JOYCE OZYNISKI

The Wage Amendment Bill, expected to be passed in Parliament today, has had a mixed reception. It will affect thousands of women — mainly black — as it abolishes sex discrimination in minimum wages laid down by the Wage Board.

But we would hope that employers will comply with this new legislation. Helen Suzman, MP, described the amending Bill as "a big step in the right direction. The principle is right and I back the Bill up to the hilt."

But she pointed out that the Bill "doesn't bring under its aegis thousands of men and women who are domestics or farm workers. These are the least protected and often worst exploited workers."

She expressed a fear that the legislation might lead to unskilled women workers being laid off to give men preference in times of depression.

"If it should happen to any large extent, the Minister of Manpower Utilisation, Mr Panie Botha, might consider some protection for women workers, using the machinery provided by the Victimisation Clause in the Wage Act or the Unfair Labour Practices definition in the Industrial Conciliation Act."

The Wage Amendment Bill also does not extend to workers in the homelands and border industries where the workforce is largely female.

"As present equalisation of wages does not apply to Industrial Council Agreements, my contention is that the change must be extended as soon as possible to the Industrial Conciliation Act so as to bring it in line with the Wage Act," added Ms Suzman.

The Wage Act covers workers who are not organised.

The response of others in the labour field was less positive.

Jan Theron, spokesman for the Food and Canning Workers' Union, felt that the Government wanted to "appear to be receptive to international standards and to comply with them. But unless they seriously intend abolishing the roots of discrimination in the workplace, the Bill won't make any difference, although it does create a climate in which discrimination is seen as indefensible."

"Employers paying minimum wages can find ways around it. In addition, wages set by wage determination are so low, and are generally what employers are paying anyway. In no real sense will the Bill push up wages."

Over 60% of the workers in the food and canning industries are men.

Jimmy Thomas, of the Industrial Council for Clothing, said that as the industry is intensively organised, the amendment will have no beneficial effect on clothing workers as their wages are largely determined during negotiations between employers and unions.

He felt there was also the possibility that when wage agreements were made, the minimum wage set for both sexes would be nearer to the old minimum wage for women rather than the higher one for men.

Andrew Levy, president of ASSEMP (Associated Commercial Employers), said that the Bill would be beneficial for women working for employers who do pay the minimum rate.

"But if an employer pays in excess of the minimum, he can go ahead and discriminate to his heart's content."
THE WAGE GAP

The majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in wage board determinations.

While the Government has been praised for taking a major step forward in labour relations by removing sex discrimination from the Wage Act, it has been criticized for not following suit for workers affected by the Industrial Conciliation Act.

This means over a quarter of a million working women will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they wouldn't like women to think that sex discrimination was now outlawed everywhere.

'But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income,' said Helen Suzman.

Roberta Johnson, who heads the study group on women in employment, which made recommendations for changes to our labour legislation, said this is the first time that equality in pay for women has been accepted by the Government. We're hoping it's the first step to total equalisation.'

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants, not members of a union and any worker not under the aegis of an industrial council.

She pointed out that change would not come overnight.

On Wednesday the minister of Manpower Utilisation, Fanie Botha, gave his assurance in Parliament that the ICA would be amended so that sex discrimination would not be possible under it.

As parliament ended yesterday this would have to wait for the next session.

Meanwhile, there has been an outcry at the government's failure to introduce legislation to protect domestic and farm workers.

Mrs. Gordon, head of the Domestic Workers and Employers Project, said not only should workers be recognized under the Wage Act, but they were also entitled to medical aid, pension and unemployment insurance.

Mrs. Gordon, said the South African Domestic Workers Association, which was launched yesterday in Johannesburg, was formed to teach women how to negotiate better wages.

'I see it as giving them solidarity. They will have an office and on a practical level domestics can complain here and the association will approach the employer on their behalf.'

Mrs. Gordon said under domestic did not discuss their pay with each other and now they will learn what others are earning.

She said the association would be launched in Natal next week and the Western Cape 'very soon.'
null
ONE of the largest gatherings of ‘woman-power’ ever seen in this country will be held in Johannesburg in April.

‘Woman-power in Action’ is the name of the think tank envisaged by a committee, operating under the banner of Manpower 2000, which is committed to finding a solution to the shortage of skilled labour in this country.

Women of all races from South Africa’s leading organisations will be invited to attend the gathering.

For some time now, leading lights in the world of business and politics have been complaining about the manpower shortage, and the Womanpower committee’s primary concern is to do something about relieving the situation.

The present economic boom means that women are ‘needed’ in jobs for which they have traditionally not been skilled, or even been encouraged, to receive training for.

This includes jobs that range from mechanics and plumbers to the areas of engineering, computer and chemical sciences.

One of the committee’s aims is to get school-leavers to look at careers that until now have been the male preserve.

‘During World War 2, thousands of South African women were working and fighting for the country, but after the war they were pushed out of their jobs and sent back to the kitchen,’ said Mrs. Mickleburgh, marketing manager for Total SA and a member of the Womanpower committee.

‘Therefore we need to motivate women to go into trades and professions that are male dominated. For example, if you have a daughter who is devious and is not academic material, why not suggest she become a motor mechanic?’ asked Mrs Mickleburgh.

‘Manpower in Action will present a fresh look at the situation of women in the market place,’ said Mrs. Veita Kirkpatrick, chairman of the Womanpower committee.

“We will have new women speaking there. It will not be a gripe session, but a concentrated effort to find solutions to this manpower problem. Women who attend must have positive suggestions to make,” she added.

The Womanpower committee, which operates on a national level, has several aims, among them:

● Giving publicity to already identified areas of genuine discrimination against female employees whether by law or common practice.

● Trying to influence changes in such laws and practices.

● Assisting in the establishment of training or re-training centres outside the formal educational institutions, to enable women to enter (or re-enter) the labour market.

● Considering ways of alleviating employment problems, which are specific to married women and mothers.

● Creating an awareness among employers of the largely untapped pool of potential employees among their women workers.

● Persuading employers to take positive steps to encourage employment of, and training for, women in more skilled and responsible jobs.

Mrs. Elizabeth Bradley, also a committee member and a director of Westco, said that the question of women’s employment is not likely to go away.

‘Why does South Africa have both a manpower shortage and public concern about unemployment and underemployment?’

‘How can women who are not employed outside the home help women who want to be?’

The Womanpower gathering is to be held at the Johannesburg Country Club on Tuesday, April 31. The committee is anxious that no interested women’s organisations are left off their invitation list and would like everyone to write to them, detailing their local and national president, as well as a list of their activities.

Write to either: Veita Kirkpatrick, PO Box 61083, Marshall Town, telephones 396-9623 or Mrs. Valerie Mickleburgh, PO Box 986, Johannesburg, telephone 39-5111.

Sue Garbett
Sullivan slammed

Ford, alternately the villain and the hero of SA labour relations, is again in the hot seat, this time over the second audit by the SA Institute of Race Relations of its observance of the Sullivan principles.

The report paints a glowing picture of Ford's "progressive" internal industrial relations structure and praises the company for its commitment to "the spirit rather than the letter of the Sullivan principles, and the realistic awareness of the role that the company can play in bringing about peaceful change in the directions envisaged by Sullivan."

Although written by a committee of two sociologists, Cecil Manassa and Dr Marianne Roux, an anthropologist, Professor Michael Whisson, an economist, Professor Wolfgang Thomas and an accountant, Professor Wiseman Mukhin, the report has drawn an angry response from unionists and has brought into question the usefulness of foreign labour codes and highlighted problems companies face in monitoring them.

The National Union of Motor Assembly Workers (Numarwusa) and the United Automobile and Allied Workers Union of SA (UAW) -- two unions affiliated to the Federation of SA Trade Unions (Fosatu) which merged at the beginning of the year -- and the Motor Assembly Components Workers Union of SA (Marwusa) have labelled the report a "whitewash" and say it gives unduly credence to company adherence to the "questionable" Sullivan principles.

Says Fred Sauls, Numarwusa organiser: "The spirit of the code is unrealistic in the political situation in SA. They serve primarily to improve the company's credibility but they were drawn up without prior consultation with workers and are being implemented in the same patronising way."

He adds that Fosatu has taken exception to the mention of its standpoint on the wage issue being included in the report.

Sauls says Audit 2, unlike Audit 1, contains no interviews with workers. Nor does it reflect the views of the black unions active at Ford. "The report contains no views from organised labour. No worker organisations participated in it. It cannot therefore reflect what is really happening."

The report finds that Ford has complied with Principle 1 of the code -- the non-segregation of races in all eating, comfort and work facilities. However, Dumile Makanda, Marwusa organiser, says that "toilet and eating facilities have not been integrated. That is all." Sauls adds: "The company has integrated some facilities but this does not mean integration of people. This step has in some cases hardened the attitudes of white workers who resent interference."

On Principle 2 -- the implementation of equal and fair employment practices -- the report says: "While the structure of the company is essentially fair and opportunities for advancement exist, problems remain in training on a non-racial basis. There is a widening gap between the skills of black and white personnel in technical and supervisory capacity."

Says Makanda: "Nothing has changed in this regard in the company over the last two years. We would have to be the first to be convinced if it had."

Sauls says the problem of "middle management" still remains. "Even though top management may have made certain decisions in this regard, there are many people down the line who do not share the same sentiments. The report does not consider this problem at all."

The report says that "no racial discrimination exists in benefit plans. Makanda, however, points out that many workers joined the company when discrimination regarding wages and benefits did exist. The present structure only serves those who have joined recently. Older workers are still receiving benefits and increments based on their initial wages. The company has done nothing to rectify this."

Under recommendations on grievance procedures, the report巢es the issue of elected and company-paid shop stewards. "The ambivalent position of the shop stewards, especially those paid as such by the company, can lead to difficulties if the workers feel they are being co-opted by the company or even by the union bureaucracy and are no longer fully representative or sensitive to worker needs."

The report recommends "annual elections on a plant-by-plant basis with open nominations, not restricted to union members."

Makanda and Sauls strongly condemn this notion as they feel it will mean the introduction of "stooge" shop stewards, because non-union members elected will have no responsibility to anybody other than management. Sauls says: "Under whose authority will they operate?" The report seems to advocate a liaison committee."

Audit 2 also says the policy adopted by the company concerning discrimination against blacks in organising labour unions has been "exemplary" and that the company, by avoiding showing favour to any organisations, promotes freedom of association within the organisation.

Although unionists agree the company has accommodated the formation of unions at Ford, it was the first company to recognise an unregistered union; they feel the report fails to acknowledge that the company has little power in the face of repressive state action. They use as an example in point Thozama Botha, who was banned and subsequently fled the country. With regard to Principles 4 and 5 -- developing training programmes for su-

Sauls ... the same old paternalism

...
Comment

Pay black nurses the same as whites

A WHITE man died at the weekend without the right of proper medical care being given to him. Not that it was not available. It was, but the only problem is that the people who could provide the care were of the wrong colour.

Apparently, there is a ruling that no black sisters may attend to white patients. This is said to be government policy.

Yet, in this particular situation, there were no white nurses available because of the shortage of nurses. So, rather than let blacks give the necessary care, a human life was put at stake.

We do not want to suggest that the patient may have lived. But we do believe that even a terminally ill person needs the best medical attention he can possibly get. And he did not get it because of a sick policy which cannot be justified under any circumstances.

The facts are simple: The white nursing sisters write the same — exactly the same — examinations as blacks. It might just be that the black nursing sisters who could have attended this patient obtained better passes than the whites with whom they sat for examinations. Did colour really matter in this situation?

The government must realise that their policies cause untold misery among those affected. There have been several examples of this: A black from Mamelodi being sped past the H F Verwoerd Hospital in Pretoria, and taken to Kalafong where he dies on admission. Would not this person’s life have been saved if taken to H F — a time difference of about 20 minutes?

A black person being refused admission at a nearby “white” hospital, and rushed to Baragwanath instead?

We know why the government does not want to have black nurses treating whites. They are afraid more and more blacks will be taken on, and white nurses left out — all because black nurses are paid less than their white counterparts.

This problem can be solved quite easily: Pay black nurses the same as whites and the problem will disappear overnight.

Not only that, the government must ban all discrimination in medical care. Those whites who will refuse to be handled by black nurses can then only have themselves to blame for the consequences.
Questioning the codes

Black labour unions play a role in SA far beyond that of negotiation with management.

Their leaders and some of their members see them as a means of political expression and leverage. This makes life difficult for managers trying to meet union demands on a rational basis. Even chairmen of massive companies can't do away with the Group Areas Act.

Sometimes, therefore, management and black unions tend to talk past one another. However, there is one surprising area of agreement: both sides seem to feel, on balance, that codes—such as those of the EEC and Leon Sullivan—are losing relevance in SA.

Fred Saupe, general secretary of the National Motor Assembly Workers Union, puts it crisply: "Workers were not consulted and they do, therefore, not accept that the codes represent their interests. For workers, the only acceptable agreement on employment practices is one negotiated between them and management.

Another labour observer says that management have to "work at minimising change"—in their companies and in the broader context. It's not enough that they subscribe to statements of high sounding principles. This, of course, calls for businesses to order the political arena—an impractical approach.

The EEC also learns that some companies, among them foreign subsidiaries, are questioning the relevance of the foreign codes in the light of recent developments in labour relations in SA—changes in labour legislation, for example, and guidelines promulgated by bodies such as the Federation of Chambers of Industry and Barlow Rand.

Indeed, some companies argue that they have "gone beyond" measures proposed by the codes, and that their usefulness on the factory floor has been spent. "The codes are not much more than just plain and simple management, and it is essential in SA at present to move faster," says a spokesman for Chlopek Motors.

A spokesman for the EEC says that as far as peaceful labour relations are concerned, the codes are becoming a non-starter. They do not, and cannot, deal with issues in detail. It's becoming more evident that this has to be done locally.

Mike Rosholt, executive chairman of Barlow Rand, says that the codes in the stage where foreign employment codes are replaced in SA by local codes. Certainly, Barlow Rand has its own which it believes go further in certain crucial areas than either the Sullivan or EEC codes and which are specially tailored to its own requirements.

Labour observers support this view. "The codes are tame because they do not compel a company to do anything. A

barlow's rosholt...moving to close the gaps

signatory could live with a set of principles for 10 years and not do anything," says one. Furthermore, he feels companies in many instances have been "hiding behind" the codes in an effort to avoid implementing real changes.

A key issue here, however, is monitoring the codes. Neither the EEC countries nor Reverend Sullivan have successfully found ways of keeping tabs on subsidiaries. Both the EEC and Sullivan monitoring relies on annual company reports. Labour observers argue that this gives a picture that is remote from the shop floor.

After his visit to SA last year, Sullivan warned that he would set up an effective monitoring system, and threaten divestment action against companies which do not come up to the mark. In addition to the presumption inherent in this approach.

it is, in any event, not practical. Predictably, to date nothing has happened.

But black unions, too, need to be circumspect. The codes have been beneficial and could continue to be so, although at a lower key.

After all, certain multinationals in key industries have been labelled "pace-setters" in the development of a "progressive" industrial relations structure in SA—one among them Ford, Siemens, 3M and Chloride.

Professor Willie Bendix, industrial relations lecturer at the University of Stellenbosch, says: "The codes do serve a purpose in that they set precedents for companies. In the long term, if subsidiaries are signatories to the codes, they will have to answer for their action, or lack of action."

In a recent study conducted by the University of the Western Cape's Institute for Social Development, it was found that overseas companies in the Cape had made many more steps towards change than SA firms surveyed. In terms of pay scales, benefit coverage, training programmes and general company policies.

It found that the SA companies paid lower wages than overseas companies, while the latter offered, on average, longer leave and higher bonus pay than their SA counterparts, as well as a greater number of fringe benefits.

"The survey did not name the companies and it is open to question whether the findings are applicable to all companies in SA. For example, Barlow Rand has implemented a programme to close wage gaps and radically improve the employment conditions of its 900 000 employees."

Of course, it is not always easy for local companies employing vast and unskilled work forces to move rapidly towards the standards of the codes. To do so would create immediate costs and ultimately could prejudice job opportunities.

It is much easier for foreign companies employing only 5%-10% of the total workforce to make these adjustments rapidly. US companies, for instance, employ only between 50 000 and 70 000 blacks.

There is reluctance among some firms to recognise unions, particularly some that have not joined the electronic bargaining system through registration under the Industrial Conciliation Act. Of course, there are always the intransigent and the restrictions in labour mobility play a role in their hands.

Regrettably, some companies in areas like the Eastern Cape can obtain very easily large supplies of labour. To them, attempts at creating a settled and happy workforce appear unnecessary. Only time will prove the opposite.
A few illnesses which are not emergencies need to
be referred to Bloemfontein for specialist treatment. For
these it is possible for the bus fare (R2.50) to be refunded
for the patient and for the invoice to be taken in by
special transport (see below).

A converted van was run by a local farmer, mainly
for emergency cases. The magistrate or the police could
authorize this 'ambulance' to bring patients from
farm or the location to the district surgeon, or to Bloemfontein
if he were not present or unable to deal with the
emergency. A white farmer reported that obtaining the 'ambulance'
service in this way could take several hours owing to
difficulty in finding someone to authorize the request.
If the 'ambulance' was already on a trip the patient would
have to wait for its return. Thus owners of private cars
in the location would also take patients to hospital on
an unofficial taxi service - presumably at rather higher
cost than the public service.

The 'ambulance' was said to be called out on average
about once a month. While free to the patient, the cost
to the local authority is approximately R600 per month
about R32 per round trip.

2) Recognition of Illness

The report of the SANTA volunteer indicated the presence
of a number of obviously untreated diseases in the rural
areas. Her view was that distance could have inhibited
farm workers' families from attending the doctor on
their own initiative. Perhaps eye complaints were not sufficiently
obviously and acres slowly, so were not brought to the
attention of the farmer. It is also possible that the
family did not know that a cure was possible.

There was some indication that the ailments of women
on farms are less obvious than those of the men, because they
could escape the notice of the farmer unless specifically
brought to his attention. If the husband does not think a

wife's illness serious and the 7 patients who reported
seeking help from a doctor of them (a disproportionate
another woman living on a
9 months of an intermitter
unable to pass water before
seek medical attention the
following day.

3) Cost

In only 19 of the 89 cases of either treatment
in obtaining medical care
find a problem were no
private doctor, but others
finding 50s, particularly
and needed repeated visits
which had only a shortlist
to use since transport to
was paid for private
or R2.50 for a consultation.

As a rule the medical charges
Physicians are not
but one in Bloem
respondents paid much
specialists.

Few black patients were
private doctor in order
not admission to the hospital.
However, many farmers did
not have medical

was reported in papers
of doctors' fees for treatments were R2.50-R3.00 — Tuesday,
and R2.00-R3.00 — Wednesday, last week.

African Nationalists, 1928-1945
working conditions.

The concept of work councils, or liaison committees, has been criticised by black trade unionists, but the company says it has not been approached by organisers, partly because its manufacturing processes are so varied.

3M SA operates jobshare training schemes, designed to increase an employee's work and earning potential.

One black man's record, while perhaps not the norm, is certainly instructive.

Simon Seema began his working life as a caddy at a Johannesburg golf course and was first employed by 3M SA as a driver. Through on-the-job training, he was eventually promoted to fleet manager. He now oversees the company's 200 vehicles at its five plants nationwide, earning over R12 000 a year.

But the most impressive aspect of the firm's programmes involves its adoption of the "Plato" computerised teaching system in its educational centre — the first SA company to do so.

Every employee, regardless of race, at the flagship Elhoundstein complex is allowed to take two hours a day with pay to work in the centre, upgrading his or her skills. For some, this means concentrating on the basics of languages and maths. Others are studying advanced calculus and accounting.

Woods estimates that the company has spent over R250 000 in the last three years to develop the centre.

Ben Mokoltshe, the educational and training manager, heads a staff of six who last year worked regularly with 137 black and 139 white workers, out of the approximately 700 employed at the Elhoundstein site.

At present, 21 black workers are receiving basic literacy education.

Mokoltshe, who has been at the centre since its inception in mid-1979, says that when he started here, it wasn't easy for many of the whites to accept that a black man could run a programme like this. Now the attitude is very positive.

Dependants of employees are also encouraged to use the centre, which remains open until midnight five nights a week. On a recent afternoon, a 12-year-old white girl with a learning disability (an employee's daughter) was being tutored by a staff member using the Plato system.

Mokoltshe hopes to launch a programme "within two years" that will allow staff to write matric while at work. He says he is also preparing to extend his schemes to the company's other sites in SA.

Part of the Sullivan Principles require that signatories "adopt" a black school. 3M SA has undertaken to support the Tembisa High School and Woods says he expects to spend "tens of thousands of rand..." on the project. The company's skilled artisans have volunteered to upgrade the school's promises.

For Woods, the growth of 3M has not only brought personal and corporate prosperity, but a chance to put into practice certain convictions.

Some executives may resent international pressure, but 51-year-old Woods appears completely sincere in his approach.

The former World War 2 bomber pilot is actively involved in helping SA's retarded children, having personally donated "do-it-yourself" plane construction kits to a number of institutions. The idea is to provide both the retarded with a meaningful exercise and the institutions with needed money when the complete planes are sold.

"We all have a need to contribute. When I get up in the morning, I have to know that I'm doing something that helps," he says. "It's not so unusual."

That may be, but the extent of 3M SA's programmes underscores Woods' beliefs.

Yet another example: the company operates a recreation programme for its workers. The Elhoundstein complex has soccer fields, tennis courts and squash courts, and sponsors a league for teams from neighbouring farms. The only stipulation is that every team be multiracial.

"We don't care if it's 10 blacks and one white, as long as it's mixed. We've actually turned away single race teams," Woods says. "But it's been worthwhile. More prejudices are broken down on those fields than anywhere else."

But how do all these schemes affect 3M SA's profitability?

Woods explains: "If we hope to reach our goals as a company, it is absolutely critical to help our non-white employees advance. My parent company realises it's part of the cost of doing business in this country.

We are trying to create a pattern for other companies to follow. If we don't do it, who will?"
Neglect must be paid for, says Smuts,
Cinderella, Natel.

Let's have more women,
Teachers: salary parity action is accelerating

By Carolyn Dempster

The programme to achieve parity between the salaries of black and white teachers has been drastically accelerated, the Director-General of the Department of Education and Training, Mr. G. J. Rousseau, announced yesterday.

But the majority of black teachers, about 80 percent, will not profit from the new parity measures as they fall within the lower levels of the profession.

Mr. Rousseau said the increase on the minimum scales at post level 1 amounted to between 12.7 and 24.8 percent, and 12.7 and 36.8 percent on the maximum scales.

As with white teachers, black women in the position of principal of S2 and P1 schools now receive parity of salary with their male colleagues, and will therefore receive "exceptionally good increases," according to Mr. Rousseau.

The new salary scales and parity increases emphasised the importance of qualifications in teaching, said Mr. Rousseau, "in view of this many steps have already been taken, and more are envisaged."

Such steps presently include 300 adult education centres throughout the country offering matric and part-time courses offered for the first time at four teacher training colleges.
Sort out the labour laws

The repeal of the prohibition of sex discrimination in wage board investigations and recommendations, announced by the Minister of Manpower Utilisation, Mr Fanie Botha, must be welcomed by all concerned with industrial stability in the country.

The effect of this Bill would be to remove wage differentiation on the basis of sex — long a sore point with workers.

Indeed, in the past, certain employers have opted to employ women to do certain work with the knowledge that they can pay them less than they would pay male workers.

As PFPP spokesman on labour matters, Mr Alex Boraine has said, “it is a fundamental change of far-reaching significance.”

Mrs Helen Suzman described the Bill as a great step forward.

Having said that, we must now ask the Minister to look into the general disparity of pay between men and women in all other areas. We hope, too, that the Government will look at the disparities in the Public Service, and particularly in the teaching profession where women who are better qualified than men still earn less only because they are women.

But, while Mr Botha must be lauded for taking this step, we wonder what he will do about the mess that his labour legislation is heading for.

This is all because four trade unions have resolved not to use government machinery because they were being given racial certificates of registration which preclude them from acting for any people not belonging to the racial group for which the certificate has been issued.

This is all because four trade unions have resolved not to use government machinery because they were being given racial certificates of registration which preclude them from acting for any people not belonging to the racial group for which the certificate has been issued.

We urge Mr Botha to tackle this issue urgently if the labour situation is not to collapse again.
They're overjoyed with proposed law

The latest move by the Government to remove discrimination in the labour force will mainly affect blue collar workers, estimated at about 400,000 women of all races in this country.

In terms of a draft labour bill published in the Government Gazette on Friday all sex discrimination laws in the Industrial Conciliation Act will be repealed.

Blue collar workers include shop assistants, textile and garment workers, food processors and so on. "The new provisions don't cover the whole mass of white collar workers such as secretaries and clerical workers," said Sylvia Gon, joint manager of the Institute for Industrial Relations.

"We're in the unique position of having both unions and management belonging to our institute so we can see the picture from both sides," said Ms Gon.

She and other women who have been fighting for reorganisation with a women's status committee, said the proposed new legislation with joy.

"I'm absolutely delighted. In legislative terms, the Government has gone pretty far along the road of equal pay," said Ms Gon.

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers which has thousands of female members, said she was "very happy" about the proposed new labour legislation.

Mrs Mvubelo said in the past men had always been employed in preference to women. "We're tired of being dominated by men," she exclaimed.

Mrs Mvubelo pointed out that on a practical level, the proposed legislation would have to be monitored to ensure it was enforced.

"We're fortunate in the clothing industry that we have watchdogs in the form of 'agents,' who monitor our agreements," Mr Alec Erwin, general secretary of Fosatu, said.

"We have always viewed sex discrimination as an outrage managed by employers to get an efficient and cheap source of labour," he pointed out that one of the things his union did was to push for greater job security for women.

Mrs Roberta Johnston, one of the convenors of the Women's Legal Status Committee, said the proposed new labour legislation was "exactly what we've been working for. We welcome it with open arms."

Mrs Johnston said the next step was to get on to "all the people" who do the same job as their male counterparts but get less pay. Into this category fall clerical workers, teachers and so on.

She stressed that in the past there was a general belief that women work for pocket money. "They work because they have to and there is no reason why women should be regarded as cheap labour."

Mrs Emma Mashum, general secretary of the Commercial Caterers and Allied Workers Union, said of the draft bill: "This is what we've been fighting for all the way."

She pointed out that, even before the bill was legislated, things had begun to change because in a recently negotiated new trade union agreement in the liquor and catering trade, sex discrimination had been outlawed.

"We were in an area where there was a great deal of sex discrimination," she said.

A Johannesburg industrial psychologist who has been studying the problems encountered by working women and mothers in their dual roles said: "We should no longer accept the challenge presented to us and the opportunities it creates."

But Mrs Babette Kabak of the Women's Legal Status Committee, while praising the Government for its progressiveness, said it also had a responsibility to recognise the double load working women carried.

"They want us in the workforce because they desperately need skilled labour, but they must help with child care facilities, creches and so on. There will be terrible stress and tension on the domestic scene unless the Government backs up its removal of sex discrimination with other measures to help the working woman," she said.
The older woman is capable of working as well

At this time of a serious skills shortage, older women should surely be coming into their own. But prejudice against them continues and it is this that Maureen Rawlins is hoping to change with a highly successful retraining scheme. Jean Waite spoke to her, and to some of the women who have taken advantage of Anglo American Insurances’ scheme.

When Maureen Rawlins started a revolutionary new secretarial “brush-up” scheme for older women wishing to re-enter the labour market, she little realised she had a tiger by the tail.

Now nine months after the pilot scheme was put into operation, more than 70 women have passed through her hands. Most are now fully employed, and the scheme has been extended to offices with plans to bring in other major centres.

The scheme is aimed at women who, for various reasons, have been away from the commercial market, and who simply need a little practice. This generally applies to older women whose families are growing up and who wish to work again, but after a number of years at home, feel out of touch.

“We put our office equipment at their disposal,” said Miss Rawlins, deputy personnel manager of Anglo American Insurance. “Instead of our typewriters standing idle for much of the time, we make them available for women to practise on.”

Miss Rawlins emphasised that the scheme isn’t an organised training course. Women were free to come and go as they pleased, spend as long as they liked on the typewriters and dictaphones until they felt they were adequately prepared for a further onslaught on the job market.

The biggest problem Maureen has encountered is lack of confidence.

Terrorised

“The skills come back fairly quickly. You’ll find a woman who used to be a typist will very soon regain her speed. But gaining her confidence again takes longer,” she added. When women telephone for an appointment they are absolutely terrified — and I’m not even a prospective employer. They come in for the first time shaking with fear and their voices are wobbly with fright. But usually within a couple of days they begin to relax, and find it hard to believe it is quite free and aimed at helping them without taking their money.

Why do women who fall into the “mature” category fight so hard for recognition in the job market? Is it outdated and unfair to prejudice on the part of employers?

In the experience of the Anglo group, employing many “mature” men and women, the prevailing attitude of many employers is simply not based on fact.

Valuable

“Companies say older women are not flexible enough, cannot bear the pressure, and will not be trained. This is utter nonsense. Women can learn just as well as any other girl, and are far more stable and reliable,” said Maureen.

A woman of 55 still has at least 10 years of service and with the turnover of young girls they rarely stay more than a couple of years — this is a valuable term.

Many companies use the constitutions of their pension schemes as a case against older staff. It is no more than an excuse and can be easily overcome.

Mr. M. Van Dijk, departmental manager, personal pensions, Anglo’s pension schemes have upper age limits which vary.

To encourage older employees for being excluded from certain pension schemes, we offer them the opportunity to take out a personal pension annuity with the company. Within certain limits we are prepared to give extra contributions to the scheme. In this way they can eventually leave, but they don’t go empty handed.”

Another stumbling block that mature women seeking have to overcome is employment agencies. Women cannot get past them to the client company.

“Trainee”

Of course, given the high turnover of young staff, it is in the interests of agencies to concentrate on the under 30s who change jobs frequently. Agencies take anything from eight to 12 percent of a year’s salary as commission, so the mathematics are not difficult to compute.

Most of the women who take advantage of Anglo’s scheme go for one or two days a week. For about two weeks. After three months to one “trainee” of 55, Mrs. Mooney Cobben.

A lifetime working in accountancy Mrs. Cobben took the course to improve her hand on her typing.

She is a friendly, attractive “little old lady” who, according to the rule book, should have been sitting home with her cats and knitting.

Today Mrs. Cobben holds a responsible job, looking after an specialised, comprehensive filing system for a large financial institution, a job she intends to hang on to “until they carry me out in a coffin.”

Despite a smiling face that doesn’t look a day over 40, Mrs. Helen King, a 58-year-old divorcée found herself unemployed. Too old.

For 10 days she sat at the typewriter, starting with a speed of 30 wpm and ending with an accuracy of 60 wpm.

She was offered a job as a temporary typist — the job became permanent. She was so good at this job that she was offered training on magnetic card machines and progressed so well that she was then trained on a highly sophisticated word processing machine.

Today she is a productive, efficient employee, an asset to any company.

Mrs. Molly Crewe, a 49-year-old typist, after holding a permanent job for almost three years before her employers went bust. She too has tried the depressing path to success.

“I’m not stupid; I’m not unintelligent, I’ve got years of experience behind me, so why can’t I have another job?”

Mrs. Crewe, a neat, attractive old lady finds it soul destroying. She gets more and more depressed until it becomes an obsession and you feel like an outcast, a misfit.”

“Not experienced book-keeper and credit controller, Mrs. Crewe was even offered a job as a shop cashier. Too old. She has just started the brush-up course in the hope of renewing her skills as a typist.

This was a job she first did in the early days of her career. It might make her more employable, and she hopes to regain some of the confidence lost in the last three years — cringing when she has to confess her age.

All these women, and the thousands throughout South Africa could, in part at least, alleviate the chronic shortage of labour in the commercial world. They all ask just one thing: “Give us a chance.”

Maureen Rawlins can be contacted at 356211 for further details of the retraining scheme.

WOMEN’S PAGE

MRS. ESSE CUBBON — at 68 is a valuable employee with many years of service to go.

MRS. ESSE CUBBON — at 68 is a valuable employee with many years of service to go.

Watch SABC TV’s “Women Today” programme on Monday next week Producer Anita Hughes will take a look at discrimination against women in the office, as well as Anglo’s retraining programme for women. Verna Kirkpatrick and Valerie Hooke will discuss the function of the Womenpower 2000 Committee and its efforts to overcome SA’s skills shortage. The programme will also take a look at Avrak Shum’s progressive cosmetic company which allows women to work when and how they want to. They can work one month a year, or part time, or share jobs. Sounds interesting.

Then and other diseases, not under treatment on the theory that in silicosis amongst Africans, service worked by Africans, totally when service periods are who returned to their rynber contract has not con...
Blacks will earn more than whites

Own Correspondent

For the first time in the history of the public service blacks in some work categories will earn more than their white counterparts.

According to figures given to the Pretoria News, the wage gap between race groups in many middle order public service jobs has not only been eliminated, but coloured and black officials will now earn substantially more than white colleagues.

It applies particularly to coloured and Indian employees, but blacks in some cases have also jumped to higher salary notches than whites.

The figures are likely to cause further resentment among whites in the service. Many are threatening to withhold their votes in the general election.

Traditionally public servants are staunch supporters of the National Party, but there is talk in their ranks of boycotting the party to show dissatisfaction with the pay deal announced recently.

There are more than 14,000 central government officials in Pretoria's 13 constituencies. If they defy the National Party in protest by staying away or voting for one of the opposition parties it could cause considerable embarrassment to the Government.

The figures show, for example, that work study officers of all races who were paid the same salary of R7,740 until March will have their salaries adjusted by between 12.73 and 17.44 percent.

The white official will move to R8,720 while his black and coloured colleagues will be paid R9,080 a year from this month onwards.

A senior public servant today said no one would begrudge better pay and prospects for people of other race groups, but it was inexcusable to go to the other extreme and pay them more than whites.

- Hey, this is a pretty interesting read. It looks like the article is discussing a pay gap between different racial groups in the public service.
- Yes, exactly. It talks about how blacks in some work categories will earn more than their white counterparts, which is a significant change.
- The article also mentions that this could cause some problems for the National Party if officials decide to boycott the party in protest.
- That's right. It's a complex issue, but it's clear that the government is working to address it.
How to alleviate that labour shortage

'We can fill that gap'

MRS SARAH CHITJA, branch secretary of the National Union of Clothing Workers, probably the most powerful black union in the country, believes that black women are ready to throw away their traditional shackles and work for a better society - given the opportunity.

She said that based on traditional black culture, where the woman was expected to work in the fields as well as run a home, black women had an advantage on entering the labour market. But this advantage did not mean they were not experiencing problems in adjusting as traditional values crumbled.

Mrs Chitja, like her fellow speakers, stressed the vital need for training to lift black working women from their present niche as the lowest layer of labour.

Speaking with particular reference to her own union, she pointed out the economic advantages of black women in under selling their labour - today there are no white female machinists in the clothing industry.

Discussing the virtually all-female Union of Clothing Workers, Mrs Chitja emphasised the power of women:

"We built up over the years by peaceful means, by the legal means available, the most powerful black union in South Africa, a union which sets an example for sound labour relations."

"But there still was much more to be done to bring black women into the pool of skilled labour.

The remaining obstacles will of necessity and economic needs crumble away. South Africa's development is hampered by the need for trained personnel - black women can fill many of those needs. If we have filled the vacuum in the clothing industry, we can fill the vacuum in the nursing profession.

"Black females, like their white counterparts, can, with education, supply the future needs of the educational requirements of South Africa."

The vital need for women to join, or re-join, the labour market and their potential contribution to the economy was the focus of an address by MS LYNNE WARD.

Ms Ward, a senior lecturer at the Witwatersrand Graduate School of Business drew attention to a number of statistics pinpointing the disastrous consequences if present attitudes persisted.

She noted that by the turn of the century the country's population will be in excess of 50 million, with whites accounting for about 13 percent.

"In 1985 there will be a shortfall of 1.5 million people for administrative positions in skilled and semi-skilled and a further 750 000 skilled jobs," she said.

"To fill this gap we have no choice about using womanpower. We can no longer afford the luxury of expecting women to fulfill the single role of homemaking."

Ms Ward drew a comparison between South Africa, Taiwan and Japan, comparing Taiwan's average gross national product per inhabitant of R1 200 to ours of R1 800. Yet Taiwan is still able to produce 341 graduate engineers per million of population compared with our 78.

In Japan 370 out of every 100 000 of population advances beyond secondary education. South Africa's figure of 45 per 100 000 does not compare.

Ms Ward sees a clear need for training women in traditional male areas, like engineering, plumbing, telecommunications and a variety of jobs that are regarded as "men only."

She stressed the need to motivate women graduates to reinvest in the country's economy instead of drifting out of the labour market, often before gaining any practical experience.

In summing up the future role of women in the South African economy, Ms Ward concluded:

"We are entering the third industrial revolution, one that centres around technology and womanpower. We need a long-term economic, strategic plan."

The problems confronting working women were discussed by Mrs Bertha Johannes, who said the most formidable obstacle inhibiting South African women's scale of ambition was the poor opinions of themselves and their capabilities.

Mrs Johannes, company secretary for the Southern Sun Corporation and a mother of three student children, said women should believe in their own capabilities.

She also believed that the "penalty" of joint taxation was not a valid reason for women to withhold their labour.

"It is true that one primarily works for the reward - money - but surely one works also to achieve, to use one's skills and talents, to grow and mature as a person," she said.

Mrs Johannes felt that much more should be done to encourage married women and mothers to go back to work and spell out the many practical problems she faces, from a lack of creches and care centres to current shopping hours.

"We should, one and all, be part of a supportive community," she said.

"During the last 10 years or so we have witnessed changes, positive changes, in the number of women achievers in commerce, the professions and the trades. But the problems confronting working women have remained much the same."
SA to get 'new labour deal'

By Jean Waite

South Africa is to embark on a new programme of legal reform under which discrimination on the grounds of race, colour or sex will be eliminated.

Discussing the principles of a "new labour order in South Africa," Dr Piet van der Merwe, vice-chairman of the National Manpower Commission, told delegates at the Womanpower 2000 conference in Johannesburg yesterday that there was a new approach to labour within the framework of new policies.

Dr van der Merwe said the current legal framework was too fragmented but was being modified.

He emphasised Government policy of minimum interference and maximum incentive to the private sector in vital areas of labour training.

He said he hoped women would take their rightful places on the proposed National Training Board aimed at co-ordinating all training efforts in South Africa. He emphasised that women had an important role to play in its economic growth and development.

"Men should note that intuition is just as important as rational thinking and often the women's feelings are more correct than the man's logic," he said.

He also said employers should realise that the work output of a person working half-days was as much as 70 percent of a full-time employee, and that the sooner employers realised this, the better it would be for the business world.

He hit out at education in South Africa, saying it laid too much emphasis on academic subjects. Subjects such as science and mathematics were not given enough attention, and girls at school often disliked such subjects.

Many women and girls were genuinely interested in technology and should be encouraged to widen their interests.

There was an increase in the number of women entering the economically active sector of the population, underlined by the fact that in 1956 women constituted 18 percent of the total white workforce and 35 percent in 1977.

Mr Puttick spent 3 months as a visiting professor at the Institute of Management Development at Stellenbosch University in August.

Mr N Mackay attended the International Conference on 'Market Models and Marketing' in Stellenbosch University in August.

Mr J Rice, was appointed Chair of the Future of the South African Market Research Conference in Durban during late October 1980.

Mr W Vorster completed his PhD at Stellenbosch University in 1980.

"Management Education for Civil Engineers" was presented at the Institute of Civil Engineers during the year.
The doctor's life: 125 years of surgery and death decision

...and options...
**Womanpower gets down to business**

By Sue Garbett

It takes a brave man to tell a group of leading businessmen and women over lunch in a city restaurant about the problems he experienced as a father on his own, rushing home early from the office to look after his young children.

But then it was an **ordinary** business lunch. It was the first of a series of lunches organised by a top businessman to introduce his colleagues to the Womanpower Committee.

The committee, which operates under the auspices of Hamper & Company, is dedicated to finding solutions to the skills shortage in South Africa.

One of the best ways of doing this, he thought, was to go to the heart of the matter - the employers - to tell them the problems of working women, and women who want to retrain.

And that's how six Womanpower committee members and eight businessmen sat around a table discussing everything from the new technology that could make secretaries obsolete, to women back at work after bringing up children.

Which brings us back to Thea van Heerde, national sales manager for Asia, who was left for three months to look after his two young children.

"I was forced to leave the office in time to fetch one child from a nursery school and the other from an afternoon care centre. I couldn't even look into the evening as I was used to, because the interest of my children was uppermost," he told a fascinated table of people.

Mr van Heerde said he understood better now the taxing role of the working mother, and I fully respect that role.

"It's pity that something so men can't be subjected to," he added, smiling at some of his colleagues in the process.

Talk turned to the lack of creche facilities, the distraction of a long leisure time and shared jobs, to "retraining" women who have been out of the workforce bringing up families, to programmes for improving female confidence in the office and effects to eliminate all forms of discrimination against working women.

Ms Martin Hammershmidt, managing director of General Business Systems, hosted the lunch, told the men that before his move to South Africa he had trained "impeccable female secretaries in a somewhat country town.

"The women were no different from the men, they received the same training, they did the same work, and they did it equally well," he said.

Arts van der Swaan, general manager personnel manager for Anglo American Insurance, pointed out that with the present growth of people who would need constant, active training there was not enough work to go round.

"You can therefore understand how daunting it is for the older woman to come back to the office and be faced with a totally new range of work," said Mrs van der Swaan.

Mr van Heerde was also able to answer questions about his role as marketing manager of Tetra Pak, who is on the committee.

Ms van Hamershmidt pointed out that with the latest technology and retraining processes, a male could also be obsolete.

Women would therefore have to redefine their approach and look at technical fields, the world of artistry and so on if they were to keep up.

"We men didn't just talk and listen. At the end of the lunch they committed themselves too," said Mr van Hamershmidt.

Ms van Hamershmidt would also provide four discourses for recruiting women to the Womanpower Committee to get a scheme going.

He is also going to set up a meeting with business equipment companies and Womanpower to investigate ways of involving the whole industry in training.

Ms van der Swaan said he would look seriously at supporting a recruiting centre on a national basis.

He added, "We were impressed with the serious approach taken by Womanpower at this lunch. It makes me want to help you."

He intends hosting the next lunch.

John Napier, the financial director of the firm, said he would do the same as he wanted his business colleagues to listen to Womanpower's criticisms and solutions.

Declan Burns, group personnel manager of Allied, said he was going to extend the idea of discrimination to晶晶 this level to his colleagues at work.

"There is no doubt in the critical staff shortages, which must be substituted about over trained workers, decided to make them decide on what they are training for. If this training is available..."
A "Women's Bureau" should be set up to deal with the problems affecting working women of all races. This was the outcome of a highly successful meeting organized by Womanpower 2000 to discuss the shortage of skilled labour in South Africa, according to Jean Wiese, a representative of Womanpower 2000.

Another suggestion was that all juveniles be brought back into the fold of the children of working women who, like their parents, are considered to be exploited, underpaid, over-worked, unorganized and so on. They are made to toil on the land, in the mines and in factories.

"It is not easy," said Miss Frances Mabogo of the women's bureau, "to get these children to understand the need for action to improve their position."

On the question of the quality of education for black children, Miss Brenda Mekoa of the women's bureau said that the point that this important auxiliary was doing for the black community was being done by other agencies in a better way.

"We should be offering skilled domestic training as well as better care and education to the children so that they may develop into responsible black workers."

Another talking point was that the lack of adequate schools and facilities was a serious problem.

Senor Adolfo van der Merwe, said that the government should do something about the schools and facilities in the rural areas. He said that the government should take steps to improve the situation.

"The government should take steps to improve the situation by providing schools and facilities in the rural areas," said Senor Adolfo van der Merwe.

Committee member, Miss Elizabeth Mabogo, said that the committee should not be satisfied with what was being done so far.

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NURSES' PAY

Plea to Pretoria

The bitterly opposed wage discrepancy between black nurses and their white and coloured counterparts has pushed black nurses into action.

Last week black nurses in the western

Cape met at Guguletu to discuss their working conditions and grievances. They decided to send a delegation to Pretoria to meet the head of the SA Nursing Association (Sana), Professor Charlotte Searle and, ultimately, the government. The major issue: wages.

When government announced public servant salary increases recently, coloureds and Indians, from registered nurse status upwards, were granted parity with whites. However, black nursing staff "were cut off completely." Currently, black nursing sisters get £250 a month less than coloured colleagues.

With the western Cape earmarked as a coloured and white job-preferential area, black nurses are not considered for employment in state hospitals. After training — there are no training facilities for blacks in the area and they must travel to the eastern Cape or Transkei, or even further afield — blacks are restricted to working in day hospitals and clinics in the townships, or nursing white in old-age homes.

"We rot away in the clinics and leave our jobs only when we retire. There is no scope for young black nurses," says a leading member of the WP Black Nursing Association.

However, Cape director of hospital services Dr Radie Kotze says: "I'm not aware of black nurses who are qualified to fill the jobs that are vacant."

He says he is unaware of unemployment problems at hospitals and puts any grievances on this score down to the claim that black nurses "don't want to work in their own areas."
Women

definition

beginners

paid less

than men

Education Reporter

WOMEN have to start work at lower salaries than men, according to a University of Cape Town survey.

The university's careers office published an annual survey of starting salaries, compiled with the help of a firm, Personnel Salary Surveys.

The average difference for whites—ranging from those with a junior certificate through 11 qualifications, including BA, MA, B Com and BSc—is R14.60 a month.

BIGGEST

The biggest gap — R46 — is between a matriculant who has done military service and a girl who has only a matric.

Girls with a junior certificate earn R10 less than youths.

The smallest gap is for MA graduates, with women earning R593 — R7 less.

A black man can expect to start at between R14 and R17 less than a white woman with a junior certificate or Standard 10, but thereafter earns slightly more.

The survey includes standard deviations from the average basic salary, and covers a wide range of qualifications for men.

FACTORS

Of 438 UCT graduates, nearly half listed opportunities for training and experience and interesting work as the most important factors influencing their choice of employers.

Only three percent listed good salary as a priority.

Other factors were involvement with people, opportunities for advancement, suitable location, socially useful and worthwhile work, creative work, and security and stability.
Bill raises status of black women

ULUNDU—An important Bill to make the Code of Zulu Law in order to raise the status of black women passed its first reading in the KwaZulu Legislative Assembly yesterday.

The Bill also expands the property inheritance and succession rights of black women, and extends guardianship to them.

Any woman who becomes an adult in terms of Section 27 of the Code will in law be entitled to leave a family home and establish her own home.

Zulu women married by civil rites are placed in at least as favourable a position as a woman who is married according to common law, as Sections 40, 41 and 42, which deal with guardianship.

The word 'natural' is replaced by the word 'legal' to avoid any dispute or query as to what is meant by 'natural guardian'.

Then in Section 37, there is a change in that all women are treated equally in terms of the sharing of property left behind on death between all the children.

Previously the Code provided for succession only in the case of an 'emancipated woman'.

Under the old Code, a woman had to apply to become 'emancipated', and this Bill be referred.
meme. Labour observers point out that in the light of government attempts to encourage employers to break the black housing logjam, the response is disquieting.

On the important question of basic worker rights, 74% recognise workers' rights to collective bargaining on a non-discriminatory basis. However, only 38% agree with an "undifferentiated" right to strike. Says the report: "It is obvious that a 'natural' employer bias against the right to withhold labour as a worker weapon in collective bargaining has gained the upper hand over the intrinsic logic involved."

The report adds: "By contrast, 87% of responding employers express themselves in favour of non-discriminatory measures to protect workers from victimisation."

The survey vividly illustrates the skills shortage. It finds that the percentage of blacks in management increased from 1.8% to 2.5% between 1978 and 1980. In the same period the number of skilled blacks in the companies surveyed rose by less than 3% to stand at 10.3% of total employment. The number of coloureds moving into management increased from 0.8% to 1.1% while those moving into skilled jobs rose by nearly 2% to stand at 9.9%.

The report finds that management's efforts on the training front are inadequate in certain respects: "There seems to be a lack of training effort for certain groups within specific occupations such as semi-skilled coloureds and Asians, Asians in management, and to a lesser extent skilled blacks as well as unskilled whites."

It is clear that the compilers of the report have taken pains to reflect the most positive moves made by management, and they predict that the gap between intentions and implementation will close in the future. But clearly management still have to do much to satisfy non-discrimination principles set by the code.

The FM has been asked to point out that the survey is in fact a working paper and will be followed by more detailed studies to secure representativeness and to provide sectorial analysis. Accordingly it would be unwise to draw any firm conclusions from what is in essence a preliminary report.

**EMPLOYMENT CODES**

**Saccola scrutinised**

**FM 425**

Just how responsive are SA employers to codes of employment practices? Poorly, according to an analysis of the first audit of companies affiliated to SA's Consultative Committee on Labour Affairs (Saccola). The Saccola/Urban Foundation code was drawn up in 1977 and sets guidelines for non-discriminatory employment practices for SA companies.

- Power of 15% of the 15 000 employers who were sent questionnaires by academics monitoring the code replied before the extended deadline.

The companies which did reply represent about 966 000 employees. The survey shows that employers have enlightened intentions, but there is a considerable gap between acceptance of...
American government should develop a comprehensive strategy for addressing the challenges of education, workforce, and technology. The strategy should include:

1. Investing in education: Investing in the education system is crucial to ensuring that the workforce is prepared for the demands of the future. This includes providing access to high-quality education for all students, particularly those in underserved communities.

2. Training and retraining: The workforce must be prepared to adapt to the changing demands of the job market. This requires providing ongoing training and retraining opportunities for workers.

3. Aligning education and workforce development: There must be a closer alignment between education and workforce development. This means ensuring that the skills taught in schools are relevant to the jobs available, and that businesses are involved in the design and delivery of education programs.

4. Supporting technology adoption: The adoption of new technologies is critical to sustaining economic growth. This includes supporting businesses to adopt new technologies and ensuring that workers have the skills to use them.

By focusing on these areas, the American government can create a more adaptable and competitive workforce. This will help to ensure that the United States remains competitive in the global economy.
A job close to home is best

By John Spira

LOCATION — not salary — is the main criterion for women changing jobs in the Johannesburg area.

A survey conducted by Drake Personnel reveals that "getting a job closer to home" is the most important reason why full-time female staff change jobs. Salary improvement is the second most important reason.

Renee Rogers, manager of Drake's female division, comments that management often underestimates transport difficulties experienced by staff.

She adds: "I would suggest that when interviewing prospective employees, management should discuss transport in considerable depth."

"In Johannesburg, where many of the outlying industrial areas are not easily accessible by public transport, the provision of free company transport is an important factor in attracting skilled staff. This is particularly noticeable in today's market, where demand for skilled staff outstrips the supply."

"Recognising this need, our company has embarked on a program of decentralisation in an effort to provide job seekers with employment, nearer to their homes."

The survey reveals that the 10 main reasons, in order of priority, for employees leaving their jobs are:

- Job proximity
- Poor salary
- Better prospects for advancement
- Boredom
- Pregnancy
- The company is considered unstable
- Personality clashes
- Unhappiness with new management
- Unhappiness with job content
- Husband transferred
Medical Reporter
MR P J LOUBSER, MEC in charge of hospital services, today met several members of his department to discuss the repayment of an increment paid last year to coloured nursing sisters.
A spokesman for the department said a statement would be issued later.
It is understood that all coloured and Indian nursing sisters have been ordered to repay the R630 increment they received at the end of last year in an attempt to eliminate the salary disparity between black and white nurses.
Miss G Arkell, the chairman of the Coloured Advisory Committee to the board of the South African Nursing Association, today declined to comment.
A spokesman for the department of hospital services said that whenever nurses received increases they were notified that if there had been a mistake in the amount they had been paid they were expected to repay the money.
Nurses ordered to repay

Staff Reporter

BLACK and coloured nursing sisters have been ordered to pay back to hospital authorities their R630 annual increment.

The increment was paid out to all black trained nursing sisters at the end of last year in a move aimed at achieving parity in the salaries of white and black nursing staff.

The "repayment" order, given about two weeks ago, also affects coloured and black para-medical staff such as radiographers.

A nursing sister told the Cape Times yesterday that circulars were sent out to all coloured and black nursing sisters informing them that they had to pay back their R630 increment. At one hospital, trained sisters were called in individually by the matron and told of the repayment.

"We feel this is very unjust," she said. "We were promised parity and now they are demanding that we pay back our increment. Thousands of nurses and para-medical staff are affected. We don't have a mouthpiece and can't say how unhappy we are about this issue," said the sister, who asked not to be identified.

She said a "great disparity" existed in the salaries of white and black nursing sisters and black nurses had welcomed the increment as a "positive move" toward achieving parity.

The director of hospital services in the Cape, Dr R. F. McKee, said last night that he could not comment on relevant details at his office.
Black women in the ascendency

BLACK women are beginning to take up top positions in the business and professional fields. But it takes a great deal of hard work, intelligence and a love of one’s subject, say Beatrice Kubheka, a Soweto advertising executive, and Constance Pretorius, the first black woman to register as a clinical psychologist in South Africa.

Exposure

She recently exposed Soweto life and thinking in a 36-page booklet, “Window on the World,” a joint undertaking by BP Southern Africa and the Graduate School of Business, University of Cape Town.

Mrs Kubheka, an accomplished researcher, undertook the research to obtain a wider and deeper insight into black people’s feelings about their lives, their communities and their future.

As a result, she said, black people — students — their hopes, fears and aspirations.

According to the introduction to the booklet, some of the opinions expressed by the black sample were “quite horrifying.”

And “the almost complete lack of understanding and communications between black and whites which emerged is simply appalling.”

The booklet was published in the hope that South Africans would learn from it and improve their race relations.

When I called to Mrs Kubheka in her company’s boardroom recently, I found her an articulate, sharp and perceptive woman.

“Funnily, although in my research I have spoken to literally thousands of people throughout the country from all walks of life, I have hardly ever met with any refusal. Maybe it’s my approach,” she laughs.

“Being well turned out and speaking to people, I have learned to meet people.”

Daring

As far as women’s liberation is concerned, Mrs Kubheka, who is married with two children, feels that although modern women women project a daring image to men, “deep down women still have the feeling that a man is still a man.”

“We talk as if we do not care for men. But I still feel that my husband is the man in spite of the job I am doing,” Mrs Kubheka says.

In love with psychology

She is also working on her second degree in psychology, having just completed a Bachelor of Science degree in psychology, with a major in psychology.

Mrs Kubheka says she is “basically interested in people and their behaviour.”

Social work ended up taking a back seat to psychology.

“Like many other social work graduates, I later realised that I was not cut out to be a social worker,” she said.

Lectures

When she obtained a masters degree in clinical psychology with the University of South Africa in 1977, Mrs Pretorius became the first black woman to be registered as a clinical psychologist in the country.

In her master’s dissertation, Mrs Pretorius established that psychological tests compiled for Zulus could not be applied to Tswanas.

In 1978 she was appointed as the first black clinical psychologist at Wepoo (Wepoo) Hospital, near Pretoria, and also gave lectures to medical students from the University of Pretoria.

As the first person to be appointed to the Department of Family Health, Mrs Pretorius had to launch a study programme for the department from scratch. Her students include paramedics, occupational therapists, physiotherapists and medical students.

Mrs Pretorius teaches medical students to see their patients as persons and not merely as diseased organs or objects with malfunctioning organs.

Mrs Pretorius, who has an 11-year-old daughter, has recently been appointed a consultant to the Soweto Society for Marriage and Family Life.

Linguists say she was among the top eight women chosen as rising stars in the nationwide competition run by a chain store and in 1976 she was nominated in a Woman of the Year contest run by a Johannesburg newspaper.
Nurses ‘were paid too much’

Staff Reporter

THE MEC in charge of hospitals, Mr P J Loubsen, said in a press statement yesterday that repayment of salary increases by coloured nurses and paramedics had been ordered by his department to bring about parity in pay scales between race groups.

"The relevant ruling entailed only the repayment of part of one month’s increase which is in the vicinity of R50 and was, in fact, done to bring about parity. This concerns only coloureds and also only certain of them in the ranks of sister and senior sister and, with regard to paramedics, only radiographers and senior radiographers.

If payment was claimed from blacks it would only be in respect of individual errors and not as a group,” Mr Loubsen said.

"What actually happened is that the original adjustment scales issued by the Commission for Administration would have had the effect that parity would not have been brought about, insofar that in some cases coloureds in the categories concerned would have been better off than their white counterparts.”

All hospitals were aware of the facts and it was difficult to believe that they would not have informed fully all staff concerned. It was standard practice with all salary adjustments to inform the person receiving the increase that any incorrect overpayments would be recoverable.

Mr Loubsen said he regretted that “certain news media” had, without establishing the facts released a report which upset certain nurses and created "an image of heartlessness on the part of the department."
to direct projects to benefit the very poorest people, it will often find that the entrenched richer classes on the local level corrupt these projects to their own benefit.

(b) There is a widely held view that peasants are "traditionalist", "stubborn", "suspicious", and that they reject new ideas and projects. One should consider here that this may be a logical response from people whose vulnerable position in relation to technologically more advanced groups has led to a long history of exploitation.

It is possible that total commitment to projects will only occur when poor people believe that they can control their political and economic environment to the extent of being able to change the basic condition of their lives. This would depend on their having power and influence in the political structure.

Notwithstanding that this basic change may be crucial, one can discern factors which influence people's response at a project level; for example, how projects are initiated and whether they run efficiently and benefit members (others I shall discuss in this part of the paper).

Any attempt to implement an integrated rural development strategy must be based on an analysis of the present situation:

(a) To expose the workings of the present system and to look for places in the existing social order in the reserves where there seems to be potential for change.

(b) To try to discover through experience and assessment, types of projects which foster equitable development and which work.

Thus, even considering the restrictions on how far projects can develop (vide Part I), involvement in

**Code of Conduct in SA**

Aussie firms in SA?

Government was influenced by advisory and expert advice made its policy of exclusion on the basis of a code of conduct, which was being established. The question of establishing a code of conduct is being considered. The question of establishing a code of conduct is being considered. The question of establishing a code of conduct is being considered.
MORE OLDER WOMEN IN DEMAND ON JOB MARKET

OLDER women are fast becoming an integral part of the South African work force as a result of the labour shortage and in spite of tax laws which penalise the married woman.

This is the view of Mr Colin Christie, managing director of Churchill Personnel, who says the campaign to encourage companies to consider older women for employment has had a ripple effect through the personnel industry.

There has been an upsurge in demand for older women though some of them want salaries as high as their younger counterparts.

Some companies continue to regard employment of older women as a form of social commitment while others have discovered that their maturity and intrinsic ability makes them better employees.

More than 64 percent of the potential female work force between 55 and 74 is not employed.

"Mostly they are sitting at home wondering how to relieve the boredom or how to get back to work to help the family fight the rising cost of living," says just 10 percent of these women could be persuaded back into the work force, it would mean that another 23,000 experienced women would be available to commerce.

Personnel managers of companies with "their backs to the wall" in terms of staff shortages, have been obliged to offer flexitime and staggered time — and it is the mature woman who benefits.

"Flexitime allows women with growing families to "be a part" of the working hours to suit their material duties while staggered time allows more than one woman to share a job, each working a couple of hours a day and dividing the salary.

"Perhaps the most important asset the mature woman has today is that she is available," says Mr Christie.

"She's also experienced, emotionally stable, sometimes free of other commitments, less likely to swap jobs and often a lot more reliable.

"She's most probably the ideal employee."
GM wants change in SA before expansion

The Star Bureau
NEW YORK — The giant General Motors Corporation has placed a political price tag on future expansion in South Africa — a major change for the better in the social and political lives of the country’s black, coloured and Indian populations.

The corporation, in a statement in New York, says it has always been its belief that it could not help promote the necessary social and economic changes in South Africa by withdrawing from the country. It also believed the single most important factor in the creation of a more promising investment climate in South Africa is "a resolution of the country’s pressing social problems, which have their origin in the apartheid system."

The statement added: "General Motors remains hopeful that these problems will be solved on a basis which is just and equitable to all segments of the South African population."

"Should conditions in South Africa improve substantially, the corporation may consider an expansion of its activities in that country."

"Any investment decisions regarding that country will, of course, necessarily include an assessment of the economic, social and political environment, not only in South Africa, but in neighbouring countries as well."

SAP, SADP

The statement said some General Motors stockholders were concerned about the social and ethical implications of the giant car manufacturing company selling vehicles to the South African Police and Army and had urged the company to discontinue these sales.

The corporation believed, however, that stopping the sale of these vehicles could seriously threaten the ability of GM to continue operations in South Africa, thus preventing it from contributing to change.

Explaining its attitude to trade with the communist bloc, the company said its basic policy is "in support of all measures which advance worldwide trade and development and investment, irrespective of political and geographic boundaries" — a view equally applicable to South Africa.
Manpower reports women are pleased

Most leading Johannesburg businesswomen have reacted enthusiastically to recommendations concerning women included in a special report of the National Manpower Commission.

The report advocates more use of trained women and suggests the Department of Finance give "serious consideration" to revising the present tax structure.

It says more women should be employed part-time and employers should provide facilities such as creches and day-care centres while allowing women to work flextime.

"It will cost employers less to provide creches and flextime than to recruit staff overseas," said Mrs Elizabeth Bradley, a director of Wesco.

She said she would not be satisfied until married women were separately taxed.

"These are outstanding recommendations. We've come a long way in the past few years," said Professor Sandra van der Merwe of the University of the Witwatersrand's Graduate School of Business.

Mrs Velia Kirkpatrick, chairman of the Womanpower 3000 Committee whose brief it is to get women back into the labour force, said, "These are all things we've recommended to the Government."

Mrs Valerie Mickleburgh, marketing manager for Total SA, said the more tax concessions made to employers to train their workers, the more they will do so.

Mrs Adele van der Souw, women's rights campaigner, said "the tax recommendation should not be taken up at finance level only. This is a Cabinet issue."

She said she expected an announcement on the tax issue this year.
Benoni black salaries go up

By Lynne Cornfield
East Rand Bureau

Benoni Municipality black
salari ed staff will now
receive 10 percent of what
their white counterparts
are earning.

Presenting the 1981/82
budget, Benoni's man-
agement committee
chairman, Mr Alan Bar-
ridge, said this was the
first step in a three-phase
plan to pay equal salaries
for equal work and ex-
perience, regardless of
race.

This year was also the
first time the quali-
fications and experience for
each black salary grade
was formally stated.

In future, salary quali-
fications and experience for
all races will be identical
in the different grades.

Benoni's Town Clerk,
Mr Nantes Botha, said
there was a projected
deficit of R500,000 on the
bus service.

The council still con-
sidered this an essential
service but in future the
community would have to
ask itself if it could still
afford it.

One of the highlights
for residents will be the
installation of a R200,000
toilet in the Civic Centre.

The total budget for
1981/82 is R551.2-million.
This is broken down
into R41.1-million for the
revenue account, R2.66-
million for the In-
dian account, and
R14.06-million on the cap-
tal account.
MARION WHITEHEAD

ENTHUSIASM and cynicism have greeted the National Manpower Commission's recommendations on the greater use of trained women in high level manpower occupations.

The commission's report, contained in a white paper released this week, says this can only happen if employers reconsider their attitude towards trained women and the Department of Finance gives "serious consideration" to the revision and adaptation of the present tax structure and its disincentives to working women.

Private and Government sectors must also promote part-time employment and give attention to providing facilities such as creches, daycare centres and working on a flexitime basis to attract married women with children, recommends the Commission.

"All they are doing is giving effect to what we have been asking for years. I'm delighted," Mrs Val Mickleburgh, national marketing manager for Total South Africa, said yesterday.

"The Government is doing its share. Now we must persuade the employers to do theirs."

Employers were not sufficiently innovative and needed to use a bit more imagination in the areas of part-time work and flexitime, she said. But it would be unfair to ask employers who were giving women equal wages and opportunities to take the responsibility for providing childcare facilities, unless it were on an economic basis.

"It is society's responsibility to make it easy for these women to work to contribute their skills," Mrs Mickleburgh said.

Schools, for instance, could keep the children of working mothers occupied after school with the help of women's associations.

"We talk too much and do too little," she said.

Dr Selina Browde, a former MEC, was less optimistic.

"I'm totally cynical about the Government doing anything of importance.

"I believe it is mainly concerned with its own prestige and image. "So how can you take the recommendations seriously?"
Businessmen welcome commission's report

Reaction by some of Johannesburg's top businessmen to a Manpower Commission report released this week which recommends, among other things, that employers "reconsider their attitudes towards women" makes a soul wonder what all the fuss has been about.

Maybe I've only been talking to the enlightened ones, but none of them turned a hair when the commission's recommendations were read out to them.

No splutterings of amazement, no clauvistinct snortings as they heard the commission's recommendations that:
- more women be employed on a part-time basis;
- employers provide facilities for women like creches and day nurseries;
- women be allowed to work flexitime;
- the Department of Finance give "serious consideration" to revising and adding the present tax structure.

Most of the top men I spoke to said they were already implementing many of the recommendations, and they would be happy to consider the rest if approached by their staff to do so.

Mr P.J. Badenhorst, joint managing director of the United Building Society which employs over 4,000 people, said many of them

VELIA KIRKPATRICK - Government making "our job" a little easier.

women, said: "I'm very strongly in favour of giving equal opportunities, and of equal pay for equal work."

He said his company had a problem with flexitime because it had to be open to the public in certain hours, "but we do have some form of shift work."

On the subject of creches he said he was sympathetic to the idea, "but it has not been feasible or necessary up till now."

Mr Badenhorst said he felt the present tax structure was definitely a disincentive to a certain category of working woman.

Mr John Napier, financial director of Ottis which has about 1,000 employees, said his company had had flexitime for 10 years now.

"We also have part-time workers and some employees will work a morning and a couple of days, that sort of thing.

"The market being what it is, when we've had a good worker who leaves to have a baby, we like to get her back and, therefore, go out of our way to make this possible," said Mr Napier.

He pointed out that equal opportunity was company policy. "So by and large we've already implemented the commission's recommendations," he said.

Dr Shlomo Peer, group managing director of Anglo American Insurance Holdings, said that the recommendations were very good.

"Until a year ago, we were against part-time workers because many women who worked fulltime wanted to change. But we feel now, in view of the shortage of skills, we have to allow this."

VELIA KIRKPATRICK - Government making "our job" a little easier.

Dr Shlomo Peer - Always a positive attitude towards working women.

By SUE BY CARBETT

Dr Peer pointed out that his company had used flexitime for a number of years as it was "an important perk to staff."

"We have never had demands for a creche or day care centre. If we did, it would be a difficult decision," he said.

As far as attitudes towards working women were concerned, "Ours has been a positive one. We have never had a male chauvinist attitude."

We employ hundreds of women, even on the marketing side which a lot of companies don't do.

"We are a company of equal opportunity," said Dr Peer, and indeed it is his company that has been retraining, free of charge, older women who want to re-enter the work force.

Mrs Velia Kirkpatrick, who chairs the Womanpower 2600 Committee, whose brief it is to get women back into the labour force, said that one of its biggest problems had been traditional attitudes towards working women.

"If the Government recognises this, as it seems to have done, then it makes our job a little easier," she commented.

She said that lack of shortages in training facilities and part-time jobs were all de-motivating factors for women who wanted to work.

"If employers want us in the labour force, they will all have to reconsider these factors," she stressed.

"If encouraged we are that the Government makes a report like this, women will feature so strongly and that the Department of Manpower Utilisation realises working women need this attention," said Mrs Kirkpatrick.

Mrs Valerie Mickleburgh, marketing manager of Total SA, said that while there were problems in changing the present tax structure, "I have no doubt that the tax system is militating against productivity."

Mrs Elisabeth Bradley, a director of Wesco and top businesswoman, said she was most impressed with the recommendations.

"I hope they can push them through," she said.

Judging from the businessmen I spoke to, the climate is right and the soil fertile for improved working conditions for women.

If you don't feel this is the case in your company, just show them the report to the boss. Once he's read the Government approach, he'll soon realise he's out of step - won't he?
Making use of women

REACTION to the recommendations in the latest Manpower Commission report that women get a fairer deal in the work place has been somewhat hesitant. On the one hand there's a good degree of enthusiasm in that the recommendations represent official recognition of the needs of women in the labour market. On the other there's the feeling 'so what' — the recommendations are obvious and old hat and only their implementation would merit excited reaction.

The recommendations are more women are employed on a part-time basis, employers provide creche and day care centres to encourage the "optimum use" of married women and consider the introduction of flexitime.

Academic BRIAN KANTOR, senior lecturer in economics at UCT, was unhappy with the implications and the tone of the Commission's conclusions. "One can only use the words 'optimum' and 'must' with respect to the individuals' choice to work. Further, I believe that companies will quite logically do what is profitable. There is nothing artificial about their attitudes towards women — everyone seeks to profit and if a woman offers the right skills and commitment she will be employed. The exhortation to employ women is irrelevant. What counts is profitability."

The hardline approach of the economist was countered by VELLA KIRKPATRICK, chairman of Womanpower 2000 whose brief it is to get women back into the labour force. She said that one of the biggest problems had been traditional attitudes towards working women. "If the Government recognises this, as it seems to have done, then it makes our job a lot easier."

She said that lack of flexitime, creche, day care centres and part-time jobs are all demotivating factors for women who want to work.

If employers want us in the labour force, they will all have to reconsider these factors," she stressed.

'Tony Williamson, managing director of Truworths considered the recommendations realistic but certainly not revolutionary. "Official recognition is certainly a positive step but in my own experience there is no longer much prejudice and particular prejudice not in Truworths. I don't think of one job in our company that's not open to women. But I do believe our attitude is fairly informed and relaxed."

June Krizinger, marketing director of Clicks, said that her company had in the past been forced to realise their need for women. "We're an equal opportunity company but I think in general the issues need publicity to get everybody thinking along the lines. The big problem remains taxation — we'll believe the change when we see it."

'Beryl Gilroy, director of the Chamber of Commerce, BRIAN MACLEOD provided a succinct summation of the somewhat confused reactions to the recommendations. They're all valid but it is the extent to which they can be carried through that's going to make the difference."

DALE LAUTENBACH
SUE GARRETT
Leyland take on women to help fill gap

CAPE TOWN — Women have taken the places of many men at Leyland South Africa since the company dismissed its striking work force of about 1,800 people in a pay dispute nearly a month ago.

The women were noticeable in most phases of production at the Blackheath factory this week, including the engine plant, paint shop and assembly line.

According to a company spokesman, they had proved to be "exceptionally adaptable, and good motor plant workers."

But production was not at full capacity. Many machines in the engine plant were at a standstill, and the assembly lines were moving slowly, with a number of people in training.

Mr. Arne Pett, a company spokesman, said the company had now hired or rehired 2,700 people at its Blackheath and Klipspruit River factories, but production was still far from full capacity.

The proportion of female employees had risen from 10 to 30%.

Mr. Pett said the two factories of Leyland SA were now turning out 50 vehicles a day — about 70% of their normal production. But the union that represents the striking Leyland workers questioned that figure.

An executive of the National Union of Motor Assembly and Allied Workers of South Africa (NUMAAS) said production was nearer 50% of a day's normal.

"The most experienced people are still out on strike, and the firm is still making efforts to get these people back," said Mr. Joe Foster, who is NUMAAS's Western Cape secretary.
Breaking down the barriers of tradition is all in a day's work for Mrs. Blasuw, the only woman welder at a motor assembly plant in Port Elizabeth. Mrs. Blasuw became a qualified welder earlier this year.

Picture by Nina Holmes

Woman welder 'one of the boys'

By SANDRA SMITH

WHEN Mrs. Dinah Blasuw, 29, pops into the "Ladies" at the Ford motor assembly plant where she works, she is often mistaken for a man and redirected to the "Gents." This is because Mrs. Blasuw, a mother of two, wears the same clothing as all the other swing-arm welders at the plant — overalls, boots, gloves, canvas apron and protective goggles.

In that get-up her colleagues often mistake her for a man.

Physically small, Mrs. Blasuw obtained her welder's ticket after undergoing training at the motor plant's training school earlier this year.

She now works alongside her colleagues, all men, as an equal.

"They treat me just like one of the boys, and my foreman says that he forgets I'm a woman," Mrs. Blasuw said.

Asked why she chose to do what is traditionally regarded as men's work, Mrs. Blasuw shrugged and said: "I thought it would be interesting. I have been with the same foreman for three years, and he suggested it."
Equal pay for chemists urged

By AADAGUTJ

BLACK pharmacists in South Africa earn approximately 60% less than their counterparts of other races, the South African Pharmacists' Board said in a recent report submitted to the Minister of Health, Welfare and Pensions, Dr. L. A. P. A. Munnik.

The board said it was gravely concerned by the disparity in the salary scales and recommended that the Minister raise them to the level of other races.

There are only 20 black pharmacists in South Africa at present. The report said the board was aware that young black undergraduates will not readily consider the profession as a career unless their future can be assured.

A spokesman for the department said yesterday the report had not yet reached the Minister, but that immediate attention would be given to the matter.

The department recently granted equal salary scales for white, coloured and Indian pharmacists but at present black pharmacists earn approximately 60% less than their white, coloured and Indian colleagues, even though they share similar duties and responsibilities.

"Black pharmacists are vital for the fulfillment of ideals that an adequate pharmaceutical service should be offered to the whole population," the report said.

Meanwhile, a reply from the Public Service Commission has been received by the SA Pharmacists' Society on their query regarding equality of salaries for black pharmacists.

The commission said it aimed to close the gap as soon as possible.

"There appears to be hope that by the end of the year there will be no further discrimination in salaries," the society's statement said.

In its report to the department, the board has also recommended that pharmacists receive an increase of 90c to R1.10 per item on a prescription.

"The present increase is the first in two years and the board is of the opinion that the tariff should be reviewed regularly to keep pace with inflation," the report stated.
SAA is to have black hostesses

By DON MARSHALL
Pretoria Bureau Chief

BLACK women are to be recruited as air hostesses by South African Airways, the Minister of Transport, Mr Hendrik Schoeman, announced last night.

More opportunities are also to be created for black women to become ground hostesses, the Minister said in a statement issued in Pretoria.

Black ground hostesses are already used by SAA at Jan Smuts, as well as in Durban, East London and Cape Town, but this is the first time in the airline's history that the Government has supported a move to train black women as air hostesses.

Mr Schoeman said in an interview last night that 25 black women would be recruited initially for training.

Asked whether SAA wanted only coloured and Indian applicants, he replied:

"There will be no discrimination. It will not depend on a women's colour, rather on her qualifications."

SAA's decision to use blacks in the air comes at a time when the airline reports no significant shortages of either ground or air hostesses.

"To enable the airways to cope with the expected growth, especially in passenger numbers, more ground and cabin staff must be recruited and trained to ensure that there will be no deterioration in the standard of service," Mr Schoeman said.

For the first time last year, SAA broke through the 4-million passenger barrier and the airline is expected to expand substantially during the next financial year with 17 passenger aircraft on order at a cost of more than R300 million.

Commenting last night on SAA's decision, Mr Roy Swart, PPT spokesman on transport matters, said he was delighted.

"I believe it is high time that our air crews reflect the true character of South Africa's population without any artificial barriers."

"The Indian ground hostesses that I have observed at Durban's Louis Botha Airport are courteous and efficient and they are obviously doing good public service," Mr Swart said.

For the best student in the subject of Building Construction.

C W von Duing

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 Markel
SAA to recruit black hostesses

The Minister of Transport Affairs, Mr Schoeman, yesterday gave the South African Airways the go-ahead to recruit black air and ground hostesses.

Mr Schoeman said in Pretoria he had given SAA permission to proceed immediately with recruiting a limited number of black hostesses, with the approval of the staff associations concerned.

Candidates would be subject to the usual selection procedures and would have to comply with the same requirements as other candidates.

More ground and cabin crew had to be trained to ensure the maintenance of high standards in spite of the expected increase in the number of passengers.

— Saps.

D H Prince Lewis

Dear,

For the best work in Fourth O'connor Prize

S A Read

For the best final year student, General J B M Hertzog Prize

D H Prince Lewis

For professional practice, Surveying in the subject, Architectural (or Quantity Surveying) of the best student of David Hudson Prize

Miss C Tredgold

In this year, for the best woman student Molly Coorl Memorial Prize

P A Rapport

For the best student in the first, second and third major courses, Statistics competitively completed, Helen Gardner Travel Prize

P F Dunkley

Sixth Year

For the best student in:

— Cape Provincial Institute of Architecture

FINE ART & ARCHITECTURE

MANAGEMENT
Breadwinners still fighting for crusts

By Joop Boekhout

Half a loaf is better than no bread, and sometimes a single slice is enough. This is one of the unsaid principles in the politics of women teachers.

In this light must be seen the decision of the South African Teachers' Association's annual conference in East London to ask the Government urgently for equal pay for women teachers who are sole supporters of dependents.

There are only a few thousand women teachers in this category throughout the country, and they feel particularly discriminated against.

Not only are they paid less than their male colleagues, but the "breadwinners' allowance" they were given for a long time was taken away from them some years ago, leaving them more underpaid than before.

The clear aim of the Teachers' Association, of course, remains parity between male and female salaries.

The East London conference again urged the Minister of Education to "bravely implement," his undertaking to remove all salary discrimination. But if you cannot have the whole loaf you take half, or a slice, and this the conference did by asking for "breadwinners' parity" as a preliminary to the larger parity which the Government seems to be delaying in favour of closing the salary gap between teachers of different races.

"The fact is that women teachers who are breadwinners, supporting either children without a husband's maintenance, or a parent, really have a hard time at present," says Elizabeth Niemeyer, headmistress of the Johannesburg High School for Girls.

"But it concerns a small minority, in my school perhaps one in 30. Throughout the country there is a definite need among these breadwinners."

Dr Franz Auerbach, of the Transvaal Teachers' Association, feels that the teachers' conference's call to the Government is "not a compromise with the principle of equal salaries but a measure to seek immediate relief" for a section of women teachers who were left behind.

"It is also a way of saving to the authorities: speed up the removal of discrimination. On the other hand the Government is unlikely to give a timetable for the removal of such discrimination, for it involves the Treasury which depends, as you know, on such items as the gold price."

At the East London conference it was mentioned that the recent salary rises had actually widened the gap between men and women teachers in some posts.

Some delegates to the conference said they preferred not to ask for breadwinners' parity, but to go all out for full equality in salaries for men and women.

---

P R Switt

Press Manual Practice

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Student Opportunities

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P C Key

In any year of study

For the best all-round student

Bell-John Prize

(Continued)
Wage gap huge despite rises for all groups

Own Correspondent
DURBAN — The average earnings of more than 400,000 whites in a wide range of jobs exceeded R1,000 a month in March this year. Their earnings were 25 percent higher than in March 1980.

Department of Statistics surveys show that over the same period the earnings of black workers rose 25 percent to an average R2.20 a month, those of coloured workers rose 25 percent to R3.00 a month and for Asian workers the increase was 20 percent to R4.80 a month.

The surveys included more than three million employees in the mining and quarrying, manufacturing, construction and electrical sectors, the Railways and the Post Office.

The figures reflect gross earnings and include bonuses and allowances.

On an overall basis the biggest increase was in the Railways where 271,305 workers of all races earned R132 million — 27.4 percent up on March 1980.

Post Office and mining workers received an average increase of 22.6 percent, construction workers 22.3 percent, electricity workers 21.8 percent and manufacturing workers 20.7 percent.

Of the industries surveyed, the highest average earnings were found among electricity workers (R530 a month in March), followed by Railways (R488), Post Office (R485), manufacturing (R457), construction (R364) and mining (R286).

The electrical industry has a high proportion of whites and this tended to push up its average.

For whites the most highly paid industry was mining and a quarrying where monthly earnings were on average R1.70.

For blacks the biggest increases were in the Post Office, though the 22.3 percent boost still left black Post Office workers with the lowest average monthly wage surveyed, R190.

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...subject of building construction.

for the best student in the

A Brick Association Prize.

III: No award
II: A R Low Keen
I: N D Sessions

Fifth year's respective
I and II, third's fourth &
the course of building economics.

for the best student in each of

A prize

P R Swift

Professional Practice.

for the student obtaining the highest marks in the course of Quantity Surveying's Prixes. The Committee of the Western Province.

P C Key

In any year of study.

Bell-John Prize
Black hostesses won't initially get whites' pay

By Marion Duncan

Black air hostesses to be recruited by SAA will not immediately receive the same salaries as their white colleagues.

A spokesman for the airline confirmed to The Star that black, Indian and coloured hostesses accepted under the new Government policy announced on Tuesday will have to wait for the wage differential to disappear.

"The new system, whereby everybody -- will be paid the same rate for the job regardless of race -- is in the Government pipeline now," he said. "It will come into application within the foreseeable future."

He stressed that "new black hostesses" would receive the same testing, screening and six-week basic training as whites, and that the first blacks would appear on domestic flights before the end of the year.

Applicants require at least a Standard 8 education, although higher educational qualifications will help.

Aspiring candidates must not be overweight, nor must they be particularly "tall" or "short."

Minimum age requirement is 21.

Planning
Regional
Urban &

Second best student in the

Association of Building Construction

Low Keen

DC sessions

In the third, fourth and fifth years of the course, the best student in the first year of the course is presented with the Sir William Pritchard Award.

Surveyors' Prize

The Committee of the Western

(continued)

Surveying

Quantity

For the best all-round student

Bell-John Prize
Racial wage scales: Barnard challenged

Staff Reporter

PROFESSOR Chris Barnard's controversial statements to the official Catholic newspaper, Southern Cross, have prompted yet another angry response from a reader, this time challenging him on racially discriminatory wage scales.

Amongst his widely-publicised remarks, which appeared in the newspaper on June 14, Prof Barnard claimed that "all over the world, labourers earn less than skilled workers".

"No one would expect a street sweeper to earn the same as a school principal," wrote Mrs J O Johannes, of Cape Town, in the latest edition of the newspaper.

But, she continued, "It is only since April this year that white and coloured teachers in certain categories have been paid the same where their qualifications were identical!"

Mrs Johannes said she taught at a high school where the 46-year-old principal held degrees from the University of Cape Town and the University of South Africa.

"Yet a young white woman, fresh out of university earned more than the principal - because she was white!"

After Mrs Johannes "committed the crime of getting married" and was barred from teaching as a result, she worked in a hospital.

And a coloured radiographer had to work five years to earn the starting wage of a white counterpart.

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K Strong

subject of Building construction.

For the second best student in the

C von Durning

subject of Building construction.

for the best student in the

3 A Brick Association Prize

III: No Award

II: A R Law, Ken

I: N D Sessions

Fifth year's respective

II and III in the third, fourth and III

the course of building economics I

for the best student in each of

LTA Prizes

David Swift

Professoral Prizes.

In the highest marks in the following subjects:

Surveys, Prizes

The Committee of the Western

P K

In any year of study.

For the best all-round student

Bell-John Prize (continued)
Bell-John Prize
For the best all-round student in any year of study.
P C Key

The Committee of the Western Cape Chapter of Quantity Surveying

Quantity Surveying

The first, second and third prizes are awarded to the first, second, and third students in their respective year of study. These prizes are awarded at the end of the academic year.

Awarded to the student who has shown outstanding merit in their studies.

Urban & Regional Planning

A Correspondent in South African Airways needs a quantity surveyor to assist in the expansion of their airport facilities. The position requires a strong background in construction and a good understanding of the local regulations.

Demand for the service has increased due to the recent economic growth in the country. The ideal candidate should have a minimum of 5 years' experience in the field.

South African Airways is an equal opportunity employer.
Pay-discrimination against black hostesses is immoral'

By DANISILE LAVISA

THE Minister of Transport, Mr Hendrik Schoeman’s announcement that black air hostesses will be recruited by South African Airways (SAA) has posed many questions and given rise to skepticism amongst black women.

Ms Bessie Banda, a columnist with a local magazine, said: “As far as I am concerned, the move is belated. It is really not exciting news for us. It took the SAA a long time to wake up when half of so-called industry has been yielding to blacks.”

“As for the ver-kramptes outcry against the SAA’s move, one lamens at such short-sightedness. The issue of involving blacks is not what they fear, but what the future has in store for them, is where their fears are,” said Ms Banda.

Ms Pauline Ntuli, who holds a diploma in public relations, said: “The job is better for blacks than anybody else. Blacks are naturally very pleasant and friendly people – if treated right, of course. This should have happened many years ago,” she said.

Ms Ntuli was sceptical about blacks being paid less. “The difference in pay is immoral,” she said. “If this country wants to give people equal jobs they must pay them equally too. The black women to be trained are going to put their blood, sweat and tears into it”.

Ms Ntuli thinks the racial barriers will be there. “But we are used to it,” she said. “It is nothing to sing about, because people experience this ‘sickness’ in almost every job. Black women will have to face the challenge and overcome the racial barriers’.

She continued, “I hope our girls make sense of it so that they can travel a lot. Traveling is good not just for pleasure but also as a form of broadening one’s horizons.”

“We really hope that they shall be fair in selecting staff. For all I know the Louis Botha airport in Durban has only Indian girls as ground hostesses. We hope a similar situation will not occur,” Ms Ntuli added.

Miss Faith Radebe, a 22-year-old model, is cherishing high hopes. “Well, I hope this is a chance for us to travel abroad,” she said. But like other ladies she had her misgivings, “I hope we won’t be treated differently.”

“Our training programme should not be inferior because our intellectual abilities are equal.”

The fact that applicants will not be judged according to whether they are coloured, Indian or black, but according to merit poses a big question,” she added.
BLACK COPS EARN LESS: BULL... SAYS THE CHIEF

By SAM MABE
JOHANNESBURG's Chief Traffic Officer, Mr John Pearce, questioned about a growing feeling of anger among black traffic officers over salary discrimination said in an angry outburst: "Absolute bull... and I want you to print it as I've said it."

Mr Pearce said he was not going to enter into any controversy through the Press about the issue, which was uncovered by the SOWETAN's investigation on pay and working conditions of black traffic officers.

The SOWETAN discovered that there were officers with several years experience who still earn less than R400 a month — with minimal prospects of increment — when their white counterparts get a starting salary of R321 plus a "scarcity allowance".

In an exclusive interview, four traffic officers who asked not to be named, said they were speaking on behalf of almost all black officers. They accused the Johannesburg Traffic Department of trying to sow seeds of division and hatred between them and their coloured colleagues.

They said a junior coloured officer was recently allowed to drive a patrol car, whereas even black assistant superintendents with several years with the department are still barred from driving patrol cars.

"Last year the Johannesburg City Council evaluated our jobs and it was found that except for driving highway patrol cars, we were doing the same job done by the white officers and we were therefore entitled to equal pay," said one officer.

"A minimum starting salary of R321 was recommended and accepted by our Chief Traffic Officer, Mr John Pearse, who said all officers who earned lower salaries would immediately be pushed up to R321.

"But this became applicable to coloured and Indian officers only and we are still started on about R360 per month, and some of our chaps who have been with this department for several years are still earning less than R400."

Earlier this year, Mr Pearce denied claims by disgruntled black officers that a group of white traffic officers had threatened to resign if blacks were given salaries equal to theirs.

The officers allege also that some of their colleagues had been demoted from motorbikes and assigned parking meter jobs because they were not issuing enough tickets to motorists.

"When those people talk of a hardworking traffic officer, they mean one who issues several hundreds of traffic tickets to motorists. We are expected to milk the motorists dry to be recognised as working hard.

"But traffic officers' duties are much more than just issuing tickets. We sometimes have to school motorists on the rules of the road, guide them and also educate pedestrians on their rights on the roads.

"Even when the time comes for salary increments, we always have it tough. The number of tickets we have issued is taken into consideration.

The chief cop has threatened to fire the officers who spoke to the SOWETAN. But this is NOT true. And sometimes increments are withheld because we are reminded of old misconducts for which disciplinary action has been taken.

"This means we blacks have to pay several times for one sin. One of our colleagues was reminded of having been drunk while on duty. But disciplinary action had been taken against him and he had quit drinking for more than a year."

Mr Pearce threatened to fire the officers who spoke to the SOWETAN if he found out who they were.

"Why should these people rush to the Press and not come to me if they have complaints? I know you won't tell me who they are, but if I find out who they are, they're going to be fired, that's for sure," Mr Pearce said.

He added that this department was the only one in South Africa which paid equal salaries for equal work. He said there were "black departments" in the department who earned up to R2600 per annum.

"But if I think a man is worth R200 a month, that's just what I will pay him. Everybody is paid what he's worth in the department. But I am not going to discuss that with the Press because it is strictly confidential between the individual and the department," he concluded.
Consumer Reporter

MANY working mothers have a terrible time making suitable arrangements for young children to be looked after, says Mrs Eulalie Stott, chairman of the Council's housing committee.

But it would be too heavy a burden on the rates for the council to provide creches and nursery schools for all children who need them.

Mrs Stott suggested firms consider establishing creches and nursery schools as a service to women employees.

She said she was sure that if this were done, as in Eastern European countries, working mothers would be happier, less tired and more productive, and their children would be more likely to grow up well adjusted.

The idea was welcomed by Mr Norman Daniels, national secretary of the Textile Workers' Industrial Union and chairman of the Western Cape branch of the Trades Union Council of South Africa.

HARDSHIPS

He said many of the thousands of working mothers in Cape Town suffered grave hardships through lack of sufficient creches and nursery schools.

Mr Daniels said his union and the Garment Workers' Industrial Union, who have thousands of women members, were aware of the importance of creches and contributed money towards some run by Grassroots.

But Mr Daniels pointed out that the distances which many women have to travel to work from Mitchell's Plain and outlying townships would make it difficult for them to bring children to factory creches.

He thought it would be better if firms combine to run creches in residential areas so that children would not have to be 'carted into town' in crowded trains and buses.

FAILED

"Many of the working women in Cape Town have been shifted to outlying townships," he said.

"But many of the working women in Eastern Europe, who bring their children to factory creches probably live nearby," he said.

An employee of a Mainland clothing firm, Teeny Tages, which runs a creche for two years said it had failed for this reason.

"My son went to the creche for two years and it was wonderful for him," she said. "It was so happy about it because I did not have to worry about him at all while I was at work.

"But many women who work here live on the Cape Flats and simply could not afford the fares to bring their children to the creche."
One Voice on Female Issues
Row mounts over white nursing crisis

THE furor over white medical staff vacancies is mounting among doctors. While hundreds of vacancies are advertised in the Transvaal, black medical personnel are searching for jobs.

The supervisor of Soweto's Baragwanath Hospital, Dr Marie van der Heever, says he has experienced no staff problems.

"I can pick and choose my nursing staff because there aren't many vacancies for black nurses."

And yet white hospitals are being forced to close entire wards because of the lack of personnel.

Two wards with 60 beds will close at Vereeniging's white hospital at the end of this month because of a shortage of nursing staff, according to a spokesman for the hospital.

"We suffer a 45% shortage of junior personnel, students and student nurses and will refer all non-urgent cases to our waiting list when the two wards close at the end of the month," he said.

Protected

An entire ward at the Johannesburg General Hospital is run by six part-time nurses and one full-time nurse.

At J G Strijdom and Edenvale hospitals, many vacancies are filled by part-time staffs.

The whole of the old Children's Hospital is being used as an outpatients clinic. Many types of patients are treated there. Even the Toy Library—a protected workshop for white mentally handicapped patients—is housed there.

Last night, Prof Guy de Klerk, chairman of the Medical Association of South Africa, pleaded to allow black nursing staff into white Government-run hospitals on the Afrikaans radio-programme Rekenskap.

But this viewpoint was called "selfish of whites" by the president of the South African Nursing Association, Professor Charlotte Bann.

"The white population is trying to lure away coloured and black nurses who are desperately needed by their own people," she charged.

Professor Chris Barnard—who also featured on the radio programme—last week pleaded for "medical service units" for young women at Government hospitals. He saw it as similar to military service for young men.

His viewpoint last night was supported by Prof De Klerk—even though the two medical giants clashed about the quality of medical services in South Africa.

In the third, fourth and fifth years of Building Economics, I, II and III, respectively, each student in the course of his practicals, the highest marks in the subject are obtained.

The Committee of the Western Province Supervisors' Prize is awarded to the student obtaining the highest mark in the subject of Quantity Surveying.

The key is in any year of study.

Bell-John Prize

(continued)
Bell-John Prize
For the best all-round student in any year of study.
P C Key
The Committee of the Western Cape Chapter of Quantity Surveyors, Prize
For the student obtaining 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 and III in the third, fourth & fifth years respectively.
I: N D G Sessions
II: A R Low Keen
III: No award
S A Brick Association Prizes
For the best student in the subject of Building Construction.
C W von During
For the second best student in the subject of Building Construction.
K Strong

Edenvale non-racial jobs
Boy non-racial jobs

QUANTITY SURVEYING

(Continued)

URBAN & REGIONAL PLANNING

[Note: The text is partially obscured and not fully legible due to the image quality.]
Women may get new deal

CHANGES to the income tax laws to introduce a new deal for working women are to be considered by the Standing Committee of Taxation into National Policy.

A Government White Paper on a special report on National Management by the National Management Committee, tendered to Parliament yesterday, made a recommendation that trained women, including married women, must be utilized more extensively in high-level management positions.

This could only happen if the Department of Women Labour were to be expanded and at the same time the present tax structure which is applicable to individuals, with a view to the possible further reduction of the disincentives related to it especially in so far as it is still prejudicial to the optimum developemt, utilization and maintenance of female employees, the White Paper said.

The report said employers in general should reconsider their attitude to the utilization of trained women to improve optimum use of this human resource. National and provincial policies should create more opportunities and facilities for women to work on full-time basis, and employers in general should give attention to the provision of facilities such as nursery, nursery schools and the integration of teaching in female optimum use of married women's labour.

The report also recommends the abolition of certain rules in high-level government service and the end of the practice of 2,000 project to encourage retired people to offer their services and draw the attention of employers to the important contribution they could make. — Sapa.
Tax structure for women under review

HOUSE OF ASSEMBLY - The Standing Commission of Inquiry into Fiscal Policy is to consider revising and adapting the income tax structure with a view to "reducing disinterestedness to women in the labour market.

A government White Paper on a special report by the National Manpower Commission tabled yesterday contains a recommendation that trained women must be utilized more extensively in high-level manpower occupations.

The White Paper says this could happen only if, among others, "the Department of Finance once more gives serious consideration to the revision and adaptation of the present tax structure applicable to individuals, with a view to the possible further reduction of the disinterestedness related to it, especially in so far as it is still prejudicial to the optimum development, utilization and maintenance of female employees."

Private and government sectors should create more opportunities and facilities to employ women on a part-time basis, and employers in general should give attention to the provision of facilities such as creches, day care centres and to the introduction of flexitime to make optimum use of married women's labour.

The report also recommends the utilization of retired people in high-level management occupations on larger scale, especially for training and retraining purposes and the use of the Manpower 2000 project to encourage retired people to offer their services. — Sapa

Reference: IISP I.5 Programmers Reference (UPK 800022)
Parliamentary Staff

BLACK air hostesses would not receive the same pay as their white colleagues, it was said in the Assembly yesterday.

Mr. Ray Swart (FFP, Berea) asked the Minister of Transport, Mr. Hendrik Schoeman, whether SAA intended training black air hostesses, and what conditions of training, service and pay they would receive.

Mr. Schoeman said black air hostesses were being trained under the same conditions as white, and in other respects all employees of the railways and that they would share facilities with whites.

However, they would not receive the same salaries as their white colleagues because the elimination of the total wage gap has not yet been expanded to this level of staff.

Original Dockland
Historical Walking Tour of Cape Town's

Afternoon Session:

(chaired by Howard Phillips)

A Historical Survey
Politics and Histories of Cape Town
in Cape Town
An East European Immigrant Makes Good

Candy Mathibane:

Elizabeth van Heyningen: Cape Town and the Plague of 1901

Sources in the Cape Archives for the
History of Cape Town

Marion George:

Morning Session:

(b) Saturday, 6th June

(chaired by Dr. Christopher Saunders)

Professor Jeffrey Butler: On Writing Urban History.

Dr. Richard Alve:

Growing up in District Six

University of Cape Town
Director of the Centre for African Studies

Evening Session:

Opening by Professor Martin West

(e) Friday, 5th June

PART II: 5th and 6th June 1981

(81)
Women welcome possibility of income tax structure revision

Mercury Reporter
WOMEN'S organisations throughout the country yesterday welcomed the possibility of a revision of the income tax structure which would encourage women to enter the labour market.

Reacting to a report that the Standing Commission of Inquiry into Fiscal Policy was to consider revising and adapting the structure, Mrs W Kilpatrick, chairman of Womanpower 3000 in Johannesburg, said the news was 'very significant and welcome'.

'But things must start moving a lot faster,' said Mrs Kilpatrick. 'There is a vast reservoir of womanpower and tax is the major deterrent which is stopping them going back to work.'

Mothers
On Monday, a Government White Paper on a special report on high-level manpower by the National Manpower Commission, concurred with the recommendation that trained women, including married women, must be utilised more extensively in high-level manpower occupations.

Mrs Kilpatrick pointed out that tax was not the only deterrent and that a lack of day care centres for working mothers' children, discrimination and 'flexitime' were areas which also needed attention before women would be successfully drawn back into the labour force.

Mrs Cristina Rodel, principal of the Single Women and Parents' Association, said her organisation 'wholeheartedly supported the recommendation'.

Children
She applauded in particular the recommendation in the report which stated that private and Government sectors should create more opportunities and facilities to employ women on a part-time basis, and that employers should give attention to the provision of facilities such as creches, day care centres and to the introduction of flexitime to make optimum use of mothers' labour.

'A lot of our members would love to work but they find it very difficult and worrying when they have nowhere to leave their children,' said Mrs Rodel.

Mrs Robby Bonfield, president of the National Council of Women of South Africa's Durban branch said: 'It is essential that married women should have a tax incentive to go back to work.'

'A separate taxation policy, where a wife's income is not joined with her husband's at the end of the financial year, is vital.'

The report also recommended the utilisation of retired people in high-level management occupations on a larger scale, especially for training and retraining purposes.
No equal pay for black air hostesses.

BLACK AIR HOSTESSES will not be paid the same as their white colleagues even though they receive the same training. The Minister of Transport, Mr Hendrick Schoeman, told Mr Ray Swart, chief opposition transport spokesman, at question time that the air hostesses would have the same conditions of service as other black employees of the Railways administration. They would have the same training but would not receive the same pay.
Salagap upsets Natal medics

By INGRID STEWART

The salary scale for some doctors employed in provincial hospital services is still being used to discriminate between the races, says a group of Natal doctors.

Despite recent assurances — from the Government and the Medical Association of South Africa — that there is no salary discrimination among medical staff employed by the State, documents in the possession of the Sunday Tribune indicate that white doctors employed as medical officers are entitled to double-notch increments on the full scale while their coloured and black colleagues are excluded from this perk.

They are entitled to single-notch increments only.

Health

This week the matter was debated in the Department of Health and Welfare and Progress, by Dr. Martin Balfour, Progressive Federal Party spokesman on health matters. He said officials in the department had told that there would be no further action taken in this regard.

"Statements that there was now no discrimination among doctors were wrong," Dr. Balfour said. "But they were made in good faith because the only thing the doctors did realise it was there. As soon as I spoke to the officials concerned they accepted it and said they would rectify it."

Deputy director-general of the department, Dr. James Gilliland, said his department was aware of this "anomaly" which was now "entirely in the hands of the Commission for Administration."

But a group of Natal doctors whose code of conduct as medical practitioners does not permit us to identify ourselves" describe the practice as "sloppy," "inprecise," and "a serious method of maintaining discrimination."
We have all been correct in thinking that the basic cause of salary discrimination was the base itself, completely abolished, they say. This means that the discrimination is outside any single contract or agreement, for salaries only.

A circular numbered 1228/790 from the Department of Health says that the Vocational Provincial Administration has certain designations and that these do not apply to temporary unemployment or posts.

Assessing the 1980 circular are details of the salary scales on all medical personnel. The salaries are the same for whites, Indians, Coloureds and Chinese. A lower scale applies to blacks. The disparity in scale for blacks was removed in April this year.

However, the 1980 circular indicates the number of double increments to which medical officers are entitled. These are given to: (a) the first grade of double-increment for double-notch increments, and to all grades of double-increment, the same.

The doctors say the doctors' salaries are not only when newly-appointed white medical officers would be on the first notch (R6 383) while the other races are on their second notch (R1 383). After six years as a medical officer, a doctor would reach the maximum of R21 015 while the others would have reached R6 894.

But, he said, I doubt whether it was done intentionally. The whole of the medical profession is against discrimination and I'm sure it's just an anomaly, and they will soon sort it out.
Write to your Member of Parliament

We are unique worldwide in the number of people who marry with an antenuptial contract. I think people wanting the marital power excluded in the ANC as popular as it is," said Mrs Babette Kabak, co-convenor of the Women's Legal Status Committee.

The WLSC wants an end to the marital power and has regularly sent memorandums to the SA Law Commission on the subject.

"In an antenuptial contract the partnership principle seems to be eliminated — the spouses can leave each other nothing," said Mrs Kabak.

She spoke in despair that in order to get rid of the marital power women lost out seriously in other areas.

"We get so many women phoning us who got married with an ANC and who are left with no house, only maintenance, and even that the oums is on the woman to obtain.

"In other countries where the ANC is used and where it is unfair to women — it doesn't recognise her contribution in terms of housework, childrearing and so on — a court sets aside the terms of the contract and makes an equitable distribution of the property. In Britain the woman usually gets the family home," said Mrs Kabak.

She said the WLSC had asked "all along" for the removal of the marital power, "because the way you were married is a factor in every business transaction. This is ridiculous in an age when so many women are working."

Mrs Kabak said it was doubtful whether the draft Matrimonial Property Bill would be enacted during this session of Parliament. She suggested that women write now to their Member of Parliament and ask him to call for the removal of the marital power.
women legal minors all their lives, causing untold hardship and inconvenience.

Recently, following persistent pressure from a variety of groups, the KwaZulu Legislative Assembly has critically re-examined the code and has passed a greatly revised version.

The new Bill provides that women will become major adults at 21, will have the right to establish their own homes and marriages, which will automatically be out of community of property unless the woman signs a declaration that she prefers to be married in community of property.

It has passed all three readings in the KwaZulu Legislative Assembly and is now to be sent for consideration and signature to the State President.

Ms Sibongile Nene, lecturer and researcher at the Centre for Development and Research at Zululand University, is one of the people who for years has been lobbying for change in the law.

She points out that the Natal Code "fossilized" what had been an essentially flexible tribal system. "The traditional courts allowed the changing attitudes in the community to be reflected in their decisions, but the colonial administrators characterized it as "fossilized" — often misinterpreted as it turned out — to be a fixed system.

Zulu women are affected by their minor status in every facet of their lives.

One woman says: "This is the law which prevents you signing a hire purchase agreement without your husband's signature. You can't even open an account without first having a letter from him saying that you may do so.

"This is the law, which, if your husband dies, can even make your son your guardian, able to give or withhold his permission for you to seek employment, own property or obtain a passport.

This law makes me a child all my life."}

The effect of the marital power on white women was described on Women's Page yesterday. Today CARMEL RICARD looks at the Code of Zulu Law which keeps millions of both urban and rural Zulu women legal minors all their lives.

of African Women. Some Suggested Reforms, points out other anomalies of the code.

Even if she has not been emancipated, a Natal woman has some, limited, legal capacity. "A spinster, widow or divorcée can take out an insurance policy or acquire immovable property in her own name. But if the proceeds of the property are regarded as "earnings," they vest in her father or krael head and can be attached for his debts. She is, similarly, entitled to her wages, salary or other movable property she acquires.

In return, the woman has the right to be maintained by her guardian, but as Ms Sithole stresses, this protection may often be offered or not available.

Ms Nene points out that the long-accepted argument for not revising the code was based on misrepresentation of Zulu tradition.

"Customarily, each hut in a settlement was associated with a particular woman and had certain property attached to it. Even after widowhood her rights to this property — fixed and movable — would be secured.

"There wasn't a system by which people could take property from her, as is the case with the code.

The code clashed with existing norms and so there developed a perversion of the traditional law. A woman could no longer administer her husband's estate as she had been able to do in Zulu culture.

While the effect of the code was bad enough in traditional rural life, it was made far worse when it was applied in urban conditions. A woman would then have no kinship system to ensure that she was not left destitute. "In the cities the hardship which has been caused is indescribable," says Ms Nene.

Another woman speaks of the innumerable cases of unscrupulous "guardians" — uncles, brothers and sometimes creditors — claiming for themselves the hard-earned earnings of their "ward." She might be evicted from her home and land. Her money can be taken. Since the code has had such effects for women, why has it not been revisited before now? "For a long time the chiefs were not aware of the problem," explains Ms Nene, "and the menfolk simply did not listen."
Black tax reforms will give -- and take

The Budget's tax reforms for blacks will give with one hand and take with the other.

The major advantages to blacks will be that they will now receive the benefits of rebates, and taxation will begin at a figure higher than the previous R1 839 a year.

But the reforms will place black married working women in the situation which white women have been fighting for years to change.

In the past, black married couples were taxed separately -- a situation which white women have demonstrated and petitioned for without success. Now black women will lose this advantage.

In presenting his Budget in Parliament yesterday, the Minister of Finance, Mr. Owen Horwood, said the phasing out of separate taxation for blacks was part of the ongoing process of systematic tax reforms.

It was his intention to effect this final phase from next March in terms of the Black Tax Act of 1960.

Last year blacks paid R107 703 347 in income tax. Of this, R78 819 017 came from blacks living and working in white areas, and the rest from those in black "states."

If black tax collection is shifted from the Department of Co-operation and Development to the Revenue, it will place a massive burden on the drastically short-staffed revenue offices.

A number of tax consultants in Johannesburg said that in their opinion married black working women would not necessarily be put at a disadvantage by the new tax reforms.

They said that to date blacks had not enjoyed the advantages which white taxpayers receive.

Black families could possibly fare better under the new system -- particularly if they have several children and are on medical aid and pension schemes.

But one consultant said the new system might cause confusion for those married by African custom. A man with more than one wife would have problems.
Deductions are degrading and insulting, say top women.
Mr. R. A. F. SWART asked the Minister of Transport Affairs:

(1) Whether the South African Airways intends to start training Blacks as air hostesses; if so, what will be their conditions of service;

(2) whether such persons will (a) share training facilities with and (b) receive the same salaries as their White counterparts; if not, why not.

The MINISTER OF TRANSPORT AFFAIRS:

00:00

(1) Yes; the same, as that applicable to other non-Black employees of the Railway Administration.

(2) (a) Yes.

(b) No, the elimination of the total wage gap has not yet been expanded to this level of staff.

Mr. R. A. F. SWART, Mr. Speaker, arising out of the reply of the hon. Minister, could he indicate how many of these hostesses are being provided for and from what racial group?

5 AUGUST 1981

The MINISTER: Mr. Speaker, we are still busy in the training stage. I shall deal with the whole matter during the discussion of the Vote later this session.

The hon. member should not now become excited when I do good things and want to spoil everything with a lot of questions. If we are to make progress at all, in the athletic sense, we should encourage caution that there is a feeling in the thinking. The idea is best thought about. I am so proud of making a substantial contribution to the national cause. The black man is the up-to-date man, the future thinking in which we act like to indicate—the strongest idea which we act like to indicate. The up-to-date man is the up-to-date man who is up-to-date on old ides.

The group is not correct.

*Note that book value of old machine and/or depreciation on old ma.

Seven years taken together, $1,070 x 7 1/2% is $9,150.

11-24 (60 mn.)
Govt approach to pregnancy dismays unions

By Tony Burke, Labour Reporter

Trade union leaders today slammed the Government's rejection of a number of key proposals in the latest Wibahn Commission Report, especially those dealing with working women.

The commission's fifth report was released in the House of Assembly yesterday with an accompanying Government White Paper which dealt with the recommendations.

Union leaders were disturbed by the Government's rejection of a number of recommendations regarding the rights of pregnant working women.

The Wibahn report recommended:

- Prohibition of dismissal of women workers solely because they were pregnant.
- Increased preemption leave from four to six weeks.
- Women to be re-engaged by employers after the birth of their children.
- The weight of these proposals will be relevant to those affected.

All were rejected. Also rejected was a recommendation for legislation mandating pregnant women to light duties while at work.

The White Paper did, however, approve a possible increase in pregnancy leave pay.

The president of the Garment Workers' Union, Dr Anna Scheepers, said they were very disappointed at the Government's attitude.

"We need all the qualified women workers we can get, and pregnant women should not be dismissed while they are still able to work," she said.

A combined meeting of the clothing unions would discuss these issues.

The general secretary of the Commercial Catering and Allied Workers Union, Mrs Emma Mashinini, said she felt the Government had not really concerned itself with women workers.

Discontinuation against working women who are pregnant is one of the most unfair labour practices," she said.

The head of the Southern Transport region of the Federation of South African Trade Unions (Fedbus), Mr Taffy Adler, said unions would have to continue to negotiate maternity rights for working women at plant level.

"We can't look to the Government to see to the needs of women workers," he said.

STRIKE

Other important Wibahn recommendations were rejected by the Government.

These included:

- The right of workers during a legal strike to conduct a picket.
- Extension of union rights to domestic and farm workers.
- Decriminalisation of existing legal controls on unions and employer bodies.
- It should be deemed unfair labour practice if an employer refused to recognise a registered union which won a secret ballot.

A common meeting of the clothing unions would discuss these issues.

The Government's report was seen as a matter of real concern by the Opposition spokesman on labour, Mr Hlaudi.

The White Paper said union recognition was a voluntary matter. The proposal would allow a union to take up the rejection with the Industrial Court.

Union leaders were highly critical of the rejection of the "fundamental right to picket during a dispute.

Mrs Mashinini said the picket was part of the collective bargaining system.

They were also in agreement that domestic and farm workers would continue to organise themselves as they represented a large part of the country's workforce.

CLOSED SHOP

"The Government should at least legislate for minimum wages and conditions under women's compensation," Mr Adler said.

"The lack of union rights merely perpetuates their servitude." The White Paper also announced that a committee was investigating the issues of union and strike privileges for civil servants.

The Government was also looking at the National Manpower Commission's recommendation that a closed shop agreements be allowed.

Such agreements force workers to join unions which have those agreements with a company.

Transaction operation or scheme - In Smith's case (1964 (1) SA 324 (AD), 26 SATC 1) the court referred to the addition of the word scheme as one of the amendments brought about by the 1959 amendment and appeared to view this as having some significance. King's case (supra) found that the transactions then before the court could
GOVT REJECTS WIEHANH PROPOSALS ON WOMEN

HOUSE OF ASSEMBLY. — The government has rejected several far-reaching recommendations affecting the position of working women in South Africa, including a proposal that employers be banned from terminating women's services because of pregnancy.

The Wiehahn Commission of Inquiry into labour legislation recommends in Part Five of its report, tabled yesterday, that the relevant sections of the shops and offices, and factories acts be amended to provide for:

- **The raising of the period of pre-confinement leave from four to six weeks.**
- **The raising of remuneration during approved leave due to pregnancy to 60 per cent of the employee's normal earnings.**
- **The Unemployment Insurance Board received a proposal that all applicable legislation measure be such as to require employers to assign light duties to pregnant women where questions of health and safety are relevant.**

Further, the commission recommended that provision be made in the regulations for preventing the termination of employment on account of pregnancy, and that employers be required to reinstate female employees at the end of the approved absence from work. In a White Paper tabled with the report, the government states that while a possible increase in the benefits payable in terms of the Unemployment Insurance Act would be examined by the Department of Labour, it cannot agree to the other two recommendations.

"The prescribed four-week pre-confinement leave has, to the government's knowledge, not created any hardship and, in the absence of any sound reason, the period of leave should be increased to six weeks, the commission's recommendation in this regard cannot be supported," the White Paper says.

Neither could the government support the termination of employment of pregnant female workers by prohibiting or that employees be required to reinstate them.

"Such a provision would result in serious complications for employers, especially those in the food industry who have to employ substituting labour when an employee takes maternity leave and who cannot afford to increase his labour complement by reinstating the employee concerned."

The government would nevertheless urge employers in cases of this nature where most sympathetic consideration and, where possible, to act in the spirit of the recommendation.

The White Paper also rejects a proposal that "all employers be required to maintain the position of working women employed by them, in the absence of any sound reason, the period of leave should be increased to six weeks, the commission's recommendation in this regard cannot be supported," the White Paper says.

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Acute disappointment, bewilderment, and anger. These are the emotions of many women who have had to bear the brunt of the layoff wave. The layoff is the last straw for many working women. The layoff has been exacerbated by the high cost of living and the high cost of child care. The layoff has also made it difficult for many women to find new jobs.

The report of the National Council of Women's Employment Bureau is a clear indication of the need for action. The report calls for the establishment of a national women's employment bureau to provide employment services to women. The report also calls for the establishment of a national women's employment committee to monitor the implementation of the report's recommendations.

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Study group findings

Typical Examples of Discriminatory Employment Practices:

- Pension schemes differentiated between women and men, often to the disadvantage of women.
- Medical aid schemes laid down conditions of membership which sometimes discriminated against women employees and their families.
- Housing loans available to male employees were frequently denied to female employees even when they were sole supporters of families.
- Unemployment insurance was available to widows but not widowers of contributors unless they were invalid.
- Male teachers were paid more than female teachers and promotional opportunities for women were few.
- At certain universities, married women could be appointed only to the temporary staff, and had to work twice as long as permanent employees to earn the same leave.
- Many employment agencies deterred women from applying for higher level positions.
- Generally speaking, senior posts were not open to women.
- When promotion was due, women were often moved obliquely or laterally and instead of being given the same status and benefits as male employees, new titles were invented with lower status, but required the same duties.
Suzman regrets govt decision on women

Johannesburg. — Mrs Helen Suzman, PFP MP for Houghton and veteran campaigner for women's rights, this week expressed regret that the government had rejected numerous recommendations by the Wirkapping Commission which would have improved conditions for working women.

This included recommendations that the Industrial Conciliation Act be extended to cover domestic and farm workers, the "least protected and perhaps most exploited people in the labour market", she said.

Mrs Suzman also expressed regret that the government had not seen its way clear to accept recommendations improving maternity benefits for working women.

In its White Paper published with the fifth Wirkapping Commission report, the government rejected several far-reaching recommendations affecting working women — including one that employers be banned from terminating women's services because of pregnancy.

The commission recommended that the Shops and Offices and Factories Acts be amended to:

- Obtain pre-confinement leave of four to six weeks;
- Obtain pay during approved pregnancy leave at 50 percent of normal earnings;
- Prevent dismissal of women due to pregnancy be prohibited and that employers be required to reinstate women employees at the end of their approved absence from work.

In its White Paper, the government said that while a possible increase in the benefits payable in terms of the Unemployment Insurance Act would be examined by the Unemployment Insurance Board, it "could not agree to the other two recommendations."

"The prescribed four weeks' pre-confinement leave has, to the government's knowledge, not created any undue hardship and, in the absence of any sound reason why the period of leave should be increased to six weeks, the commission's recommendation in this regard cannot be supported."

Neither could the government support the recommendation that dismissing pregnant female workers be prohibited or that employers be required to reinstate them.

This would result in "serious complications for employers, especially for the small employer who has to employ substitute labour when an employee takes maternity leave and who cannot afford to increase his labour complement by reinstating the employee concerned."

"The government would nevertheless urge employers to take care of this important question of sympathy and only make possible to act in the spirit of the recommendation," it said.

The White Paper also rejected a recommendation that "all applicable legislative measures be such as to require an employer to assign light duties to pregnant women where questions of health and safety are relevant."

In its report, the commission said many instances of discrimination against women in employment were recorded in evidence to it.

According to evidence, domestic workers in urban areas were in many cases the sole support of children in the rural areas and loss of earnings during pregnancy was an extreme deprivation.

Mrs Suzman said last night that there were difficulties attached to extending legal protection to domestics and farm workers.

"However, some sort of minimum wage with regional differences and provisions for vacation leave, maternity benefits and overtime pay could have been laid down."

"I know this will be difficult to monitor but nevertheless the very fact that something is on the statute book is educative, and most people are law-abiding."

Dealing with the other recommendations, she said: "I don't know how the government knows that four weeks' maternity leave is no undue hardship."

She added she believed that six weeks' leave was the norm in Western countries.

Mrs Joyce Harris, president of the Black Sash, sharply criticized the government's decision against extending legal protection to farm and domestic workers.

The government was turning down recommendations of its own commissions with "remarkable frequency."

"One wonders whether they were appointed to seek solutions or merely to buy time."
Call for use of skilled women

HOUSE OF ASSEMBLY - Too many highly trained women were sitting unproductively at home, Mr J H W Montagu (AFD) said, here yesterday.

"He appealed in the Manpower Vote, debate for the further removal of discriminating measures which blocked the return of women to the labour market.

"Married women especially must be utilized more effectively but then we need a change of attitude among employers and further examination of prohibitive tax pictures," he said.

"For many women, joint taxation with their husbands was discouraging and the Minister of Manpower, Mr Panne-Boba, and his department should see what they could do to improve this situation.

Progress

Employers too could take a look at ways and means to make it easier for women with family to contribute skilled labour, perhaps even on half-day basis.

Legal obstacles of discrimination affecting promotion and wages had already been removed and in this sphere progress had been made, Mr Visagie said.

However, only 10 percent of management positions were filled by women and this allowed not for too many-trained women sat unproductively at home.

Of South Africa's labour force 15 percent were suitable for managerial positions and half of these should be women, he said.

The department should also investigate the feasibility of drawing women who left school after Std 8 into a call-up system for further training. - Sapa

INDEX
Call for govt rethink on working women

Political Staff

HOUSE OF ASSEMBLY. – Mrs Helen Suman, opposition spokesman on women's affairs, yesterday called on the government to reconsider its rejection of key recommendations in the Wilmot Commission to improve conditions for working women.

Speaking during the debate on the manpower vote, she praised the commission's recommendations and criticized the government for "rejecting some and stinting on others".

Mrs Suman called on the minister, Mr Fame Bota, to agree to the proposals that are:

1) Domestic and farm workers be included in the provisions of the Industrial Conciliation Act.
2) Employers be banned from firing pregnant women and that they be required by law to reinstate women when they returned from a miscarriage.
3) Maternity leave provided for in law be extended from four to six weeks. In its reaction to this recommendation, the government’s White Paper said the government had found that no undue hardship had been caused by a four-week period of leave.

INDEX
By Nkopane Makohane

THE controversy over black traffic officers' salaries is still on, but Johannesburg's chief traffic officer, Mr John Pearce, is not going to allow himself to be dragged into discussing it through the Press any more.

He made this clear to SOWETAN yesterday when asked to reply to a group of officers whose letter appeared in this newspaper's issue of August 25, in response to Mr Pearce's earlier comments on their salaries.

The officers claim that there is salary discrimination in the traffic department and blacks are earning far less than what Mr Pearce says.

Mr Pearce had earlier been reported as saying his department was the only one in South Africa which paid equal salaries for equal work. He added that there were blacks in his department who earned up to R12000 per annum.

Black officers, however, refute Mr Pearce's claim and say that no black traffic officer earns as much as R1000. They say that the starting salary of R521 which a newly-appointed officer of any race is supposed to earn was applicable only to whites, coloured and Indians.

They also say that the officers say, is despite a recommendation by the Johannesburg management committee in March that there should be salary parity after it found that officers of all races were doing basically the same job.

The officers further say that they are still starting at R360 per month and some of them who are experienced and have been with the department for years still earn less than R360.

They also say they are not even allowed to go to department meetings whereby they could discuss grievances and vent their dissatisfaction. They add that they are not even allowed to exchange views on their work.

Asked to comment on the allegations, Mr Pearce said he was totally against negotiating either working conditions or salary adjustments through the medium of the Press.

"I have made it very clear to every single solitary employee of my department that salaries are a personal matter between me and the person concerned.

"If any person is not happy in whatever aspect of his job, he is quite welcome to go through proper channels to see me because I am approachable. I have nothing further to say and from now onwards I am not going to say anything through the Press on this matter," Mr Pearce said.
By Ingrid Stewart

A BUREAUCRATIC TANGLE appears to be delaying the correction of "an anomaly" which a group of Natal doctors say is widening the salary gap between black and white medical officers employed by the State.

Following last week's Sunday Tribune report which disclosed that racial discrimination still existed between some doctors employed in provincial service — through a system of double-notch increments for white medical officers only — the Department of Health and the Commission for Administration are at odds with each other as to who is sorting the problem out.

Last week Dr James Gilliland, deputy director-general of the Department of Health, told the Sunday Tribune that the matter had been handed over to the Commission for Administration.

But, on Thursday, the secretary of the Commission, Mr Gerne van Zyl, said his department had not been officially informed and could do nothing about it until they had been notified through official channels. He said the matter had been mentioned "in passing" to one of the officials in his department.

In response to this Dr Gilliland said Mr van Zyl was "way off target" in the Commission and was probably not aware of what was happening below him.

However, Mr van Zyl said he had spoken to the person directly concerned with salary adjustments. He had told Mr van Zyl that there had been no official input from the Department of Health on the matter.

Meanwhile, the Natal doctors are concerned that the "anomaly" has already widened the gap between white and black medical officers and will continue to do so as long as it remains in force. They claim to have salary advice notes which indicate that white medical officers are already ahead of their black colleagues who have the same experience.

Dr Gilliland, however, says doctors will not be "materially affected."

"Very few people go through all the notches. Some of them may be promoted to senior positions," he said.

Whenever there were salary adjustments, there were anomalies, he said, "and then we make inputs to rectify them."

"We have taken a policy decision that there will be no racial discrimination and I can assure you the matter is receiving attention," he said.

The doctors reacted to Dr Gilliland's statement by saying that he seemed to be side-stepping the real issue — that parity does not exist between white and black medical officers in the ranks of medical officers.

They also do not accept that the "anomaly" was an oversight.
Men get brush-off in race for street-cleaning jobs

OWN CORRESPONDENT

DURBAN — Another traditional male domain is being invaded by women, who are sweeping aside men in the scramble for street-cleaning jobs.

The revolution has hit Natal with women already in action in Umlazi and being considered for posts in Pietermaritzburg. And "there is nothing to stop them being employed in Durban," according to the city engineer, Mr Don Macleod.

He said it is city council policy to have no discrimination for any post on the basis of race or sex.

"Women are welcome to apply for street sweeping jobs but this type of work is physically strenuous, and those who apply will have to be very tough ladies."

When told that King William's Town women sweepers were reported to have improved the standard of cleanliness in East London and Beani they had proved to be more efficient, conscientious and reliable than men, the Natal organiser of D wsp (Domestic Workers and Employers Project), Mrs Audrey Cohn, said:

"I can certainly believe it. New brooms sweep clean."

"If they were employed as domestic workers they would be used to cleaning thoroughly and doing a good job on the streets before getting into bad habits and male chauvinistic ways."

Words, techniques of production do not depend on the race of the worker. In South Africa, capital intensification proceeds autonomously in South Africa. Two competing theories of South African unemployment can now be explored:

1. Capital-intensification proceeds autonomously in South Africa.

2. South African unemployment is technological, or political, or both.

In 1980 and 1981 will be remarkable to be seen, creasing growth. What the effect of expected higher growth period February 1978 to November 1979, a period of low but in-}

From absorbing the increase in the African labour force over the las accepted, then it is clear that the economy has been very far.

If the statistical illusion, and consistent activity rate, view counted here.

It is not the case that a proportion will be different from that error of an estimate of a proportion will be different from that a stratified sample, not a simple random sample and the standard should be regarded as order of magnitude, since the CPS uses at 3.2 at the 5% level of significance.
Pay for hostesses!
Schoeman explains

Political Staff

HOUSE OF ASSEMBLY
Black air hostesses are to be paid the same as whites when they have the same experience, the Minister of Transport, Mr Hendrik Schoeman, said yesterday. He was replying to Mr Ray Swart, the Opposition's chief spokesman on transport, who asked during the Railways debate why black hostesses would be paid less than whites.

"They will have the same training, do the same work and deal with the same public," said Mr Swart.

"It is invidious for people doing the same work to have differentiated salaries. Why start a new service with a wage gap? Why is it not possible for these young women to start with the same salaries? Here is a golden opportunity for rate for the job and pay on merit," Mr Schoeman replied and said that it was not possible to close the wage gap overnight.

"It is a different post," he said.

Many of the white hostesses had years of service and it could not be expected that new hostesses should be paid the same as they were.

"If she has gone through the process she will get the same pay," he said. This was what the airways were striving for and the gap would be eliminated as soon as possible.
Working women and child-care

By Maggie Rowley
In New York

Inadequate child-care facilities are keeping women out of the job market and hindering their careers, a new Wellesley College report claims.

"Social scientists have been far more concerned with the effects of maternal employment and day care on children than they have been with the effects of the lack of child care, or of inadequate child care, on parents' lives," research team leader, Mr James A Levine said.

Compiled by the Wellesley's centre for research on women, the report is the first examination of the relationship between the Federal government's child care policy and equal opportunity.

It states that the lack of day-care facilities is not allowing the federal goal of equal job opportunity and education for women to be met.

Researchers found that inadequacies within federal child care support programmes removed women's incentives for progress at work by cutting off child care subsidies when families reach marginal income levels.

Mr Levine said that the federal child care programmes and child care provisions in employment and training programmes, favour the employment of male family heads and discourage the employment of women.
National women's group launched

SOWETAN REPORTER:

AN ORGANISATION aimed at promoting the education, status and welfare of all women in southern Africa was launched in Johannesburg this week.

The Southern African Women's Foundation was launched at a function attended by more than 80 black and white people on Wednesday night.

The foundation has pledged that its "immediate objective" would be to encourage women to become "economically active in order to improve the quality of their lives and that of their community."
Manual labour gets new meaning

Municipal Reporter

The chauvinists who have believed up till now that manual labour for the Municipality of Cape Town is the preserve of the male of the species are in for a shock.

Nearly 200 women have already been employed by the city council to do work formerly done exclusively by men.

With the shortage of manpower a chronic problem, the City's Parks and Forests Department came up with the brilliant alternative of turning to "womannpower" and four months ago the city council started putting its first feminine touches to public and roadside lawns and gardens.

Mr F. A. Roelofse, the director of Parks and Forests, was in raptures yesterday when asked about the council's non-sexist approach to the perpetual headache of finding enough people to keep the city going and beautiful.

The women were doing excellent work, he said, and he regretted the fact that women with spades were not thought of in earlier years.

Mr Roelofse pointed out that women labourers received the same pay and benefits, including medical aid and leave, as their male counterparts because, as far as the council is concerned, there is no discrimination with regard to sex, colour or creed.

They work a five-day week.

Yesterday a Cape Times team visited the city council's parks depot in Newlands where most of the women are based. The place was teeming with people clad in the well-known brown-and-orange overalls of the municipality's labourer force.

Only distinctive anatomical features made it possible to distinguish whether the persons were male or otherwise.

This has caused some tricky questions from the public for council officials, such as "must you employ labourers who are 'built up small'" or "can't your labourers afford to have their hair cut?"
Draft pensions Bill draws sharp criticism

By Moira Levy

The exclusion of women from the provisions of the controversial Preservation of Pension Interests Draft Bill has been sharply criticised by Mrs. Isolota Johnston, co-convenor of the Women's Legal Status Committee.

"There is absolutely no reason for women to be treated differently. It is ridiculous to believe that the situation is different for them," Mrs. Johnston said.

The new Bill, which prevents people from cashing in their pensions when they leave a job and forces them to transfer their accumulated pensions into the new employer's fund, will not apply to one category of workers — the married woman.

The official reasoning behind this clause is that young women who work for a few years and then resign to get married will find their pensions more useful at a later date.

Women, therefore, given the option of deferring or cashing in their pensions if they resign to get married.

Mrs. Johnston points out that in women live longer than men, and the vast majority of old-age pensioners are women.

"Women therefore have a greater need than men for old-age pensions. If anyone needs protection in their old age it is definitely women," she said.

"When we need to marry and stop working, that was expected of them. But now, that is not the case. Excluding women from the provisions of the new Bill is backward-looking."

A large proportion of marriages end in divorce.

Many young married women will be on their own in the future and they also have to be provided for," Mrs. Johnston said.

The number of single-parent families is on the increase and the divorce rate soar and women cannot continue to depend on their husbands to provide for their old age.

The number of working women is growing rapidly. Even married women with children often work to help support the family. These women may have worked in their own employment when they were married and now are left with no security for their old age, Mrs. Johnston said.

When the Bill was first prepared the clause excluding women caused much public disapproval that legal experts objected to it to be dropped, Mr. T. L. N. de Beer, pension manager of the Standard Bank saw the meeting of the Johannesburg branch of the National Council of Women recently.

"We do not approve of this clause at all. Women are becoming more financially independent and their families are becoming more dependent on them," he said.

The clause excluding women assumes that women can depend on their husbands' pensions. This is not always true and we foresee that more women the option of deferring their pensions will be in future complications," he said.

Women can comment on the proposed legislation by writing to The Secretary, The Commission for Enquiry into Certain Specified Pension Matters, Private Bag X238, Pretoria 0001.
Working women still not getting a fair deal

By Moira Levy

The Government has taken a step toward improving the situation of working women, but it still has some way to go, according to Roberta Johansson, co-convenor of the Women's Legal Status Committee.

When the Government published its White Paper earlier this year, selecting from the key proposals of the Watch Committee's report on working women it was greeted with alarm and dismay by working women in the field of labour.

The Study Group on Women in Employment, formed under the auspices of the Women's Legal Status Committee, made over 70 recommendations in the White Paper for improved working conditions for women. They recommended among other things that:

- The period of post-natal leave be raised from four to six weeks.
- Remuneration during approved maternity leave be increased to 80 percent of the employee's normal earnings.
- The law prohibit employers terminating the jobs of pregnant women.
- Employees be required to restate female employees at the end of their pregnancy leave.
- Domestic and agricultural workers be included in the Employment Insurance Act so that they may receive maternity benefits.
- The Employment Insurance Act be applied equally to widows and widowers.
- Two new bodies be established: a women's bureau to adjudicate on matters of salary promotion, employment, and maternity benefits; and a permanent "monitoring" board to monitor and review the position of women in the economy.

It is not a month since the Government agreed to the White Paper's recommendation to set up some of these bodies, but working women are in no better a position than before.

The Government issued a categorical renaissance in the Study Group's request that employers be required to "lay out to protect the employment, security and benefits of women employees temporarily on maternity leave.

And the period of post-natal leave will not be increased to six weeks as requested.

The Government has only agreed to consider increasing Employment Insurance benefits.

"We are largely disappointed that the Government will not legislate for women to be retrained after maternity leave. We are only asking for jobs to be guaranteed for a limited time. We feel that is a reasonable request and in turning it down the government is being anti-women," said Mrs Bronte Eskel of the Women's Legal Status Committee.

The Study Group had requested that legislation be passed similar to that protecting national servicemen.

So far the Government has agreed only to consider other recommendations proposed by the Study Group.

Applicants have been made to the Government to promote the employment of women on a part-time basis to extend training facilities for young girls and older women entering or re-entering the labour market for legislation to protect domestic and agricultural women workers, and for the formation of women's bureaux.

The Government has taken positive action to remove discrimination against working women by amending the Factories, Mines and Building Works Act to allow for equal restrictions on overtime for men and women.

This provision avoids discrimination against mothers of single-parent families who depend on overtime pay to supplement their families' income," said Roberta Johansson.

The Government has also agreed to phase out sexual discrimination in employment by amending the Industrial Relations Act and Wages Act.

There are wage agreements that cannot discriminate against employment of the ground of sex or marital status. This catering wages, which are being phased out within three years.

"We cannot expect only blue-collar working women, and legal experts warn that sexual discrimination in wages may continue.

"The law has not legitimated against discrimination, it has simply cut it out at the highest minimum wages," said Mrs Johnson.

And lawyer, Paul Benjamin of the Centre for Applied Legal Studies, at the University of the Witwatersrand, points out:

"As long as the employer pays his employee above the agreed minimum wage he can continue to pay women workers less than the men.

"The only way women can be properly protected is by union activity at individual factories," he said.

And the Government has agreed with the principle of fair employment practices, but this was not enough," said Roberta Johansson.
The recently formed Southern African Women's Foundation's major aim is "the promotion of the education, status and welfare of all Southern African women". In this way it feels it will be "serving all the races, nations and states of Southern Africa". ROBYN RAFEI reports.

"Women are vital to the South African economy," says Adele van der Spuy, president of the Southern African Women's Foundation.

"We are involved with women in the marketplace and encouraging them to improve their economic status. The foundation hopes to be able to work out a strategy and make a contribution towards a fairer economic position for the women of the country which will be good for the community at large. The only way to do this is by working towards an improved educational, legal and economic position for women."

And Mrs Van Der Spuy was quick to point out that, despite its title, the Southern African Women's Foundation is not an exclusively women's organization.

"Membership is open to both men and women," she said. "We don't see that women on their own can accomplish as much as men and women working together."

Other members of its board of trustees are Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers and deputy vice-president of the Trade Union Council. A major issue we will be working on is an improvement to the Matrimonial Maintenance Act which has certain loopholes. These ought to be closed for the benefit of the woman.

"We will also make continual representations for a marriage law which gives equal rights to husbands and wives. This is the majority status". Mrs Van Der Spuy says the foundation would like to see the complete elimination of the community of property. On the economic side, this issue was related to the system of joint taxation which is responsible for most of the community of property.

"Joint taxation" facilitates women to an inferior economic status and the foundation will work for its elimination," she said. "As president of the foundation I am currently involved in negotiations on this issue with the Prime Minister, Mr. PW Botha, and Mr. Joep de Loo, Director General of Finance.

Another policy change the foundation would like to see implemented is the introduction of an equal scale of pay for male and female teachers in all South Africa's population groups.

The foundation's aims at stimulating women to get involved in their own businesses. They are working with the Small Business Development Corporation next.
A new "colour blind" labour agreement being negotiated in the building industry on the basis of equal pay for equal skills.

Yesterday, the new President of the Industry's Model Building Group of Grey Africa, Mr. Leon...

The agreement would be completely fair and would apply for all workers and not just for equal wages, as equal pay would always apply. Thus, it would be a positive step forward for the industry.
Textile workers air grievances

By Gilroy Diakula

Workers at Troye Textile Mills, Benoni, have accused the company's management of discriminating against women and of dismissing employees without reason.

Some of the workers who were interviewed yesterday declined to be named because they feared victimisation. They alleged that they worked in fear of being dismissed because of the company's unstable workforce.

They complained that women were paid the minimum wage of R16 a week and men were paid R21.

These and several other allegations were neither confirmed nor denied by Troye Textile Mills general manager, Mr David McEwen.

The workers allege that:

1. The company has no canteen facilities and that only men are allowed to leave the premises at lunchtime to buy food.
2. There are no changing rooms or lockers at the factory. Workers have to ensure that their food and clothes are not stolen.
3. The company has no medical aid scheme.
4. The company does not provide workers with overalls.
5. There is no pension fund scheme.
6. Workers are pressured into joining the Textile Workers' Industrial Union.
7. There is no first aid centre on the premises.

Mr McEwen would not comment and referred The Star to the trade union.

A spokesman for the Textile Workers' Trade Union, Mrs E Flusk, said she was not aware of the grievances and that no worker in the company had ever been forced to join the union.

The company had a workforce of fewer than 100 and all were members of the union, she said.
Married women teachers hit at 'exploitation'

Education Reporter

Every unmarried woman teacher is potentially a married teacher and her status is by implication under-inclusive in terms of the rules of the Cape Education Department.

This observation was made by a member of the audience at a meeting last night called by the South African Teachers' Association (Sata) for married women teachers to thrash out their grievances.

It was up to all women in the teaching profession to fight for better working conditions, the speaker said.

About 200 people attended the meeting in the Rustenburg Primary School hall. There was concern that more teachers had not attended.

There should have been at least 1 000 women here,' one speaker said from the floor.

'I can only put their absence down to the low self-esteem in which married women teachers hold themselves,' she said.

In his opening address Mr. Roger Cape, the general secretary of Sata, said the current policy of the Education Department with regard to married women teachers was undermining the efforts of teachers to build up the profession.

Once a married woman teacher had worked for five years her post was automatically advertised and could possibly be filled by someone who was less qualified to teach, but who had the 'qualification' of being single.

'What public respect can we command when it is acknowledged that appointments are based not on merit but on educationally irrelevant grounds. This is unprofessional.'

He was convinced that the policy of allowing only (Continued on Page 3, col 1)

(Continued from Page 1)

15 percent of permanent teaching posts to be held by married women under mined the development of a positive, committed attitude among married women teachers.

He also suggested that some principals exploited the system by holding married women other.

Teachers (April 10/1/12)

more stringently than unmarried women.

Defending Sata's inability to bring about significant changes he pointed out that the association's stronger sister body, the 'Suid Afrikanse Onderwysersorganisatie, directly opposed Sata's policy on married women teachers.

The department was antithetical to the association's views and the issue did not appear to be one that could arouse public anger.

It was, however, a matter which should concern everyone.

The policy has unnecessarily stimulated staff turnover and this is not in the interests of the running of schools or the education of our children.'

At the meeting teachers agreed to form a body affiliated to Sata to represent married women teachers.
OVER-SKILLED?

The call has gone out repeatedly in the past year or so for women to enter the labour market to alleviate the shortage this country is experiencing in skilled manpower. But the call has been directed at white women. Black women, particularly in the Western Cape, should not, it seems, set their sights much higher than domestic work.

This is the story of the struggle of a woman who did just that.

Lulu Jamda is 36, mother of two girls, Schiff, 14, and Enza, 9. She is illiterate, extremely hard working and self-composed and has an excellent command of the English language.

Lulu was born in Athlone and grew up there at a time when the Group Areas Act had not decreed it exclusively black. Her father died when she was still very young and Lulu was forced to leave school in Standard 6 to help her mother, a nursery assistant, support the family.

She married her husband, a clerk in the city, in her early 20s, had her two children and then when the time came, went to work in a nursery school in Camps Bay, where she had lived.

The nursery school was a private concern for the children of working mothers. It received no subsidy and relied solely on fees for the running of the school and for the teachers' salaries. As such Lulu's salary was small, but since her husband was the main breadwinner, it didn't really matter.

Lulu enjoyed the work and at the same time, in a spirit of friendly competition, she and her husband signed up at the St Francis Adult Education Centre at Langa, where they obtained their matriculation certificates.

Then two years ago fate struck a cruel blow. Lulu's husband died, leaving her to care for her two young girls on a hopelessly inadequate salary. It was a tragic loss for this close-knit family and after Lulu had recovered from her grief, she sat down to reassess her situation.

She could no longer carry on teaching at the nursery school, but with only a matric certificate, her employment possibilities were limited. Fortunately for her, two white women who had been involved in the nursery school on a voluntary basis came to her aid.

Recognising Lulu's potential, they collected funds from various sources and implored the remainder from their own pockets, enabled Lulu to enrol at secretarial school in Kenilworth.

For the next seven months, at a cost of R250 a term, Lulu learnt typing, dictation, shorthand, word processing and how to work a switchboard and a telex machine. The year before she had registered with the University of South Africa for a degree in secretarial work and had written and passed Social Work 1. While doing the typing course she was busy with two more USLA courses - Psychology I and Sociology I.

In July this year Lulu completed her typing course. Armed with her certificate and all the industry and enthusiasm in the world, Lulu went job-hunting.

'It should have been a simple matter. Secretaries are always in demand, but Lulu was black and for almost 60 days she trodged the streets of Cape Town, scoured the daily newspapers, waded through the Yellow Pages and visited every employment agency she came across.

Most refused to even put her on their books. The Western Cape was a coloured preferential area, they said, and as such they could not find employment for an African. At one agency a young girl went through the motions of an interview but did not bother to take notes.

Six employment agencies did register her. Lulu telephoned them daily - sometimes twice a day, and from the six, two jobs were offered. One was willing to pay her R180 a month, the other, a form of lawyers, R200.

Determined not to give up, Lulu borrowed more money to keep her family going and continued her search. An ad she put in the paper had two responses, neither of which came to anything. In desperation she contacted the PEP, the Black Sash and the Institute of Race Relations. No one could help.

It was finally through her sister, a tea lady and cleaner with a computer firm, that Lulu landed a job. Her sister approached the boss and he agreed to give her a chance.

'Lulu was all she needed.'

'The whole thing now is like a bad dream. I was starting to think that there was no point in trying to educate yourself if you were black in the Western Cape.'

'Lulu Jamda: 'The whole thing is like a bad dream. I was starting to think that there was no point in trying to educate yourself if you were black in the Western Cape. ...'

Deryn Deavin
Looking at labour

Terry Curran is first secretary and labour attache at the British Embassy. Prior to his SA appointment a year ago, he served in Peking, Dakar, Senegal, Edmonton and London.

FM: How do you see your role as labour attache?

Curran: My function is to keep abreast of current labour developments which clearly have consequences in the economic, social and political fields, to attempt to assess their significance; to keep in touch with people who are involved in the industrial relations process in the SA government — on both sides of industry and elsewhere — in order to keep their counterparts in Britain properly informed. I also have a particular interest in encouraging British companies to observe the principles of the European Code of Conduct.

What function are the codes playing in improving industrial relations in SA?

The codes, which are voluntary, have helped focus attention on certain internationally accepted industrial relations principles. The Wiehahn report acknowledged the impact of the codes on labour relations. Now individual organisations and companies are promoting their own codes of conduct. This is evidence that the original codes have had a positive and beneficial effect.

They require a strong commitment to ending discriminatory practices in the workplace. On more specific questions, such as trade union recognition or the improvement of wages, they have limited applicability. But together with other factors, such as the skills shortage they have helped to stimulate critical analysis of employment practices in SA and to create a momentum towards better labour relations. They should continue to assist in this process.

To what extent are companies adhering to the codes?

I can only speak for British companies and the EEC code. Publicity has tended to focus on minimum rates of pay and our last analysis showed that 86% of those employed by the reporting companies were being paid above the supplemented living levels considered necessary to maintain an acceptable standard of living. There is still room for improvement, but wage levels are improving, there is no doubt about that.

What is your attitude towards investment by British companies in SA, particularly in the homelands, or “independent” black states?

For historical and other reasons there has always been a high level of British investment in SA. However, the British government doesn’t seek to advise companies to leave this to the commercial judgment of the private sector.

The British government doesn’t recognise the “independent” national states. But our attitude to investment remains the same; companies must decide for themselves.

How is the current labour unrest affecting potential investment by British companies?

Very little, I would guess. If there has been some slight decline in the level of British investment it is probably because of economic factors in the UK and elsewhere, rather than political or other considerations in SA.

With regard to labour what is the relation between the embassy and British companies operating in SA?

We have no direct role to play. For instance, we can’t intervene in an industrial dispute involving a British company. However, British companies with major holdings in SA subsidiaries are expected to observe the principles of the European code and to report annually on their progress, so the embassy takes a close interest in their industrial relations practices.

To what extent have the multinationals influenced change in SA? Can they influence change?

The multinationals have contributed significantly to the development of the SA economy, and the recent history of industrial relations in SA shows that some of them have played a leading part in changing attitudes. Together with the major SA companies, they can help to set standards which smaller companies can follow.