INDUSTRIAL RELATIONS

EMPLOYERS' ORGANISATIONS

133

1975 - 1977
Wanted: men of vision

Employer bodies have more in common than most people think. But rationalisation will need strong leadership

Every year businessmen big and small fork out considerable sums of money to finance organisations set up to further their sectional interests. These chambers of commerce and industry, employers' associations, pressure groups, lobbies — what you will — seek to persuade politicians and public servants to adopt measures which will be to the liking of their member firms, as well as to the benefit of the nation.

For their part policymakers can afford to disregard the collective voice of the farmers, the steelmakers or the industrialists; even though what one group urges may sometimes cancel out the caveats of another.

For its part, private enterprise is quick to point a finger at government for failing to make provision and resources. But when it comes to duplication of effort within its own policy-making bodies, it's not free from blame itself.

"Even a superficial look at four of the national employer associations — the Association of Chambers of Commerce (Assocom) which looks after the distributive trade; the Federated Chamber of Industries (FCI), manufacturing industry; the Afrikaanse Handelsinstituut (AHI), Afrikaner business; and the Steel and Engineering Industries Federation (Seifisa) — suggests there is scope for reorganisation along more rational lines.

"Duplication is partly the result of language, partly due to the way the economy is partitioned into regional differences in personality conflicts. That it is allowed to continue is due to the vested interests which have grown up within and around each organisation, to political differences, and may only in small measure to genuine differences of policy and outlook."

Example: of the members of the Johannesburg-Chamber of Commerce (one of Assocom's constituent bodies) 40% are distributors at all, but manufacturers.

Example: the AHI is the mouthpiece for Afrikaner business, yet many of its member firms also belong to other employer bodies.

Example: although the FCI represents "manufacturers in every line of production", large sections of industry also shelter under Seifisa's wing, or that of the Motor Industries Federation or the Building Industries Federation, to name only three.

Example: although most of its dealings with members are conducted in English, the bulk of the FCI's staff is Afrikaans-speaking. So were its last four directors.

Nevertheless each organisation does have its own ethos and style, which clearly sets it apart from the others. And its own particular operating problems, which are the other side of the coin.

The least complicated is Seifisa, which concentrates mainly on labour matters and has the advantage of representing a relatively homogeneous group of industries.

This enables it to present a sharply focussed case to government which is usually kept very low key, with the minimum of publicity.

Comments Seifisa director, Errol Drummond: "We don't sit down and pass-pious resolutions. We've got to make principles work. We can't just enunciate them."

This, of course, greatly appeals to some civil servants and ministers who are often almost obsessive in their anxiety to keep representations quiet, particularly if they are even the slightest bit critical.

In contrast to the more specialised interests of Seifisa's members, the AHI covers the whole spectrum of business — industry, commerce, mining, even the powerful agricultural co-ops. The only common factors are language and political sympathies: the AHI seldom publicly criticises government on any aspect of policy which touches on ideology.

The AHI's considerable advantage in being the mouthpiece for such a wide cross-section of business, and in being on the same political and cultural wavelength as our rulers, is however often dissipated by its tardiness in responding to difficult policy issues, to requests for information and advice, and by an over-generalised presentation of its case.

The AHI's operations are further complicated by the fact that individual sekamers also encompass a wide — and often more diverse — spread of interests. Even within one business sector, big companies and small companies, urban and platteland firms, may face vastly different problems.

Getting all the diverse interests that are under the AHI umbrella to agree on a coherent, clearly defined and unambiguous stance on any controversial issue is obviously no easy task.

Much the same can be said of the FCI. Its main strength lies in the collective wisdom of its constituents. Its main weakness is that interest in any federation of interests that compromises must at times be resorted to. For the interests of the eight regional chambers of industry do not always coincide, while the needs of, say, a cement producer often differ from those of say, a manufacturer of ladies' underwear.

Moreover, the Barlow Rand's of industry do not necessarily see eye to eye with the 60% of South Africa's manufacturers who employ fewer than 30 people.

"However," claims FCI Director Hennie Reynolds, "there has so far been a remarkable degree of unanimity of purpose and general agreement on what's good for South Africa."

The FCI has always been concerned about the low level of participation in organised industry by the "big boys". Some years ago an attempt was made to increase their involvement, while at the same time strengthening the financial base of the FCI to enable it to cope with

HOW THEY SIZE UP

How does one compare the sizes of Assocom, Seifisa, AHI and FCI? With their help (except that of the AHI, which inexplicably refused to supply any details) the FIM has compiled rough estimates of three useful yardsticks:

<table>
<thead>
<tr>
<th></th>
<th>Affiliated members</th>
<th>Members' total workforce</th>
<th>Affiliated members' total fixed capital costs</th>
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</thead>
<tbody>
<tr>
<td><strong>FCI</strong></td>
<td>9 000</td>
<td>800 000</td>
<td>R2 900m</td>
</tr>
<tr>
<td><strong>Assocom</strong></td>
<td>16 000</td>
<td>850 000</td>
<td>R5 000m</td>
</tr>
<tr>
<td><strong>AHI</strong></td>
<td>8 000</td>
<td>500 000</td>
<td>R3 000m</td>
</tr>
<tr>
<td><strong>Seifisa</strong></td>
<td>3 500</td>
<td>430 000</td>
<td>R2 600m</td>
</tr>
</tbody>
</table>

*At depreciated original cost, including transfer costs.
1Covering the distributive trade as well as banks, building societies and insurance companies.
the increasing sophistication of the economy, and particularly of the manufacturing sector.

A corporate group, as was accordingly introduced — large firms paying correspondingly large sub — resulting in some large contributors exercising their influence on FCI policy through collective representation on the Executive Council, the body with which final policy formulation and control still rests.

Corporate members have their own management committee (currently chaired by SAB's Dick Goss), and although they are in one way or another members of the FCI's constituent bodies, they are able to be directly represented in policy and other deliberations.

The FCI has, on occasion, been criticized by civil servants for being too parochial in its representations. This is partly due to its structure. Powerful, expressed, but conflicting, regional interests are at times difficult to reconcile, and debate in the past clouded the strength of the national body where local interests have been brought to the FCI for reconciliation.

But the highly developed regional structure of the FCI ensures that specific regional aspirations get an airing at national level, while industrialists also have an opportunity to make their voices heard strongly (if parochially) at their home base.

And whereas only one man can be FCI president at a time, eight men can satisfy their ambitions for public office regionally, not to mention the additional scope provided by some 15 affiliated national trade associations.

Another price the FCI has to pay for federal constitution is a lot of duplication of research and other work which could just as well be done at national level as long as the FCI is to be respected.

AHI's Bloemfontein . . . slegs vir Afrikaners

Assocom's Parsons . . . belief in a high profile

which they all serve, such as the SA Council of the International Chamber of Commerce, the Transport Consultative Committee, and the recently formed Employers Consultative Committee.

The first step would therefore be to extend this principle further and to explore, as a matter of course, what common ground exists for joint action between the Big Four employer bodies on every major issue that comes up.

The next step is more difficult: that of negotiating still closer ties, possibly even amalgamations. For example, isn't the justification for a separate Afrikaner employer organization fast disappearing? Admittedly, language differences can't be brushed aside. As one AHI Executive Council member put it: "You can't separate the Afrikaner businessman from his traditional, sentimental and emotional background. Sheet weight of numbers could swamp him in any of the other organizations."

Nevertheless, is it desirable that economic development, sound business policy-making and the advancement of private enterprise should still be matters for division on language lines?

Equally the fact that there happens to be a separate body for the engineering and metals industry is historical, not necessarily rational. That Sofera serves its members well is not the point. They might be even better served, in all non-wage negotiating matters, by integrating fully into the FCI. Certainly the FCI would gain much from the affiliation of such an important industry.

And with the ideological conflict between Assocom and the FCI over import control and tariffs abating and both bodies claiming that their chief concern is not any sectional advantage, but the well-being of the economy as a whole, a new attempt at closer association, even if not amalgamation, seems worth making.

Who will take the lead?
The Security Association of South Africa was formed twenty years ago with the prime objective of protecting South Africa by the professional and efficient engagement in or applying of protective personnel. 

The increased effectiveness of security personnel will do as much in the years ahead to achieve the peace and stability that we have come to expect of South Africa.

ASASA recognises and fully accepts this objective and will do its utmost in the years ahead to achieve it.
Two of the most serious threats to Commercial and Industrial undertakings are crime and fire. Security can no longer be a haphazard affair. The modern businessman cannot avoid contact with the criminal, whatever branch of industry and commerce it may be.

Security has been developed by man from the original combination of his senses and muscles to guard himself. Today, in addition to having the further responsibilities of guarding his mind and his possessions, security must be translated into a technology of specialised human and technical functions appropriate to the society in which we live.

This event sets out to create management awareness into positive action. Ignorance or disregard of the subject titles to be covered is apt to be dangerous, and will often be unnecessarily expensive in time and money.

"Terrorism in Commerce and Industry" will be of benefit to all involved in management, who wish to be fully informed of the threat of terrorism — in fact, every level whose actions ensure the peace and the productivity of the unit.

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**FEE PER DELEGATE:** R35,00

(Fee includes reference material, luncheon and refreshments)

Edited proceedings on "EMERGENCY PLANNING" held in Pretoria on 3rd and 4th November, 1976, are available at R10 per copy. See entry form.

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**TERRORISM — IN COMMERCE AND INDUSTRY**

**07h30**

REGISTRATION AND COFFEE

**08h00**

INTRODUCTION BY CHAIRMAN

**09h15**

RIOTS AND STRIKES

— origins and causes, progression, "defusing", legal powers and personal responsibilities, contingency action.

**09h15**

INTIMIDATION BY VIOLENCE

— bomb threats and hoaxes, letter bombs, V.I.P. protection, evacuation procedures, panic control.

**10h30**

REFRESHMENTS

**11h00**

SABOTAGE

— types, targets and counter-measures.

**11h45**

PSYCHOLOGICAL TERRORISM

— brain-washing, media abuse, propaganda, blackmail, superstitions, counter-measures.

**12h30**

LUNCHEON

**13h30**

FIRE DEFENCE

— hazards, prevention, detection, control, responsibilities and equipment, increasing awareness, drills.

**14h15**

PHYSICAL PROTECTION

— survey, security protection and detection devices, systems and services including perimeter protection, key-point protection, the defence in-depth principle, communications and weapons.

**15h30**

REFRESHMENTS

**16h00**

SECURITY FORUM

— questions to be answered by a panel of experts.

— Speakers on the above subjects will be experts in their field —

— Proceedings are to be conducted in English, but questions from the floor will be handled in either of the official languages.

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**DATES AND VENUES:**

1.3.77. Jhb. Carlton Hotel
17.3.77. C.T. Newlands Hotel
21.3.77. P.E. Elizabeth Hotel
23.3.77. Dbn. Cabana Beach Hotel
29.3.77. Bloem.
31.3.77. Pta. Burgerspark Hotel

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Please note — certain sensitive items referred to in the subjects to be covered, including the protection of V.I.P.'s and matters relating to bombs will not be transcribed in the delegates reference material, but will be discussed at the event.

It would be appreciated if the items referred to verbally are not quoted out of context.

Members of the media are requested to adhere to the above.

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The organisers request delegates to forward the enrolment form to the NDMF regional office at the centre to be attended as indicated.


### TERRORISM IN COMMERCE AND INDUSTRY

Speakers in Cape Town

<table>
<thead>
<tr>
<th>TIME</th>
<th>SUBJECT</th>
<th>SPEAKER</th>
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<tbody>
<tr>
<td>08h15</td>
<td>Riots and Strikes</td>
<td>Col J. P. I. Fforde</td>
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<td>Group Security Advisor Barlow Rand Limited</td>
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<tr>
<td>09h15</td>
<td>Intimidation by Violence</td>
<td>Mr Frank B. Chevallier Divisional Security Supervisor Anglo American</td>
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<tr>
<td>11h00</td>
<td>Sabotage</td>
<td>Col J. P. I. Fforde</td>
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<td>Group Security Advisor Barlow Rand Limited</td>
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<tr>
<td>11h45</td>
<td>Psychological Terrorism</td>
<td>Mr D. J. Hoffman</td>
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<td>Legal Administrator Lengro Organisation</td>
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<td>13h30</td>
<td>Fire Defence</td>
<td>Mr B. V. Burton</td>
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<td>Manager Risk Control Consultants</td>
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<tr>
<td>14h15</td>
<td>Physical Protection</td>
<td>Mr Ken Short-Smith</td>
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<td></td>
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<td>Internal Security Officer AECI Limited</td>
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NEW DEAL FOR BLACKS

MORE THAN 95 percent of employers in commerce and industry are getting together to give Black workers a better deal with the formation of the 10 member South African Employers Consultative Committee on Labour Affairs.

The committee has been told to draft a blueprint for the future status of Black workers at the wage negotiations table and on the factory floor — and to do it urgently.

Currently, Black workers fall into three categories:

* Those covered by agreements drawn up in terms of the Wages Act and stipulated by Government negotiations.
* Those covered by sophisticated industrial council agreements at national and regional levels.
* Those paid in terms of the Chamber of Mines rules — mostly migratory labour.

But workers in all three categories have been involved in strikes or riots and employers believe most troubles are due to a combination of ignorance of rights, political agitation and lack of communication between the man on the shopfloor and the man in the managerial chair.

In seeking a solution to the problems, the newly-formed study committee is likely to concentrate on two formulas already published by major sectors of industry.

They are:

* The Steel and Engineering Industries Federation of South Africa guidelines on job evaluation and the need to provide opportunities for promotion of Black skilled and semi-skilled workers.
* The much revised Tongaat Sugar Group formula for the creation of liaison committees that are the next door neighbour to Black trade unions.

Heading the consultative committee is Mr. R. S. du Plessis, director of the Motor Industries Federation of South Africa. Other members are Mr. G. Holloway of the Federated Chamber of Industries, Mr. Glyn Taylor of the South African Sugar Mills' Association and Mr. E. P. Drummond, director of Seisa.

Those men form the basic study group which has to produce ideas for all industry and commerce, but the entire consultative organisation covers every employer association.
All-race switch by chamber of commerce

Staff Reporter

The Natal coast's biggest chamber of commerce has set the pace in South Africa's business world by admitting Black members.

This move in Port Shepstone was revealed yesterday in Pretoria.

It is the third big step towards multiracialism to be taken in the past few weeks on the lower South Coast, South Africa's premier holiday playground.

The owner of the Port Shepstone drive-in theatre has applied for registration of his cinema for all-race audiences, and permission was given this week for a multiracial dinner to arrange funds for the Port Shepstone Indian Boy Scouts dinner at a leading hotel.

The decision to make the chamber of commerce multiracial was taken unanimously at the chamber's annual meeting.

Minutes later a leading Indian businessman, Mr. Ismail Bux, was elected to the five-man executive committee.

The owner of the drive-in said he had received hundreds of signatures from Whites backing his application for multiracial audiences.

Nowhere had he received any criticism.
Quiet State

feelers on

Black trade

unionism

By JULIAN KRAFT

THE Government has asked the 9A Employers' Consultative Committee on Labour Affairs, which represents 80 per cent of employers in the country, to give its frank opinion of the works committee system.

This was disclosed this week by the chairman of the Consultative Committee, Mr E.G. "Dug" du Plessis, who said the Government made its request at the beginning of this year.

He would not say specifically who or which department had made the request to his organisation, but said the Government had asked for his organisation to give its views on the effectiveness, or otherwise, of the provisions of the Bantu Labour Relations Regulation Act of 1973.

This is the Act introduced by the Government in mid-1973 after the wave of strikes in Natal. The Act extended the committee legislation provided previously under the Bantu Labour Settlement of Disputes Act.

The new legislation extended the scope of works committees as consultative bodies for African workers and introduced liaison committees, which, like works committees, are also insect committees, but on which both employers and African workers are represented.

The Government continues to withhold recognition of Black trade unions, officially. But, Mr. Du. Plessis indicated, that African trade unionism was closely tied up with the whole question of Black trade unionism.

The Government, he said, had asked the Consultative Committee for its view of the situation.

Mr. Du. Plessis described Black trade unionism as a semi-political issue and, said that Government policy could succeed fully only if organised labour and employers stood squarely behind it.

As a result of the Government's request three or four months ago, the Consultative Committee had formed a special sub-committee to investigate the matter, he said. It is expected to finalise its deliberations at a meeting to be held next Tuesday.

The five-month-old Consultative Committee is representative of all the main employers' bodies in the country, including the Saffa, the Motor Industries Federation — of which Mr. Du. Plessis is the director — Assenco, the Chamber of Mines, the FCI and others.
Labour problems stole the limelight at this week’s AHI congress in Windhoek.

What can be done to improve Black-White relations on the shopfloor? How can the country’s labour resources be utilised? What are the effects of urbanisation on the Black employee? These were some of the questions posed by speakers. Their answers were at times brutally frank.

Dr Francois Jacobs put his finger on two important gaps in government’s labour policies:
• Lack of co-ordination. At least 10 government bodies are at present concerned with labour matters (FM May 2).
• The result is duplication of effort and, according to Jacobs, information given by one body doesn’t always tally with that supplied by another.

His seconder warned that “if we continue to deal with labour matters on the present fragmentary basis, we are heading for confrontation”.

• The absence of a comprehensive manpower policy to determine — in advance — the demand for and supply of labour.

Introducing a motion which may land him in trouble among some of his Nationalist friends in Bloemfontein, Free State University’s Prof Philip Fourie made an enlightened plea for measures to promote better relations between Black and White workers.

Social and technological progress had increased the likelihood of shopfloor tension. “This explains” said Fourie, “why it is vital not to accept that existing measures to promote good relations between White and Black workers will necessarily suffice in the future. New ways of thinking and acting will certainly be necessary to maintain a happy, contented and thus also productive labour force.”

He underlined the importance of trade unions discarding fear complexes and antiquated reasoning. He noted also that employee bodies had a duty to press government for the timely amendment of legislation.

Thus, though most of Fourie’s suggestions were vaguely worded, his conclusion that “revolutionary changes in existing notions will be essential” is especially welcome, considering his audience.

Congress agreed to form a committee which will draw up a programme — to be implemented by all bodies concerned — for the advancement of sound Black-White employee relations. Let’s hope there’ll be some specific and meaningful suggestions — there’s no shortage of possibilities.
'Abandon labour apartheid'

Our Correspondent

DURBAN — The time had come, for the
"withdrawal of discriminatory labour legis-
lations which was ham-
pertaining to home econ-
omic growth", said Dr H J J
Reynolds, Director of
the Federated Cham-
nber of Industries.

"Apart from this, such
laws indulged in "discrim-
ination", which re-
duced productivity, and
discouraged investment by
entrepreneurs because of
uncertainties caused by
the restrictions,"

Dr Reynolds said.

"A continuous reassessment
is needed of social and legis-
lative restrictions which
hinder the more produ-
tive use of the total
labour force."

"Whites should accept
the inevitability of the increas-
ing economic integration in
most parts of the coun-
try."

REQUIREMENT

The preparation of
Blacks for greater partici-
pation in the economy was
the first requirement for
adequate future growth.
This demanded the pro-
gressing abolition of job
discrimination, and more
flexibly applied influx
control.

On the part of the Black
man, Dr Reynolds said:
"He must shed traditional
attitudes — including its
peace, he must accept the
profit motive, shed his le-
isure preoccupations, aim to
save, and demand what
much, in the short as in the
long, with the same
intellect for change."

On a four-hour address
to the Charge, Orientation
and Planning Seminar at
the Witsit-TsI.goods"
(School of Business held in
Durban), Dr Reynolds re-
peatedly suggested that
blacks and "Black policy
hold the key to the success-
futural growth of South
African.

"But at the moment
"Government policy re-
stricts growth in South
Africa."

Delegates were told that
job reservation only affected
10% of the total South
African
cap tti f o rce. Moreover the Govern-
ment was turning a blind eye to
infringements of the law.

Dr Reynolds said the
reason for discrimination
had not been repealed was
a political one because it
was not the type of thing
that could be announced on
to a political platform
when votes were needed.

Referring to "migrant
labour", he said that, apart
from its social effects, it
did have a "detrimental
effect on productivity and
could not provide a mobile
pool of workers that was
needed by industry."

He said a committee
"had been appointed to
investigate the migrant
labour system. What will
happen, I don't know. I
have my own ideas, but
these I won't say in
public."
AFRICAN MEMBERSHIP - FRANK ANSWER TO GOVERNMENT

THE Secretary for Labour, Mr. Ben Lindeque, has made inquiries from TUCSA about its decision to permit the affiliation of African unions - and has received a frank answer.

HE has been told bluntly that TUCSA decides that an organisation is acceptable for membership, "then the racial composition of the applicant organisation's membership is immaterial."

MR. Lindeque wrote to TUCSA about its change in Constitution, allowing for the affiliation of Black trade unions. "THE question has therefore arisen..." wrote Lindeque, "as to whether it is now the Council's intention to admit Black trade unions, which as you know, are not registerable in terms of the said Act, to membership."

THE letter added: "If this is the case the Department would be glad to be furnished with the names of such unions which may have been enrolled by the Council."

TUCSA replied that as the Constitutional change permitting the affiliation of Black trade unions was only operative from March 31, and that it was too early to give details of any Black unions which may be enrolled.

IT stressed however, that the Council was now prepared to admit to membership any bona fide trade union organisation which satisfied TUCSA that it was bona fide and that the race of its membership was immaterial.

Viljoen Asked To Think Again

IN view of the Government's stated intention to remove discriminatory practices, TUCSA has told the Minister of Labour that it is imperative that he reconsider his refusal to remove discriminatory clauses in the Industrial Conciliation Act.

The Secretary for Labour, Mr. Lindeque, has informed TUCSA that the Minister has considered the Resolution adopted at its last Annual Conference, calling for the removal of discriminatory clauses in the I.C. Act "but he finds himself unable to support the Council's proposals."

IN reply, TUCSA's National Executive Committee has asked that Mr. Viljoen further consider the whole matter because the position has now arisen that the trade union movement is being discriminated against, since only the trade unions have racially discriminatory clauses in the Act applied to them.

RACIAL prohibitions, TUCSA has pointed out, do not apply to the employer organisations which are also controlled by the I.C. Act.

FURTHER anomalies, it was pointed out, had also arisen as a result of the Prime Minister's announcement that Coloureds and Indians were to be appointed to such statutory bodies as the Wage Board and Unemployment Insurance Board, where they would participate in the decision-making processes.

"THE question, then begs to be asked," wrote TUCSA, "why must there be statutory racial discrimination entrenched in so far as the decision-making bodies in the Trade Union organisations are concerned, when both Government and employer bodies are not restricted in this fashion?"

SEEN against the background of the Government's stated intention to remove discrimination, TUCSA said it regarded it as imperative for the Minister to reconsider this matter in a more favourable light and said it would appreciate the views of the Minister and the Department on these points as soon as possible.
Thus the so-called dumping of cheap cloths from similarly hard-pressed manufacturers around the world has led to cries of protest from domestic textile producers. Especially since order books are now 40% lighter than a year ago.

Problem was that the various factions in the textile sector, rather than get together and present the Board of Trade & Industries with a common front, have persisted in knocking on the Board's door with individual cries for help.

On June 1 and 2 the BTI therefore invited representatives from the clothing and textile industries for concurrent talks.

The idea was neither breathtaking nor revolutionary. In February 1974, for example, the clothing and textile industries got together and agreed on levels of tariff protection for woven fabrics. Details of that agreement were never made public and, though due to become effective on July 6, they've never seen the light of day.

There's also the now all but defunct Textiles Apparel Committee of the FCI. It was set up more than two years ago to create an open forum for discussion. Members from the clothing sector, however, refused to even discuss questions of tariffs and import control, never mind agree on general policies.

Now, and concurrent with the talks at the Board of Trade, another attempt is being made at seeking co-operation in the textiles manufacturing sector. A steering committee has been set up under the chairmanship of Cedric Graham, MD of Feltex Fabrics at Ultengage.

"Initially embracing spinners, weavers, dyers, finishers and knitters, the committee is aiming to create a body equivalent to the garment makers' National Clothing Federation. A draft constitution is currently going the rounds and it could be that a federation of textile manufacturers, or similar, will result.

"Such has been the upheaval in the textile industry," says Graham, "that capital investment has been at a dangerously low ebb for some years. And unless we can get it together, and quickly, serious shortages are in the offing."

Graham must also be conscious of the fact that the prime objective of the embryo committee must be to engender not only a spirit of co-operation, but to create a mood of confidence. Only then will investors be drawn back into an industry which, says the Department of Planning, needs another R191m capital investment to sustain the required 6.5% pa growth rate over the next five years.

But there's hardly that ring of confidence yet.
LABOUR POLICY

FCI's bold move

This week's release of the FCI's policy recommendations to Minister of Labour Marais Viljoen, urging government to re-examine Black participation in labour relations is to be welcomed.

FCI joins a growing list of employer organisations, trade unions, and economists in recognising that present legislation is inadequate, denying as it does meaningful direct participation to Blacks in the collective bargaining process.

While not saying so directly, the FCI, is by implication moving towards a position of calling upon government to grant official recognition to responsible Black trade unions who have accepted their responsibilities inherent in trade unionism.

In the meantime the Chamber is urging industrialists to implement, and even expand, the present works and liaison committee system designed to air Black grievances.

At present Blacks have no means of directly negotiating over pay or working conditions. Under the terms of the Bantu Labour Relations Regulation Act, liaison and works committees can only "communicate the wishes, aspirations, and requirements of the employees...to their employer and to represent the said employees in any negotiations with their employer concerning their conditions of employment or any other matter affecting their interests".

However, and this is the vital shortcoming of the committee system, such negotiations are not backed up with trade union resources nor afforded statutory recognition. This effectively excludes Blacks from meaningful participation in the collective bargaining machinery.

In addition there is growing evidence that liaison committees (in which management fields half the members) and works committees (which in both cases must be confined to only one plant or factory) are regarded by Blacks as instruments of management control.

Tusca's Tom Murray supports the FCI move saying: "Anything that will result in government recognition of Black trade unions has the support of Tusca." Increasingly both management and labour see official recognition of African unions as the best way to achieve industrial peace. Let's hope that Marais Viljoen will soon reach the same conclusion.
Indian given top spot in Chamber of Industries

Mercury Reporter 26/7/75

PIETERMARITZBURG — A prominent Indian businessman in the capital, Mr. Dawood Moosa, has been co-opted onto the executive of the Pietermaritzburg Chamber of Industries, it was announced here.

Mr. Moosa is believed to be the first Indian to serve on the executive of a chamber of industries in South Africa.

A spokesman for the Chamber said yesterday the decision had been taken to invite Mr. Moosa because of the increasing part played by Indian employers in the local industrial community.

"The Pietermaritzburg Chamber has been eager to establish closer links with those Indian industrialists who have for some time been members of the Chamber as well as those who have not yet joined," the spokesman said.

Mr. Moosa was not available for comment yesterday.
In the absence of trade union rights for Black workers, one
large employer is implementing a new idea. The Star’s Labour
Reporter, SIEGFRIED HANNIC, sketches the outline of the
new concept which is bound to find favour among other em-
ployers.

One of South Africa’s
most diversified industrial and commercial
employers—the South
African Breweries
Group—has gone a
long way towards es-
ablishing a new con-
cept in Black labour
relations.

While falling short of
trade unionism, it embo-
ties the essential prin-
ciple of bargaining power
for workers.

In its ultimate form,
SAB’s idea seeks to grant
all Black South African
workers full negotiating
rights with recourse to
higher authority.

In labour parlance the
new concept might be
described as a company union;
SAB is hesitant to attach
a label to a system which it regards as an in-
terminal solution to a major
problem.

SAB shares the common
belief among employers
that the climate which
led to the 1973
strikes in Natal has yet to
be eliminated and that its
elimination is a matter of
urgency.

Like many employers,
SAB is aware of efforts by
Black trade unions to or-
ganise Black workers in
its employ.

Like many employers,
SAB is not prepared to
eourage Black trade union-
ism yet. But unlike
most employers, SAB has
set about establishing tru-
ly meaningful labour rela-
tions machinery.

The theory behind the
group’s efforts is, even if
the Government were to
give Black workers full
trade union rights to-
morrow—which seems incon-
ceivable—it would take
a long time before labour
peace was ensured.

“The majority of White,
Coloured and Indian
workers who have full
trade union privileges are
not members of trade
unions,” said Mr. R. V.
Dick” Sutton, the group’s
personnel manager.

“And who says that all
trade unions are fully effec-
tive all the time?” he
asks.

That is why we have
decided to take the initia-
tive in instituting meaningful dialogue with-
in the framework of cur-
rent labour legislation.”

By “meaningful dial-
ouge” Mr. Sutton under-
estands more than func-
tory communication. He
wants it to include prob-
lem-solving and full-
pledged negotiating
powers.

Bluffing

“An employer who at-
ttempts to approach his
workers with half-hearted
communications is only
blurring himself,” said Mr.
Sutton.

“Unless workers have
the right to negotiate con-
ditions of employment—
working hours, leave,
wages and fringe benefits
—the major causes of
labour unrest are likely to
remain unresolved until it
is too late.”

Therefore, Mr. Sutton
has “broadened the coun-
government’s” substitute
for trade unionism, the
works and liaison commit-
tee system.

Workers in a specific
plant elect works commit-
tees. These, in turn, elect
representatives to a lia-
sion committee on which
both workers and man-
agement are represented.

Training

It is at the liaison com-
mittee level where prob-
lems are being solved and
negotiations take place.

Management represen-
tatives on this body are of
a seniority which permits
them to take final deci-
sions there and then. And
workers’ representatives
are a true cross-section of
the Black staff.

“In some cases we had
to bring in interpreters to
ensure that workers’ represen-
tatives are not prejudiced by lan-
guage problems,” Mr. Sut-
ton pointed out.

Both sides of the liaison
committee receive identi-
cal training in their task,
including how to prepare
and present their case
and how to negotiate. It
takes about two weeks’
New labour plan: a 'problem solver'
A stitch in time

At long, long last plaintive calls for unity in the textile and clothing industries look like being heeded. Following a top-level meeting at Johannesburg's Carlton Centre last week, former sectional interests have agreed to compromise and form an Advisory Council for the Textile Industry. The move is not before time.

Textile producers have long maintained that they couldn't make ends meet without either tariff protection or import control, or both. Garment manufacturers, on the other hand, have often complained that they simply couldn't get what they wanted when they wanted it. And, even if they could, it wasn't at the right price.

Result was that sectional interests in both industries were forever beating on the Board of Trade's door with their own particular — and some said short sighted — pleas for special consideration.

No one expects such pleas to cease overnight. Nor does any one really expect raw materials pricing and availability to suit everyone. But something, quite clearly, had to be done (Inside Industry May 23) to create a degree of unity.

Prime mover was SA Nylon Spinners' deputy chief executive Peter Beazley, who tells the FM that the 40 or so invitations to sectional heads of both industries were all taken up. "No punches were pulled," he says, "but the meeting got by without direct confrontation and a real spirit of co-operation emerged."

With Beazley as chairman, the new Advisory Council will compromise 17 members — most voting with profit and loss accounts behind them and not as "professional committee members".

The 17-man committee will include three representatives from the cloth manufacturing sector; three from retailing; five from garment manufacturing; three from raw material production and one each from Assocom and the Handelsinstitut.

Problem has been, says Beazley, that many big guns haven't supported their own (sectional) associations. With this new initiative, and by roping the big guns in, Beazley claims: "We'll now be able to command the ear of the top men."

While a firm constitution has yet to be laid down there's widespread relief that the bickering is about to stop and the way is now open for constructive argument.

The first meeting is scheduled for Durban in two weeks' time.
SOUTH AFRICA's use — and mis-use — of her manpower has always been a key factor in its political development.

Essentially, job reservation, unfair control, the unregistered Black trade unions, and migrant labour are policies which have hindered the economic growth of this country.

Recent reports have indicated that these policies are impeding industrial development policies and creating a backlash in the mining sector.

Stable industrial relations were vital to South Africa's economic future and prosperity, he said. It was essential to plan for the necessary development of a future labour policy.

Training

Essential components should be the planned development of the economy to provide more meaningful involvement of workers with the social and economic benefits of development.

The extension of statutory and traditional job reservation.

The abolition of discrimination against women in the labour market.

The coordination of the labour policies and programmes at present administered by four Government departments—Bantu Administration, Labour, Health and Mines.

The necessity for such policies with the implied drastic shifts in social and economic structures.

The aim is to reverse the traditional attitudes and behaviours which often lead to underemployment, unemployment, and crime.

Black at present constitutes 35 per cent of the industrial labour force, but by the year 2000, that figure too, will rise to 50 per cent, while the demand for skilled labour will far exceed the supply from the White and Asian races of the population.

Recently, the Department of Industrial Development and the Central Labour Relations Board have warned that the country was facing a crisis of industrial relations.

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The aim is to reverse the traditional attitudes and behaviours which often lead to underemployment, unemployment, and crime.

ON the question of educational mobility, he said, there is a need for the author to, in due course, publish an analysis of their aspirations.

"It should be clear that the attitudes and ambitions of Black we are not static as national interest.

"In the light of growing opportunities for Black workers, the exploitation and discrimination by the administration of labour rights and responsibilities should be made more effective.

Suggestions include the establishment of a council to protect the worker's rights, the introduction of a minimum wage, the improvement of educational facilities, and the establishment of a national educational policy.

The government should be encouraged to take the initiative in this matter, and work towards the establishment of a national educational policy.

Re-entry

On the question of the wage structure, he said, while these were determined by forces of demand and supply, it is important that employers pay a living wage to their employees.

The policy of the government is to ensure that Black workers are provided with the necessary training and education to enable them to secure employment.

One of the main objectives of the education policy is to ensure that Black workers are provided with the necessary training and education to enable them to secure employment.

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Clear need

Explanatory policy in industrial relations, Dr Reinders says, is incumbent on employers to develop a new use of the skills and capabilities of workers.

The policy of the National Manpower Plan is to ensure that Black workers are provided with the necessary training and education to enable them to secure employment.

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Clear need

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That the Natal Employers’ F.M. 15/8/23
Association has decided to endorse all future copies of its monthly Bulletin “not for re-publication without approval.”

No such restriction has applied in the past and, as the NEA points out in a letter to editors explaining the move, copies have been going out freely for re-publication for over 30 years “in some cases.”

The NEA considers “this endorsement necessary in the current volatile labour situation” and asks journalists to clear material for re-publication through NEA director Len Thorne, who will refer requests to a special committee.

Thorne notes that he “will make every effort to clear your requests in the first place by telephone, but should time permit it would be of the greatest assistance to me if you could submit your draft for approval.”

From time to time the NEA publishes figures relating to Black wages in various Natal areas. These have highlighted the fact that some companies are paying startlingly low minimum wages to their Black employees — R12.50 in Pietermaritzburg, for example. It is since the FM published this figure (Did You Hear? August 1) that the NEA has imposed its re-publication prescription.

Is it the publication of information about low wage levels, or the low wages themselves, which leads to a “volatile labour situation”?
Viljoen's formula

Good news from the labour front. This week Minister of Labour Marius Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide:
- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees"

The new move could lead to more direct representation of those interests. But why only one Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

- A remedy for "other shortcomings" which have "come to light". Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis; and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the Government Gazette, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration. The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed - somewhat surprisingly - that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Sakes Sihakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union."

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with.

The Federated Chamber of Industries cautiously takes a middle view — as usual. Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes: "This is very much in line with our kind of thinking. We acknowledge the forces that are at work for Black unionisation. The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters."

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks.
PRICES AND WAGES

A new ball game

While the men at the Department of Finance were preparing for devaluation, Department of Commerce officials were working on the much-heralded anti-inflation package agreed to by government officials and private sector groups (FM last week). Has the devaluation torpedoed any chance of success the anti-inflation plan might have had?

Judging by responses to the FM's inquiries, Senator Horwood's shakku has cost the wage and price restraint plan much of its credibility. Pretoria is going to find it difficult to make a voluntary commitment stick. As one prominent industrialist put it: "It's a different ball-game now. With something as inflationary as this devaluation, it will be every man for himself. We'll give a horse laugh if government tries to implement this plan."

Most sceptical of the plan's chances now are the trade unions.

Delegates at this week's Tucsa conference expressed fears that commerce and industry will profit out of devaluation by using it as a pretext to put up prices even where the shrunken international value of the rand does not justify doing so.

Referring to the "tremendous sacrifices" trade unions are expected to make in the battle against inflation, Ronnie Webb of the Motor Industry Combined Workers Union, and a Tucsa vice-president told the FM:

"We are disappointed that government negotiated dishonestly and did not take the unions into its confidence when devaluation was in the offing."

Senator Anna Scheepers of the Garment Workers' Union echoed:

"We were not consulted about devaluation. Why should we then be part of the anti-inflation contract if large numbers of our members are going to suffer? Our agreements in the OFS and

Northern Cape expire in November 1976. We will start negotiating about May, and we are going to put in for big increases - at least as large as the CPI increase. I can only foresee trouble arising out of the devaluation."

Says Ray Altman, general secretary of the National Union of Distributive Workers:

"I am very worried that devaluation will be even more inflationary than we are led to believe. If imports go up 17.9% in price, by the time the goods reach the consumer that 17.9% will be very much more.

"It is always easy to tell whether the trade unions are playing the game when it comes to wage restraint simply by measuring wage demands against the Consumer Price Index. But it is very difficult to pin down employers. We, in our union, will support Tucsa in its participation in the government's anti-inflation programme, but we will want a very firm assurance from the government on price increases if we are to consider ourselves bound by the package.

"If the CPI rises to unprecedented heights I can foresee that unions will not consider themselves bound any longer."

Jimmy Zurich, president of the 20,000-strong Railways' Artisan Staff Association, endorses Tucsa views:

"My feeling is that the rise in the CoL will continue unabated. The work of the inflation committees will be negated by devaluation and I can expect pressure to build up among my members for a reconsideration of our agreement to hold back until next April on wage demands."

However, speaking as secretary of the RASA, Confederation of Labour chief

Wallie Grobler added: "I don't think we will renege on the April bargain. But the inflation rate then could well influence the size of our demands."

Ken de Prez, general secretary of the SA Engine Drivers, Firemen and Operators' Association, articulates the mood of organised labour:

"The devaluation is disturbing on all accounts. There will be reaction - it's easy to control wages when you have the goodwill of people. But when they pick up the paper and see that the price of the car they were going to buy has gone up, what must they think?"

So it looks as if the plan's chances will hinge on the ability of commerce and industry to hold down prices.

An encouraging omen was the joint appeal of Assocom, FCI and Afrikaanse Handelsinstituut presidents on Wednesday for restraint in marking-up prices on existing stocks of goods affected by devaluation, though it's a pity they didn't broaden its scope to include imports brought in after devaluation.

WAGE CURBS

Referring to our report last week on recommendations to government in regard to wage and price restraints, the restraint period for employers and workers will, we understand, be six, not 12, months - the 12-month period was apparently contained in an earlier proposal.

In addition, the package would allow companies to pass on only 70% of all "unavoidable" cost increases, including hikes on imported goods.
Training is the key to success

Private enterprise should spend the equivalent of two weeks' salary for every employee on training and development, says Mr Dave Jackson, of the Institute of Personnel Management.

The IFM's executive director, speaking at the Assocon annual congress in Margate on "The Outlook for Labour," said the three key words for labour in the years ahead were inflation, productivity and communication.

Outlining a blueprint for better labour management, he spelled out five steps to be taken by an employer body such as Assocon. These were:

- To develop objectives and an action plan to achieve them;
- To get Government backing for the plan;
- To arrange financial incentives for the programme;
- To promote and publicise the plan among members;
- To undertake manpower planning within the economic sector with a view to setting up sector-based training facilities.

PALTRY SUMS

Top management's role within the blueprint would be to define company objectives, develop a company plan of action, create a structure and define responsibilities to make the plan work, to budget for it, to gain an appreciation of the training programme and to maintain a control system so that the programme is kept moving forward.

Mr Jackson said enormous organisations employing thousands of people sometimes allocate paltry sums to training, and then wonder why the programme failed.

"Training and development of people is never cheap," he said. "There is only one thing which is more expensive, and that is to neglect them."

He said he believed the only way to beat inflation would be to analyse the expectations and potential contributions of workers, and institute an intelligent and sincere campaign to increase their vested interest in successful commercial enterprise.

ASSOCOM CONGRESS

Tony Koenderman reporting

It needed a combination of short-term strategies, buy breathing space, and long-term strategies to tackle the deeper problems of "a balanced and equitable distribution of wealth, power and opportunity."
ENGINEERING FIRM DISPUTE PROBED

Mercury Reporter

PIETERMARITZBURG — An urgent special meeting of the executive committee of Pietermaritzburg’s Chamber of Industries was held here today to investigate the situation at Conso Engineering which resulted in 44 of the firm’s Black workers being fired.

The meeting was attended by Mr. E. Ege, Conso’s managing director, who is a member of the executive committee, and an unnamed invited representative of a Bishopslaw engineering firm, “who was also expecting some trouble,” according to a spokesman for the chamber.

In a statement, issued yesterday, members of the executive said they had been “disturbed” by Press reports of unrest at Conso and “had investigated the facts of the situation.”

Mr. Ege told the meeting the worker representatives of the liaison committee brought up the question last week of overtime working and they expressed the fear that workers believed that they could be dismissed for failing to work overtime.

They suggested the practice of regular overtime should be abandoned.

It has been the regular practice at Conso’s to work Saturday mornings and an hour overtime every normal day, according to the statement.

Mr. Ege said that on Tuesday he addressed the men outside the works and explained the company policy on overtime — particularly in relation to the custom of regular overtime working and payment of enhanced rates.

He told the meeting that 61 men had chosen not to continue in employment under these conditions.
Cash aid for jobless to be doubled

By JOHN IMRIE

UVONGO. — South Africa's present "totally inadequate" payment to the unemployed are to be increased to at least 45 per cent of their earnings.

This was disclosed to the Associated Chambers of Commerce congress yesterday by a senior Department of Labour official.

Mr. F. S. P. de Villiers, explaining the need for increased contributions from employers and employees to the Unemployment Insurance Fund (UIF) now standing at nearly R180-million.

The congress, however, passed a resolution expressing concern at the Unemployment Insurance Fund board's decision to propose increased contributions at a time when there was an unemployment problem and "when there was no need to review the board's decision."

Mr. De Villiers said the present unemployment payments, ranging from R2.45 a week to very low-paid workers to a maximum of R20.30 a week for people earning R6750 a year were inadequate.

The UIF board proposed to fix payments at 45 per cent of actual earnings and to do this it was necessary to raise the fund's income and also strengthen it to cater for possible unemployment in future.

If unemployment of 4 per cent, which existed in many overseas countries, hit South Africa it had been calculated that the UIF would need R270-million.

"The fund must be in a position to meet such a situation," he said.

Trade unions have for long considered the unemployment payments unrealistic.

The proposed new scale of 45 per cent would give an unemployed worker earning just over R10 a week about R4,350 a week to live on instead of R2.45 while those on the ceiling income of R6750 a year who became unemployed could expect to receive about R58 a week instead of R20.30.

At present employers contribute between 1% and 6% a week to the fund for each employee while workers contribute between 1% and 6%.
ASSOCOM FEARS F\m\nHard yardstick (33)

The anti-inflation pact was endorsed by delegates at Assocom's congress in Margate this week. But they expressed some reservations and made it clear they'd be keeping a close watch on government to see that it keeps its side of the bargain.

Assocom past president Lou Sher, for instance, feared the restraint on firms earning more than 15% on capital — though only a guideline for the next six months — could become a permanent government yardstick which could send some firms into bankruptcy overnight and would be useless in attracting long-term risk capital.

Durban's Gordon Bond criticised devaluation as smelling of panic, called on government to be more frank and lay facts, however unpleasant, before the public instead of trying to gloss over them. The lack of information about the need for devaluation could only create uncertainty and so strike at the heart of the economy.

What was needed was sober assessment instead of Finance Minister Owen Horwood's complacency and even optimism. Cracked Bond: If Horwood was right that devaluation was such a good thing then "we can expect it regularly."

Secretary for Finance Gerald Browne denied devaluation was either a panic move or one of weakness, and said there was still every reason for confidence in gold. While it could be argued that instead of devaluation there could have been intensified import control or drastic deflation, neither was reckoned the right course.

As for inflation, he noted that though the rate of increase had come down markedly since the second half of last year, it was still unacceptably high. Government, he assured, would be stick ing to its undertakings to reduce it further.

Assocom executive director Raymond Parsons pointed out government's commitment was to consult wherever possible in advance with the private sector. What was needed, he said, was "more use of the radar and far less of the rear view mirror" in running the economy.
Textile men iron out some creases

BY GORDON KLING

Reports towards greater co-operation in the textile and clothing industries are at last getting results, after years of bucking against the sails of sectional interests.

Mr. E. Breytenbach, deputy chief executive of the South African Nylon Spinners, told a Cape Town meeting of the recently formed advisory council for the textile industry, that co-operation is making a good start.

"Mr. Breytenbach, who is one of the main instigators of the council, said: 'We are already in a position to begin work on the council, and what we are doing, I think, is getting the answer to the problem."

This council is made up of representatives from all major producers and users of textiles, including the trades unions, and the idea of the appropriate associations that have elected members.

It is a body of great importance and there is a need to co-ordinate the spirit of collaboration between various interests, but it has also led to a quick flow of vital information.

"This is preferable to the present situation of sectional, individual viewpoints. It is a common platform on which the various associations are working together in the industry as a whole."

Mr. Breytenbach says that about 230 companies comprise the industry in South Africa, and that the association is working to establish progress in the industry as a whole.

"The Government's problem in considering the national interest is now very different from what it was 20 years ago, and it is involved in a more complex pattern of consultation with many more varied interests. For example, being horizontally organized, the individual operators hold

Top 100

LISTED companies who wish to be considered in the analysis of the Top 100 Companies 1975 are urged to send their latest audited accounts to Fred Beam, Box 2409, Caledon 6000, as soon as possible. Accounts should be sent only to the above address and not to BUSINESS TIMES.

danger of ensuing inflation on costs, prices and volume of goods produced and imported, and therefore on profit levels, is difficult to gauge by individual sectors of the total industry."

Fears by clothing makers that the council would bring little more than a muscle to the already powerful textile producers to keep their goods well protected from imports by higher tariffs, appear to have been allayed. Harry Stein, director in charge of textiles at Woolworths, says greater communication is needed and regardless of who the motivator was, there would be a clash of interests.

"These have to be sorted out. The main aim is to simplify things for the Board of Trade and the country as a whole."

Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, says the council represents a form of detente.

"We have something like it for a long time in this country," he says.

This view is shared by most of the top clothing and textile men, and many complain that they have yet to be approached by the council to participate in its activities.

Odd man out is Fairweather's managing director, Dan Rabin, who says the National Clothing Federation is perfectly well equipped to look after the interests of the clothing makers.

"I think the council is a middle-man that won't have any value," he said.
SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES
INCORPORATED ASSOCIATION NOT FOR Gain

4TH FLOOR NEDBANK PLAZA,
 Chun. CHURCH & BEATRIX STS.
P.O. BOX 4516 PRETORIA 0001

EXECUTIVE DIRECTOR – UITVOERENDE DIRECTEUR
Dr. H.J.J. REYNERS

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TELEX PR 30141 TELEKS
TELEGRAMS “EMPHATIC” TELEGRAMME

Ref. L/NLP/1
Verw. .............................

Date 1975-10-24

STRICTLY CONFIDENTIAL

TO: Constituent Organisations
Members of the Labour Affairs Committee

Sirs

A LABOUR POLICY FOR THE 1970’s

Members will recall that Exco agreed that, following incorporations of certain amendments to the draft document, it be circularised to Chambers for comment and final approval.

The amendments received have now been incorporated in paragraphs 3, 8, 25.1, 26, 28, 46, 61 and 62.2.

Since it was agreed that finalisation of the policy document receive priority treatment, comment should reach the Secretariat not later than November 21, 1975 after which the document will be prepared in final form.

Yours faithfully,

[Signature]

T. POOLMAN
SECRETARY: LABOUR AFFAIRS COMMITTEE

/vm
A LABOUR POLICY FOR THE 1970's:
THE NEED FOR A CO-ORDINATED NATIONAL MANPOWER DEVELOPMENT POLICY

1. In its White Paper: "A Programme for Sustained Industrial Expansion in Southern Africa", published in March 1972, the Chamber commented on labour policy in South Africa in so far as this concerned the manufacturing industry. It emphasised the need for the Government to actively facilitate and encourage the better utilisation of South Africa's manpower, inter alia through accelerated programmes for the training of particularly Black labour, and a categorisation and reclassification of jobs to permit the optimum utilisation of labour while maintaining the stability of industrial relations.

2. Much of South Africa's present prosperity and future economic potential is attributable to its history of stable industrial relations, based on enlightened industrial legislation. Nevertheless it is the Chamber's view that the Republic has entered into a period of accelerated change, particularly on the labour front, and that in order to maintain the benefits to be derived from the nation's economic potential it will be necessary to plan the orderly development of future labour policy in the Republic. The current EDP has specifically targeted for a high sustainable growth rate on the assumption of the better utilisation of South Africa's manpower. It appears necessary, therefore, that an integrated policy be formulated to permit this to occur in an orderly manner.

3. The Chamber believes that in designing a broad framework for the most efficient utilisation of the total labour force, the following points must be recognised:

- the benefit to the economy to be derived from the more effective use of its human resources;
- the increased importance attached to the satisfaction of the aspirations of individuals through employment in jobs where they are most productive;
- the importance of providing work opportunities for an increasing population; the crucial role of manufacturing industry in this regard at the same time recognising that unless such growth is tempered by family planning, such work opportunities will not keep pace with the demand;
- the desire for increased standards of living for all the peoples of South Africa and the concomitant need for housing and residential areas;
- the importance of the maintenance of industrial peace;
- the economic, social and political forces at work in South Africa as well as the continuous process of change;
- the influence of these forces on economic growth and working conditions generally.

4. In the light of the above, the Chamber recommends the formulation and active promotion of a positive National Manpower Development Policy for all the economic sectors of the Republic, including agriculture. This should consist of four components, namely

- the planned development of the South African economy to expand work opportunities for the country's increasing population at a rate designed to meet rising expectations, and to raise levels of living;
- the further development of training and management practices in order to bring about the necessary increase in productivity from the entire labour force;
- the optimum geographic distribution of wealth; and a development towards the meaningful contribution of all
workers in order to ensure the future of industrial peace in South Africa.

PREAMBLE

5. The objectives of a fully developed manpower policy for South Africa (including the Homelands) may be stated in the following terms:

(a) to anticipate the manpower requirements at all levels and plan for their fulfillment;
(b) to develop and increase the qualitative and quantitative adequacy and adaptability of the total labour force;
(c) to develop employment opportunities;
(d) to provide the labour market facilities essential to bringing labour supply and demand together in a way which promotes the economic strength and growth of all the Republic's peoples, as well as the maximum self-realisation in work for the peoples; and to ensure due integration of such a policy in the formulation and implementation of the general economic policy of the country.

6. A labour policy for South African industry, operating as it does within a framework of private entrepreneurship and the given socio-political conditions, must take into account industry's need to be assured of an adequate supply of suitable labour, so as to create a stable pool of industrialised workers. At the same time, industry's role in the employment, training and adequate remuneration of that labour in relation to the total national growth process must be clearly recognised and accepted both by Government and industry alike.

7. Industry is aware that it is in the direct interest of the country as a whole to have, and maintain, a satisfied and efficient work force. Moreover, in the interests of the maintenance of industrial peace, it is essential to maintain stable industrial relations operating within a framework of adequate negotiating procedures for the prevention and settlement of industrial disputes. In this regard, and in the light of the heterogeneity of the industrial work force, it is incumbent upon industry to take into account the cultural differences between its workers and to approach industrial relations in the light of these differences.

A NATIONAL MANPOWER POLICY

I. Providing employment opportunities for an increasing population

8. Various forecasts of the population growth and the number of economically active persons in South Africa, indicate that new entrants into the labour market may be as high as 330 000 annually by the year 1980 and close on 500 000 in the year 2000. It is expected that more than 70 per cent of these new entrants will be Black and a substantial proportion of this addition to the Black labour force will have to find employment outside the Homelands. Economic policy will, therefore, have to concentrate on the creation of a sufficient number of employment opportunities to absorb this annual increase. To this end the maintenance of the highest possible growth rate, compatible
with the growth potential of the South African economy as determined by such factors as the availability of capital, entrepreneurial talents, skilled labour and the balance of payments position, is an imperative. Moreover, it implies the economic development of lagging regions, with the emphasis on the provision of employment opportunities in relation to the relative needs of the different regions. Similarly, it implies the restructuring of jobs to allow for the employment of non-Whites, and particularly Blacks, in higher job categories.

II. Productivity

9. The Chamber must stress the vital role that productivity improvement must play if industry's viability is to be ensured, industrial exports increased and import replacement opportunities exploited. It is also vital if industrial employment opportunities are to be extended at the same time as the remuneration of labour is to be increased. This is a basic requirement and involves such matters as the skill content of the labour force, occupational and geographical mobility, remuneration, social benefits, and like employment conditions. These matters should be given continuous attention and all efforts made to improve the productivity of the individual in his workplace.

III. Improvement and adjustment of the skill content of the labour force

10. Due to a number of factors such as technological advance, increased wages and urbanisation, both the volume of employment and the type of skills (required for the achievement of overall national economic goals), can be expected to change in South Africa. Thus official statistics and long-term projections undertaken by the Chamber indicate that long-term structural changes are occurring and must occur in the racial composition of the industrial labour force. The Chamber estimates, for example, that while Blacks at the present time comprise about 55 per cent of the industrial labour force, this figure will increase to more than 70 per cent by the year 2000.

11. Moreover, because of technological advance, shifts in demand, increased mechanisation and automation, job reclassification, and other factors, the demand for trained labour will increase at a fast rate in future. Various observers expect, as confirmed by projections by the Chamber, that the White, Coloured and Asiatic population will not meet the demand for skilled and other trained labour in the years to come as it was able to in the past. It is therefore imperative that the skilled content of the total labour force, including the fullest use of older persons, any impediments in their employment such as debarring their engagement because they are too old to join a pension plan, should be eliminated, and particularly that of Black skill, be improved rapidly in order to meet the changing demands of industry. This involves an accelerated programme of education and training for all race groups.

12. In South Africa, the view has always been held that industrial training is a function which properly belongs to employers and that Government should concentrate on encouraging and assisting employers to provide training. However, experience in many developed countries suggests that there is room for a much larger contribution by Government to complement training by employers.

13. Mainly two types of training can be distinguished, namely, in-plant and pre-employment training. The Chamber accepts that in-plant training
is the responsibility of employers, comprising as it does the training of individual employees to meet their own particular needs.

14. Pre-employment training is concerned with preparing individuals for entry into the labour market. As such it involves, firstly, basic education, and secondly, training to meet national and specific industrial needs, as well as training and retraining of individuals whose skills are deficient or whose skills have become obsolete. In regard to Government-sponsored basic education the Chamber believes that the existing programmes and their planned expansion, followed through with vigour, should meet requirements. There are, however, many non-White workers deficient in basic arithmetic, literacy and urban skills e.g. basic hygiene and traffic rules, and in this area a programme of Government-subsidised adult education is urgently required.

15. As far as the other types of training are concerned, it is believed that the basic questions are: (a) what to train; (b) where to train; (c) how to train; (d) the financing of the training. It is the Chamber's view that in so far as industrial training is concerned there will be a great need for technicians, supervisors, artisans and operators, and great emphasis must therefore be placed on meeting industries' training requirements in these fields in accordance with the needs of different industries. There can be no doubt that the greatest demand for trained labour will continue to arise from the established industrial centres in White Areas, followed by the Border Areas and the Homelands. Training should consequently be provided in all three areas in accordance with the needs of each.

16. The Chamber is appreciative of the steps taken by the authorities in recent years to improve industrial training facilities of particularly the Blacks in the above-mentioned three area categories. It believes that the present incentives and facilities, which may be augmented as circumstances dictate, can and should be fully utilised by industry in its own interest. However, the Chamber wishes to draw attention to the anomaly which exists in so far as the incentives enjoyed in respect of the training of Black workers are not extended to industrial workers of other racial groups. The Chamber specifically asks that these incentives be extended in respect of other racial groups. In particular the Chamber would also commend the closer co-operation between manufacturing companies through Industrial Associations and Regional Chambers of Industry in the interests of pooling information, resources and of adequately extending in-company and extramural training in order to promote the necessary degree of productivity advancement within the sector.

17. The Chamber would, moreover, recommend accelerated programmes in the area of artisan and technical skills, particularly as far as non-Whites are concerned. It must also be remembered that economic development and technological advancement both create the need for facilities which will afford individuals the opportunity to change careers, to acquire skills which they failed to do when they left school, or to return to work after a break in service. As yet provision for retraining in South Africa has been of a marginal nature and more attention should be given thereto in the interests of underwriting the job security of the nation's entire labour force.

18. It is also believed that there will be a continued need for immigration to augment local skills and adequate steps by the private and public sectors alike are of the utmost importance. Government policy recognises this need but government administrative procedures should be simplified and streamlined to meet this need more fully.
19. In sum, the improvement and adjustment of the skill content of the labour force, must be concerned with basic education, pre-employment and other forms of training as well as on-the-job training, retraining and immigration, all of which will have to be accelerated at an unprecedented pace if growth and employment targets are to be achieved.

IV. Geographical mobility

20. The Chamber accepts that in the interest of maintaining wage levels and a peaceful industrial, sociological and political co-existence of the various population groups, influx control measures are required whereby the geographical movement of Black workers between the Homelands and the RSA is regulated. With the establishment of Bantu Affairs Administration Boards in the White Areas of the Republic the way has been paved for a freeing of the horizontal movement of Black labour within much larger geographical areas, and thereby the more effective utilisation of the Black urban-labour force which is, or is to become available within each Board's area of administration. However, the practical application of this principle requires much more attention. The Chamber contends that this process will require an improvement of the employment facilitation services which are provided for Blacks by each particular Board and the co-operation of employers in reporting vacancies, and also in the making use of such services by Black workers. With this in mind, and without advocating an unqualified removal of influx control, the Chamber would recommend a streamlining of the procedures for the procurement of labour when and where necessary, to eliminate unnecessary friction and delay.

21. The Chamber has ascertained that most of the developed countries of the world have come to realise that the equivalent of the labour bureaux system in South Africa is the single most important tool in ensuring the efficient functioning of geographic labour markets, and that it has a vital role to play in regard to such matters as the mobility of labour, economic growth, stability, full employment and equity. There can be little doubt that a thorough review of the employment services in South Africa would contribute a great deal towards the better utilisation of South Africa's labour force. Aspects which the Chamber believes should receive attention include the separation of the function of influx control (a negative factor) and job placement (a positive factor); the relocation of employment offices away from other Government offices and in modern premises which are easily accessible to workers, work-seekers and employers at convenient hours; the speedy and effective notification of vacancies between different employment offices; and in general, the improvement of the image of the Labour Bureaux Systems for all races.

22. In the Homelands a parallel system of labour recruitment should be made available:

- through direct recruitment by employers as currently practised; and
- indirect recruitment by employers through the Bantu Administration Boards when labour is not allocated to an employer but to the Board from whom the required category of labour is to be obtainable.

23. The Chamber has reviewed and is cognisant of criticisms which are levelled against the migrant worker system. It believes that there is evidence that in its present form it is not conducive to optimum industrial
productivity and sound industrial relations. Existing legal provisions and certain social conditions through which locally resident labour becomes unemployable has forced industry to employ migrant labour on a one year contract basis. To the extent that the migrant labour system obstructs the better utilisation of the national industrial labour force, it is the Chamber's belief that this system should be modified.

24. Great regional differences exist in the pattern of the migrant worker system, depending on the degree to which the contract worker is able to commute between his legal domicile and his place of work. In certain regions, notably in Natal, in the central and north western Transvaal and in the north eastern Cape, the Chamber believes that the disadvantages of the migrant worker system can be largely eliminated by the improvement of commuter services between the White industrial areas and the Homelands. Given the opportunity to visit his home weekly or monthly, many of the social problems related to the migrant worker will be minimised.

25. With regard to the areas from which the regular commuting of Black contract workers cannot constitute a solution to such problems as may arise, through the migrant worker system, the Chamber believes that attention should be given to the elimination of various irritants and distortions which are disruptive of optimum manpower utilisation. In other words, the Chamber proposes a streamlining of the migrant labour system as it presently exists. It urges that serious consideration be given to:

25.1 An improvement in the accommodation of the contract worker living on a single basis and particularly the segregation of such accommodation from normal married accommodation in the townships, and that certain migrant workers be allowed to take up residence in White areas on a family basis where accommodation is available or can be made available which, to conform with present Government policy, would require an arrangement that this would not entitle them to qualify under Section 10(1)(a), (b) or (c) of the Bantu (Urban Areas) Consolidation Act, 1945. This facility should be granted only to Blacks with a history of employment in industry, with certain minimum educational status, or having received industrial training approved by the Department of Bantu Administration and Development.

Whilst conceding that regional geographical differences exist, it is pointed out that as far as Natal is concerned the overwhelming majority of Blacks live within commuting distance of a Homeland and such persons can make their own arrangements relative to accommodation. In respect of such persons as reside outside the Homelands, it is the view in Natal that better accommodation than that which has traditionally been regarded as acceptable, is now called for.

25.2 That the system of labour contracts be amended so as to permit the free acquisition by industry of Black workers for employment in White industrial areas on a longer term basis, subject to normal annual leave arrangements, but without the worker attaining permanent residential qualifications in White Areas; that the present elaborate and time-consuming paper work be replaced by linking the contract system to the computerised controls already envisaged by the Department of Bantu Administration and Development; and that the Labour Bureaux system be streamlined.

The Chamber is aware that some of these matters are already receiving the attention of the Department of Bantu Administration and Development.

26. In acknowledging that the call-in card system provides a measure of permanence and that the procedures require streamlining to create as little discomfort to employers and employees, it is also of significance to note that a stable pool of industrialised labour cannot become available through
advantage in fully utilising the labour potential by means of appropriate personnel management practices, including selection, induction, training, social care, etc.

27. It is accepted Government policy, endorsed by the Chamber, that subject to certain safeguards the employment creation targets for the economy can best be met by inter alia a maximum rate of employment generation in decentralised and Homeland areas. To these the Chamber would add established areas adjacent to concentrations of non-Whites, whether designated as growth points or not. Nevertheless, in view of the desirability of establishing an adequate supply of industrial labour in controlled areas, and in the light of the existing inability of Homeland areas to absorb their economically active populations, it is advocated that the migrant worker system as it presently exists be gradually replaced by a system providing industry with a more stable migrant work force. In particular it is essential that the one year contract system be amended to permit of longer contracts so as to justify the time and money spent on induction and training.

28. Other matters concerning Black workers which are worthy of specific attention, in the view of the Chamber include compulsory medical examination accommodation for temporary, short service contracts; the transport of workers to and from Homelands; an orderly wage remittance programme in consultation with the Homeland Governments; and the necessity of providing adequate housing and other amenities.

V. Occupational mobility

29. In the interests of meeting the aspirations of the various peoples of South Africa and to underwrite job security, while at the same time providing the occupational framework in which economic growth can take place, it is imperative that the occupational mobility of labour (i.e. the opportunity to perform work requiring greater skills) be improved thereby to facilitate the adjustment of supply and demand in the different occupational and regional labour markets.

30. In South Africa, as in many developed countries with an active manpower and manpower adjustment programme, there should be a greater awareness and appreciation of the great economic potential to be derived from the achievement of greater occupational mobility. This presupposes education and training as well as the improvement of labour market facilities as discussed above.

31. The underlying conditions for such an improvement in occupational mobility imply the relaxation of statutory and traditional work reservation. The Chamber believes that an orderly repeal of statutory work reservation is in the interests of the nation, not only because of its immediate effects on occupational mobility, but also because of the psychological effect that such a step would have on traditional and other forms of work reservation.

32. Traditional work reservation results from social attitudes among employers and employees as to the types of work which ought to be performed by workers of different population groups. It affects a much larger percentage of the labour force than statutory work reservation. The effects of this constraint on labour mobility can only be removed by a change in attitudes, particularly among White employers and employees. Although attitudes normally change slowly, much could, however, be done by trade unions and employers to effect a more rapid and orderly change in this regard. The Chamber recommends that urgent attention be given thereto.

33. The Chamber furthermore holds that one of the surest ways in which the limiting effects of both types of work reservation could be overcome and
occupational mobility improved, is by the reclassification of artisans' work in order that a segment of less skilled operations might be performed by semi-skilled Black workers. There is a general belief that there is great scope for this to be done and that employers could introduce reclassification more rapidly without endangering labour relations.

34. The R S A Government, in its "White Paper on the Report by the Inter-Departmental Committee on the Decentralisation of Industries", has accepted the principle of greater occupational mobility of labour, in a process of gradual and orderly change in co-operation with trade unions. The Chamber believes that since the acceptance of this principle the process of relaxation has proved to be too slow, and it is of the opinion that Government could, and indeed should take, a more active lead. As large employers, the authorities have themselves the freedom to influence employment patterns in this regard.

VI. Industrial relations

35. The Chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa. However, it is equally convinced that employee relations at plant level will substantially determine the success or failure of any system of industrial representation machinery.

36. The Chamber believes that the basic industrial legislation relating to the regulation of working conditions, wage and service conditions, and the settlement of industrial disputes has up to now contributed materially to the remarkable history of industrial peace which this country has enjoyed. However, at the same time, it recognises that in the areas of the settlement of disputes, and in the negotiation of employment conditions, present legislation does not allow sufficient meaningful direct participation and representation by Black employees. This deficiency has become a cause of discontent amongst Black workers and in the interests of maintaining industrial peace (as well as a satisfied, well-motivated and productive Black labour force) warrants serious attention.

37. While the Bantu Labour Relations Regulation Amendment Act of 1973 created new opportunities for Blacks by providing important new channels of communication between Black employees and their employers, the present system is inadequate in that the majority of the negotiations conducted in terms thereof are not afforded statutory recognition, neither does it place at the disposal of Black workers collective bargaining machinery in the broadly accepted sense of the term. The Chamber is constrained to record that it senses that these shortcomings require the early and urgent attention of the authorities.

38. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the national interest of the Republic. The Chamber feels that with the growing demand by the Black for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition thereto, if necessary, by legislative action. Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework
of the responsibilities inherent in such representation in the negotiation process.

39. In this spirit, the Chamber recommends that, in the interests of preserving good industrial relations, industrial employers should themselves take due cognisance of these desires of their Black workers.

40. The Chamber, without losing sight of the sense of urgency which it detects needs to be directed to the fundamental aspects raised above, supports the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry. However, it must be emphasised that in the establishment and conduct of these committees, the proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management. It is believed that the successful operation of these committees will contribute materially to the preparation of the Black for his future more meaningful involvement in the collective bargaining process and will assist in the obligations of labour relations.

41. The Chamber is convinced that some employers and many employees are not at present properly motivated or informed regarding the effective operation of the above-mentioned committees and that this lies at the root of much of their alleged ineffectiveness. It therefore recommends that an intensive and positive programme of education in these matters for employers (including all levels of supervisors) and their Black employees be introduced, with a full commitment from and closer co-operation between Government and the private sector.

42. The Chamber believes that satisfactory industrial relations can only be achieved on the foundation of satisfactory employee relations at plant level, aimed at developing the potential of employees within the existing economic, social and political structure to provide for them the greatest degree of satisfaction from their work and in motivating them to give their best efforts to the organisation. The personnel management function is vital in South Africa with its labour force composed of peoples of different cultures, beliefs and customs and at differing stages of development.

43. Evidence exists that in the past not all employers have adequately expanded personnel management to Black employees. Nevertheless there has been an increasing awareness in recent years that more has to be done regarding the management of Black workers with regard to such matters as social benefits, wage administration, supervision, inter-personal relationships, communication and transport. The Chamber believes that more attention has to be directed towards tailoring personnel management to the requirements of Black employees and of introducing the necessary level of sophistication and frequency of application of personnel techniques to this class of worker.

44. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner.
VII. Remuneration

45. There can be little doubt that one of the main labour issues in South Africa for the years to come will centre around the question of remuneration and more particularly the so-called wage-gap between skilled and unskilled workers and between Whites and non-Whites. At the same time it should be noted that in general parlance the "wage gap" is related to the situation in which White and Black labour receives different wages for the same job.

46. The Chamber accepts that regardless of race, the price paid for the various categories of labour is largely determined by the underlying conditions of demand and supply, productivity and the ability of employers to pay. At the same time it believes that it is incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life, however difficult this is to measure exactly; and to recognise the erosion of the standard of living by the increasing price levels. However, in an inflationary climate, wage restraints are necessary as part of an overall campaign against inflation. Such restraints should impact themselves more readily on the high wage earner than the lowly paid.

47. The Chamber accepts the principles of job evaluation, minimum job rates and payment according to performance and believes that as the programme for reclassification of jobs progresses it will have a favourable wage effect which would significantly spread to the non-White group in the long term. The Chamber is therefore of the opinion that although the application of these principles is desirable, there will be a period of transition and that in especially those geographical areas where unemployment exists, some wage differential is inevitable and may even be desirable.

48. In the light of these considerations and in order to provide realistic wage levels, the Chamber would recommend that:

(a) in industries organised in terms of the Industrial Conciliation Act, wages continue to be determined by collective bargaining between employer and employee organisations;

(b) Works and Liaison Committees be actively encouraged to play a more effective role in the determination of wages of Black employees through the machinery provided for in the Bantu Labour Relations Regulation Act, 1953; but that ways and means be considered for granting statutory recognition to certain wages negotiated under this Act;

(c) where workers are unorganised in terms of the Industrial Conciliation Act, the Wage Board continues its function to recommend minimum wage levels, but that the Wage Board be enlarged and re-organised in order to expedite its activities and including in addition representatives of all races;

(d) the question of occupational and geographical mobility of labour receive attention as discussed above; and

(e) Government determine a differential consumer price index for the lower, medium and higher wage groups and for the main geographical areas which will enable employers to be guided in interim adjustments in wage rates and in the negotiation of new wage levels.
VIII. Social benefits and industrial safety

49. The Chamber is aware that a policy of adequate social benefits and industrial health and safety is receiving increased emphasis in the Western World by a shift from basic wage demands to job security and fringe benefits in various forms. It accepts that the maintenance of good personnel and industrial relations is influenced by employment conditions over and above wages. The Chamber believes that industry has a responsibility in its own and in the national interest to improve social security benefits to its labour force of all races where this is possible. However the industrial work force is heterogeneous and when providing these various fringe benefits employers should take this into account.

IX. The elimination of structural unemployment

50. Structural unemployment, emanating as it does from changing technology and other related factors, is common in most developed countries and could increase in South Africa for a number of reasons. As already indicated, the Chamber believes that Government should make adequate provision for retraining facilities for workers whose skills are deficient or whose skills have become redundant. The provision of improved employment services as noted above would also assist in meeting the needs of the structurally unemployed.

X. Employment of females

51. Females can make a considerable contribution to the economic growth of the country. This is not generally realised by many employers. More particularly, it believes that there is a substantial reserve labour force in married women who could re-enter the labour market and it is convinced that many employers still do not appreciate the contribution that married women can make to the alleviation of skilled and semi-skilled labour shortages, and, therefore, fail to employ, train and consider married women for promotion.

52. The labour market for women is in many respects different from that for men. Married women particularly are relatively immobile and can only be employed within a limited geographic area surrounding their homes. Moreover, many women re-enter the labour market after a lengthy period of absence with no specific training, little or inaccurate knowledge of changed job opportunities and with important family responsibilities.

53. The Chamber believes that increased attention should be given to the factors affecting women's entry and particularly re-entry into the labour market, which would include such aspects as vocational guidance, training and re-training, hours of work suited to family responsibilities, and the establishment of creches, day nurseries and other amenities.

54. If the best use is to be made of this valuable additional source of labour it is essential that traditional attitudes change, and that the separate sub-markets for men and women be integrated into a single market in which recruitment takes place according to merit, regardless of race, sex or marital status.

XI. The harmonisation and rationalisation of labour policies and legislation

55. The Chamber believes that with the development of the Homelands there
is a distinct possibility that the labour policies and legislation of the Homeland Governments could differ substantially from that of the RSA. It appears therefore imperative that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the Government of the RSA and each of the Homelands covering such matters as the recruitment of Homeland citizens and their conditions of employment in the RSA.

56. Within the RSA there is a great need for a much greater degree of co-ordination followed by the various departments of state in respect of labour matters (e.g. the Departments of Labour, Bantu Administration and Development, Planning and the Environment, Health and Mines). In many respects the Department of Labour does not fulfill a central co-ordinating role. If this were to be properly co-ordinated, it would eliminate many of the country's labour problems.

XII. Sectional Taxation

57. Industry is prepared to shoulder its full share of the total burden of the advancement of the people of South Africa and specifically to undertake the specialised industrial training of its workers in accordance with its ability to do so. The costs of the gradual elimination of social, cultural and educational backlogs must be borne by the community as a whole.

AN INTEGRATED MANPOWER AND DEVELOPMENT POLICY

58. In the light of this document, the Chamber advocates the acceptance by the authorities in the RSA and the Homelands of dynamic manpower policies (with detailed programmes of action) and other related policies integrated with the general economic, monetary and fiscal policies of the Republic in order to attain for the country and its peoples economic growth, stability and equity. This is necessary because of the present fragmented and ad hoc approach which is diffused through a variety of Government Departments and statutory bodies. The implementation of such policies and programmes should be centrally co-ordinated and organised. Moreover, they require a continuous re-assessment of social and legislative restrictions which hamper the more productive use of the total labour force.

59. The Chamber therefore recommends the establishment of a central co-ordinating agency to co-ordinate labour policy as it exists between various Government Departments to eliminate the overlapping of activities and to bring about a uniform approach to central manpower policy planning. The Chamber does not propose the establishment of a new Government Department to fulfill these responsibilities. Instead it proposes the inclusion of all these functions under a central department or committee. The functions of this agency might be centralised in one or other government department such as the Department of Labour or conferred on a committee such as the existing Lindiwe Committee, sub-committee of the Prime Minister's Economic Advisory Council, or thirdly, may best find accommodation in an entirely new body.

60. A manpower policy for the Republic and Homelands must take as its basic point of departure economic growth (per capita income) and economic development (structural change) to provide employment opportunities and increased standards of living for a growing population and the satisfaction of the aspirations of all its peoples. This involves two aspects which at times may conflict, viz. the optimum utilisation of labour resources and increased remuneration which could lead to inflation if not matched by productivity increases.
61. Most of the labour issues are particularly acute for the Blacks. In this regard the country has seen some change over time which has gathered momentum in recent years. The politico-economic pressure generated by a dynamic society have inevitably come to bear upon traditional attitudes and historical patterns of employment and further adjustments are called for. It needs some emphasis that a radical approach to these matters could involve setting a pace for change which may adversely affect the very objective it wishes to achieve, not only by the social and political unrest which it could create, but also by overstretching the economy. An approach involving a more gradual and orderly change could, on the other hand, be too slow and overtake us in the sense that incomes may not rise fast enough and manpower requirements may not be met adequately. This may likewise lead to social and political unrest and at the same time to an under-utilisation of resources thus impeding much-needed growth.

62. In the interests of introducing a dynamic integrated national manpower policy for the country, and in order to achieve the objectives stated in para. 5, the Chamber, while recognising current efforts in the various areas, recommends:

62.1 a job creating programme, i.e. the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;

62.2 an accelerated programme of full primary and secondary education for those groups which do not yet enjoy these facilities;

62.3 a massive training and retraining programme, i.e. the provision of pre-employment, in-plant and retraining facilities;

62.4 a systematic and continuous review of the occupational and geographical mobility of labour;

62.5 a programme for industrial peace;

62.6 an adequate remuneration programme;

62.7 an adequate socio-economic benefits programme, i.e. health, safety and social benefits;

62.8 a programme of harmonisation and rationalisation of labour policies and legislation and a collaboration and co-ordination programme, i.e. collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments (RSA and Homelands) concerned;

62.9 a labour market organisation programme, i.e. the provision of labour market facilities and services;

62.10 a research and information programme directed at enlightening both employers and employees, i.e. the provision of adequate, useful and timely information on all labour matters, and in regard to employees early notice of increases in costs relative to matters such as transport, accommodation, etc. seems merited;

62.11 a forecasting programme, i.e. the anticipation of imbalances in the labour market and corrective action.

62.12 an adequate housing and residential area development programme for all races.

63. Finally, it needs emphasis that such a manpower policy should be centrally organised, co-ordinated and implemented.
Plan to bolster private enterprise

By CLIVE EMDON

The subject will be the merits of capitalism and the free enterprise system, and the pupils will be the Government, consumers, businessmen and even school children.

These are the ingredients of a long-term research and education project to be launched by the Association of Chambers of Commerce (Assocom) within the next few months.

The executive director of Assocom, Mr Raymond Parsons, said yesterday the project, already termed "counter-attack" in the Press, was no such thing. It did not relate directly to the Government's programme to combat inflation, but to a world problem — "increasing lack of confidence in private enterprise".

He said it was the duty of the business community, through organised commerce and industry to present a long view of the future of the competitive system.

"The benefits of competition must be positively demonstrated and not left to the vagaries of ill-informed opinion."

Bound up with the need to inform and educate government at all levels, consumers and businessmen themselves, and school children, was the need "to promote economic liberalism as a key to the survival of the capitalist system."

Mr Parsons said discussions at the recent International Chamber of Commerce Congress in Madrid related closely to the relationships and balance of power between government, private enterprise, trade unions and the general public.

The talks centered on how private enterprise could come to terms with the mixed economy of today and still retain a positive role in the economic system.

It was established that there had been no satisfactory alternative to the market economy and emphasised that profits were fundamental to social progress.

Mr Parsons said acute inflation had led people to question the system. "The result has been that the case for capitalism had largely gone by default. Hence the need for a long-term educative project for all."

Mr Parsons is to spend the next two weeks addressing Chambers of Commerce round the country on the Government's plan to fight inflation. He will also gauge the effectiveness of the campaign so far.

He declined yesterday to list the proposals he will be outlining during his tour.
Labour Reporter

Concrete solutions to South Africa’s pressing labour challenges are proposed in a plan for “co-ordinated national manpower development” issued in Johannesburg today.

Accelerated education and training for all race groups and particularly the better utilisation of Blacks — with relaxed influx control and job reservation — are among the wide ranging proposals issued by the Federated Chamber of Industries (FCI).

The FCI, which represents many of South Africa’s manufacturing industries, has also called for improved accommodation for contract workers and for permission to house certain migrant workers on a family basis in White areas.

The proposals, submitted last week to the Minister of Labour, Mr Marais Viljoen, strive for:

- The creation of a single labour market in which recruitment takes place according to merit, regardless of race, sex or marital status.
- The gradual elimination of social, cultural and educational backlashes.

The FCI points out that most labour issues are particularly acute for Blacks and that further adjustments are called for.

But the statement emphasises that social and political unrest could result from a too radical or from a too “gradual and orderly” approach to change.

Radical change could also overstrain the economy while slow change could impede growth through under-utilisation of resources.

It points out that as many as 330,000 jobseekers may enter the labour market annually by 1980 — 70 percent of them Blacks.

(See Page 29)
JOHANNESBURG—The Federated Chamber of Industries yesterday urged the Government to carry out a complete re-think on its manpower policies, and listed a 12-point action programme involving a major change of outlook on traditional policies such as influx control, job reservation and Black trade unions.

It has called for an end to the red tape and lack of co-ordination among Government departments, and the creation of a body within the public service to launch a new national strategy to streamline policy on industrial affairs.

The Chamber yesterday presented to a Press conference “a labour policy for the 1970s” — a document outlining the formula it has produced after a 30-month in-depth study for a basic framework for a rational manpower policy.

‘End red tape’

The document — which was handed to the Minister of Labour, Mr. Marais Viljoen, last week — calls for: A job creating programme — the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;

An accelerated programme of full primary and secondary education for those groups which do not enjoy these facilities;

A massive training and retraining programme — the provision of pre-employment, in-plant and re-training facilities;

A systematic and continuous review of the occupational and geographical mobility of labour;

A programme for industrial peace;

An adequate remuneration programme;

An adequate socio-economic benefits programme — health, safety and social benefits;

A programme for harmonisation and rationalisation of labour policies and legislation, and a collaboration and co-ordination programme — collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments ( Pretoria and homelands) concerned;

A labour market organisation programme — the provision of labour market facilities and services;

A research and information programme, directed at enlightening both employers and employees — the provision of adequate, useful and timely information on all labour matters;

A forecasting programme — the anticipation of imbalances in the labour market and corrective action;

An adequate housing and residential area development programme for all races;

There is no end to the battle at all at the moment,” newsmen were told by Mr. Chris du Toit, chairman of the FCI’s Labour Affairs...
Proposed new legislation does not change the repressive nature of South African labour legislation, says a visiting international labour leader.

SA alternative to black trade unions is ‘out’

Labour Reporter

A visiting international labour leader who interviewed employers of close to 100,000 South Africans found none opposed to Black trade unionism in their companies.

"Most said they would deal with the respective Black union in their industry," said Mr Dan Gallin, general secretary of the International Union of Food and Allied Workers' Associations.

"One company said works committees were a useless deception and wanted to deal only with trade unions." Mr Gallin was interviewed in Johannesburg before his departure after a week's visit to South Africa.

FIRST VISIT

The Geneva-based labour leader paid his first visit to his six affiliated unions of all races in South Africa. He returns to Geneva with hopes of signing up about 12 new South African affiliates soon.

South Africa's system of worker representation for Blacks would never gain acceptance internationally — among the trade union movement or employers.

"But, most important, it cannot gain the acceptance of the Black workers in South Africa itself," Mr Gallin said.

"The proposed new legislation does not change the repressive nature of South African labour legislation. It only evades the basic issue of trade union rights for Black workers."

SOLUTION

If works committees were to solve any problem they would have to be controlled by trade unions, as was the case in all other parts of the world where they existed.

Enterprise-based unions, as existed in Japan, were also genuine trade unions with rights to strike or to form federations independent of management.

South Africa's system, however, was totally dependent on management, Mr Gallin said.

DISCRIMINATION

"There will never be any acceptance outside South Africa of labour legislation based on racial discrimination."

"We expect a start to internal detente with Black workers. South Africa's international position will depend on progress made in this respect," Mr Gallin said.

He believed investments in South Africa were "extraordinarily profitable" because of the low wages being paid to Black workers.

Mr Gallin also visited Rhodesia, where he found that South Africa's liaison committee concept was favourably viewed and spreading.

5. (a) What in your opinion should the aim of tutorials be?
(b) Do you feel these goals were achieved during the year?
 NOTICE SI OF 1976

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, E.E. E. Radue, Industrial Registrar, do hereby, in terms of section 2(2) as applied by section 7(5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Orange Free State and Northern Cape Clothing Manufactures’ Association. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing within one month of the date of publication of this notice.

TABLE

| Name of employers’ organisation | Orange Free State and Northern Cape Clothing Manufactures’ Association |
| Date on which application was lodged | 29 September 1975 |

Interests and area in respect of which application is made: Employers engaged in the Clothing Industry in the Magisterial District of Bloemfontein.

“Clothing Industry” means without in any way limiting the ordinary meaning of the term, the Industry in which employers and employees are associated in establishments which are registered or liable to registration under the Factories, Machinery and Building Work Act, 1941, for the purpose of making, irrespective of the process or method used in such making, any one or more of the following classes of wearing apparel:

(a) Outer garments, underwear or nightwear;
(b) ties;
(c) men’s or boys’ tweed or linen hats or caps;
but does not include the knitting of any such article or the making of—

(i) garments to the measurement of individual persons; except in the execution of orders from any Government Department, Provincial Administration, local authority or the South African Railways and Harbours Administration;
(ii) wearing apparel from fur's or pelts;
(iii) women’s or girls’ hats; and
(iv) stockings or socks.

Postal address of applicant: P.O. Box 4866, Johannesburg, 2000.

Office address of applicant: Sixth Floor, Voges House, 123 Pretoria Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representative of any employers’ organisation which objects to the application shall in terms of section 4(4) as applied by section 7(5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1(2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4(2) must be followed in connection with any objection lodged.

E. E. E. RADUE, Industrial Registrar.

(23 January 1976)
Beef industry chaos feared

Farming Editor

The president of the South African Federation of Livestock Auctioneers, Mr Fred Lategan, today predicted "chaos in the beef industry" if the floor prices of beef were not adjusted to accommodate the huge increases in marketing costs.

Mr Lategan said rainfall on livestock had increased by 140 percent since October 1 1974 and marketing costs had rocketed by almost another 50 percent.

Total marketing costs of a Vryburg farmer was R12 for a beast in October 1974. It has now rocketed to R22. When the new City Deep abattoir comes into operation later this year it will increase to about R27, he said.

"We have all expected rail tariffs to increase but a 50 percent increase in one swoop is much too harsh," he said.

EXCESS STOCK

Mr Lategan expects a steep increase in meat prices after the winter, but so there might be a slight drop in beef prices before the winter as farmers marketed their excess stock to conserve grazing for winter.

He said cattle feeders had taken a very hard knock with feed prices.

Feedlots are only one quarter full. "That is where our high quality beef comes from," he said.

Mr Lategan said floor prices would have to be increased. "The Meat Board and the Government will have to take a long hard look at the economics of beef production. Higher floor prices is the only way we can protect our cattle farmers. As it is we do not produce enough meat in the country."
Favourable reaction to FCI plan

for labour

Own Correspondent

Johannesburg. — Preliminary soundings suggest that the Federated Chamber of Industry's request to the Government to formulate a coordinated manpower development policy managed by a single central department will result in a positive reaction from the authorities.

The FCI submitted its proposals late last year. Included were recommendations that influx control and job reservation be relaxed, and that collective bargaining machinery be made available to Blacks.

Acceptance of some of the recommendations will necessitate changes in legislation that will allow, according to the FCI, a more efficient use of the total labour force.

There has been no official reaction yet from the Department of Labour to which the FCI proposals were submitted, and the chamber has desisted from pressing for a reply.

CHANGE

This is mainly due to the change of ministers.

The previous Minister of Labour, Mr Marais Viljoen, apparently reacted favourably to the idea of a coordinated manpower policy.

It remains to be seen what stance his successor, Mr S P Botha, takes.

Dr Hennie Beyers, director of the FCI, says he and his colleagues are giving Mr Botha sufficient time to settle into his job before tackling him on the subject.

But behind the scenes lobbying indicates that the authorities favour many of the proposals.

I am told that Mr M C Botha, Minister of Bantu Administration and Development, has indicated his support and members of his department have expressed enthusiasm. This could mean a great deal in relaxing influx control.
Limit to what tax can do to prop economy

CAPE TOWN — There is a limit to how far the tax system can be used to promote social and economic objectives, says the Secretary for Inland Revenue, Mr W van der Walt.

He was speaking during the executive council meeting of the Federated Chamber of Industries here yesterday.

Replying to suggestions from industrialists that tax rebates and allowances should be used to promote industrial investment, exports and improve the cash flow position of manufacturing companies, Mr van der Walt said the ideal was to work back towards lower basic tax scales.

The erosion of the revenue base was a danger which had to be countered since the primary objective of the tax system was to secure funds for the running of the State.

Quoting one of his predecessors, the Secretary for Inland Revenue quipped: "Once economists get a toe-hold in the Income Tax Act, it grows like Topsy."

- Mr Stanley Shigman, executive director of the Textile Federation, called for a differential investment incentive allowance to promote the use of locally produced capital equipment for industry. He also suggested a set-off of capital expenditure against the loan levies payable by industry to help industry to finance its investment. The effect of this would be recouped by increased taxed profits, he said.

- A promise that the Government will look into rate increases was made by the Secretary for Industries, Mr P H Theron.

He was replying to a request for the establishment of a board to review railway rates. It was argued that continual increases in railway rates was cramping industrial development in the Western Cape.

Mr Theron said a case could be made for studying the rail rates situation. "We will have to find a solution if tariffs become impossible."

- Industry is to establish a working committee to investigate opportunities for further import replacement in South Africa with the objective of reducing reliance on foreign sources of supply.

- Mr Ronald Freakes, director of the Natal Chamber of Industries, drew attention to rising unemployment levels and a "snowballing external situation," and recommended that the maintenance of economic activity must now be elevated on the list of priorities.

- The objective must be growth without inflation, said Dr S J P Smit, chairman of the Central Economic Affairs Committee. Industry must give more attention to internal sources of expansion, including growth in the local market, innovation, capital formation and more efficient resource use.

- A third phase of the export-promotion programme is now urgently required, FCI export trade committee chairman Mr H Shield said.

Boosting exports is as great a problem as holding back inflation. An imaginative programme to exploit opportunities is needed, Supa-Router,Own Correspondent.
AFRICAN LABOUR REPRESENTATION

Dudley Horner

Saldru Working Paper No. 3
Despite some apple tree damage, the fruit of the ECI recovery project emerged in the form of jobs and economic growth. The ECI recovery project was designed to stimulate the economy and create new opportunities for businesses. The project was funded through a combination of public and private investment.

For instance, the Department of Commerce worked closely with businesses to identify potential projects that would benefit from the ECI recovery funding. These projects were then implemented with the help of local and state government agencies.

The ECI recovery project was a key component of the overall recovery effort. It helped to create new jobs and boost economic growth in the region. The project was a success, and it set a precedent for future recovery efforts.

In conclusion, the ECI recovery project was an important part of the overall recovery effort. It helped to create new jobs and boost economic growth in the region. The project was a success, and it set a precedent for future recovery efforts.
The Transvaal Chamber of Industries has sent the Prime Minister a long memorandum on Black unrest. Well done. But do the recommendations go far enough?

Unless we have a rather dramatic breakthrough on the socio-political side, and here I must think of a settlement of the SW Africa problem, and worthwhile and definite steps to eliminate discrimination, we cannot expect capital inflows of any consequence — Nedbank chief Gerry Muller, addressing the Natal Regional Chambers of Commerce this week.

If we cannot expect substantial capital inflows, the economy's growth has had it. That's a fact. Businessmen know it. Government's economic advisers acknowledge it. The problem is to persuade the Cabinet to do something about it.

One thing businessmen can do is to start speaking their minds, as the Transvaal Chamber of Industries has done in a thoughtful memorandum to the Prime Minister. It lists some of the problems of city Blacks, and urges certain changes. Some of the main points raised by the TCI:

- **Permanence.** City Blacks see themselves as permanent urban dwellers and not as "homelanders", and industry needs them on a permanent basis. They should therefore be officially recognised as such. "Black satellite towns" should be given full municipal status, as White towns have, with the municipal vote and land ownership rights for qualified permanent residents.

Ownership of township land should be transferred from the Bantu Affairs Administration Boards (Baabs) to the elected Black municipal councils, which would then be able to sell stands to the citizens. Since there is no vote for Blacks in national affairs, advisory councils should be set up to liaise between Pretoria and the Black municipal councils.

- **Civic affairs.** The TCI says that Urban Bantu Council members are seen "more or less as rubber stamps of government thinking, if not as government stooges," and that government's recognition of the Bantustan leaders as the only representatives of urban Blacks conflicts with their desire for civic self-government.

The TCI therefore recommends that UBCs be given real local government powers, with access to top officials, and representation on Baabs.

- **Housing.** Referring to the "vast housing backlog" — with six and seven year waiting lists in Soweto, and frequent occupation of small location houses by two families — the TCI says adequate finance for urban Black housing should be second only to national defence needs.

It also sees "undifferentiated housing" as undesirable, and urges that wealthier Blacks should be able to erect homes of their own design or rent houses of a higher standard than the usual standardised four-room houses. This would give them more constructive ways of spending their incomes.

The TCI adds, though, that these ideals and that of a stable, contented "middle-class" can only be realised under a broad home or leasehold ownership scheme.

- **Amenities.** The TCI also calls for urgent attention to the vast backlog of basic township amenities: electrical reticulation of all premises: street lighting (to help combat crime); tarred roads; storm water drainage; provision of telephones; proper shopping facilities; more facilities for sport, recreation and cultural activities; and more money for creches and youth clubs.

- **Transport.** The provision of an adequate transport system between all parts of townships and all areas of major employment is crucially necessary. The TCI says that SAR services (despite overcrowding) are basically good, but that it has watched with growing dismay the deterioration in Putco's services and its attitude towards passengers. Efficient and regular bus services are required in all areas where train services are impractical.

- **Education.** After defence and housing, Black education should be top of the list of priorities for adequate finance. Free
THE TRANSVAAL Chamber of Industries has urged the Government to introduce sweeping changes for Blacks, so that "a stable and contented middle class" Black community will emerge in South Africa.

In a memorandum to Mr Vorster, the chamber, the largest in the country and the most representative of individual employers, deplored any doubts that unless Blacks were given a better deal soon, South Africa's future was bleak.

A basic articulation of moderate Black demands, the comprehensive memorandum sets out a blueprint for urgent change.

The chamber warns of the "stagnating discontent" of urbanized Blacks which "has once again boiled over into widespread riots, loss of life, destruction of property and loss of production since June 16.

The chamber says: "An industrialist's businessman, regardless of individual and political opinions, we have a deep and vested interest not only in the economy, but also in the work force which without our factories cannot operate and without the economy of which the economy of the country as whole would collapse."

Stable work force

The chamber believed the only way a stable and controllable work force could continue to function and maintain was "to look at the root causes which grievances which our community and their families have, and do whatever is practical to overcome such grievances."

While the Chamber's members would do what they could to eliminate any possible discontent, it would be no avail if the bread of discontent was not first removed.

Higher wages would mean nothing if the quality of life for Blacks was not improved, and education could not provide the ultimate fulfillment in participation in the Black's would bring disillusionment. Training without access to productive work would bring bitter frustration.

The concern of industry is that the right to work for Black class harmony between the races is able to be taken and followed at a steady, accelerating and balanced pace.

The chamber said there was a basic need to ensure a stable, contented urbanized Black community in the metropolitan and urban industrial areas.

Air for permanence

"The emergence of a middle class with Western-type materialistic assets and ambitions has already eaten with these areas."

"The mature, family-oriented, urban Black already places an emphasis on stability of his household uppermost in his mind and more interested in his pay packet than position."

"Our prime object of departure should be that this middle class is not weakened by frustration and indigence."

"Only by having this most responsible section of the middle Black class on the side can the Whites of South Africa be assured of continuity and a future of non-racial, the irreplaceable economic and political ambitions of Blacks who fostered against their own material interests from within and without our borders."

To achieve this ideal, the chamber regarded the recognition urban Black permanence as essential.

The need by Blacks for a form of civic self-government in the townships had to be recognized.

The Government's recognition of the household leaders as the only truly representative leaders of the Black people, including the urban Blacks, is in contrast with the desire of the Blacks," the chamber said.

As the Black municipal councils had no vote in the affairs of central government, the representative Government departments should set up advisory councils composed of representatives of the Black municipal counselors.

Government rubber stamps

It was important to examine whether "Bantu councils will represent the Black man's point of view, effective, and what steps could be taken to make improvements in order to make them acceptable as an effective means of the inhabitants of the townships."

The frustration of Blacks was aggravated by the fact that the elected representatives were White councilors and school boards were no more effective than Black population.

"These representatives themselves realize that in the eyes of the Blacks they are seen more or less as rubber stamps of Government thinking, if not as Government stooges."

The chamber urged:

- REAL POWER OF LOCAL GOVERNMENT to be given to Bantu Councils:
- THESE COUNCILS have access to the necessary water, in order to put their views and plans across to the highest authority;
- REPRESENTATION on the Bantu Administration boards be granted a Bantu Urban Council.

These changes would prove the proverb white people were responsible, in the abolishing channels of means which have been the result of years of power and precise involvement with authority.

Housing is critical

Housing for Blacks is regarded as critical. Priority should be given to adequate finance for urban Black housing, and that housing should be second only to defense security.

While the standard four-roomed house was barely large enough for one family, it was usual for such houses to be occupied by two, three, or more adults and adult lodgers in addition.

The chamber also called for the provision of basic amenities in townships - electricity, street lighting, telephones, provision of drainage, provision of telephones, proper shopping facilities, recreation centres and creches and sotuh schools.

Dealing with transport, the chamber said problems in the Black community were such that environments could be accepted as a part of life, and that the only solution was to make the Black man with the transport he received from White.

The provision of a fully adequate, rapid transport service to all parts of the township and all areas of major employment reduces to a crucial part of ensuring a stable and contented feeling among Blacks.

Crisis in education

Pages of the chamber's memorandum were devoted to the educational crises affecting Black.

It called for more money for Black education; more schools, the provision of free compulsory education up to the age of 16; bursaries to cover expenses; inclusion in free education and the inclusion of teacher training with improved salaries.

The chamber, taking a tough stand on the sensitive issue of job opportunities for Blacks, recommended central co-ordinated manpower planning to overcome the present lack of a coherent flexible national manpower policy.

Gap widens

Immediate steps should be taken to widen the still existing aspects and the removal of severely disadvantaged groups of Blacks so that the necessary full utilization of the available manpower of the country could be stimulated. The gap between the average white and black wage had increased in real terms in the past three years.

"With the best will in the world, industry will not succeed in closing this gap. H. is shaded by the lateral immobility of the labor force imposed by successive legislative and the removal of the two families and often with the men, or more adult lodgers in addition."

"The chamber also called for the provision of basic amenities in townships - electricity, street lighting, telephones, provision of drainage, provision of telephones, proper shopping facilities, recreation centres and creches and sotuh schools.

The Government to reconsider statutory provisions with a view to alleviating the feeling that Blacks are being discriminated against.

It wants the Government to streamline and the legal provisions and administration of
Explosive pressures are building up yet government seems paralysed. Businessmen must act decisively to relieve the pressures before it's too late.

**Time for action**

Are South Africa's businessmen going to sit silently behind their desks while everything they have built up is put in jeopardy?

The pressures are on and government, imprisoned within its own ideological inhumanities, seems incapable of responding constructively to the continuing Black violence that threatens to engulf the country. Indeed it is impaled on the horns of a predilection dilemma.

On the one hand a policy of massive repression, for which we may never be held accountable, is fraught with danger. Wholesale arrests may simply provoke further revolt, leading to a vicious circle of more arrests and more revolts. And locking thousands of people up, ultimately prove self-defeating because the Black communities in the cities will be left with no effective leadership.

And when they want to make themselves heard they will have no choice but to go out on the streets again.

On the other hand the making of concessions in response to violence is equally dangerous. The Minister of Police, Jimmy Kruger, says Blacks must learn that 'rioting will get them nowhere'. But his government has been simultaneously teaching them exactly the opposite: the revolt of the schoolchildren, which began on June 16, achieved in a matter of days what eighteen months of representation through official channels had failed to achieve - the suspension of enforced Afrikaans in the schools.

Having won a battle over Afrikaans, Blacks may see the home leadership scheme as a second victory. And this week's remarkably effective stay-at-home strike may be part of a strategy aimed at winning still further concessions.

The moral that intelligent businessmen should draw from this — even if government is incapable of getting the message — is that if Black and White are going to live together in peace, reforms must come not through escalating violence and confrontation followed by eleven-hour concessions but through peaceful negotiation and compromise.

What then should be done? In the first place, the business community has to accept that if it is going to start talking about solutions it is going to have to start talking politics. Any attempt by government to tell it to stop 'meddling in politics' must be firmly rejected. Not only has it the right — indeed it has the duty — to get involved.

The next step is to accept what is already a political cliché: the time for unilateral White decision making has gone forever. No lasting solution to our present racial impasse is possible as long as Whites are prepared only to act on what they think Black grievances are or on what they consider to be 'legitimate' Black complaints presented by those they accept as 'responsible' Black leaders.

The starting point of the Transvaal Chamber of Industries' eminently sensible proposal (FM last week) is that the urban Black "middle-class" must be won over to the side of the Whites in order to contain "on a long-term basis the irresponsible economic and political ambitions of those Blacks who are influenced against their own real interests from within and without our borders."

Certainly the middle-class must be won over. But it is not the Black "middle-class" which is presently in revolt. Attempts to appease it may therefore not succeed in curbing unrest. It should be remembered that 40% of the people in Soweto are younger than 20, and 60% younger than 30.

Urban Black demands for decent wages or trade union rights or a meaningful political role are not "irresponsible", nor are White organisations entitled to assert that such demands are against Black interests. If these are the demands that Blacks are making, we have to accept them as a fact and start talking about how to accommodate that fact instead of simply trying to brush it aside.

The central message which the business community must now hammer home in public, and, particularly in private, is that government must stop acting unilaterally and start negotiating. But with whom?

Government wants to believe that the Bantustan leaders are the spokesmen of urban as well as rural Africans. There is, however, mounting evidence that city Africans do not necessarily accept them as their leaders. There is a similar problem with the Soweto Urban Bantu Council (UBC). It is widely discredited as the "Useless Boys' Club", and even its members admit they are no longer accepted as leaders, even if they once were.

The only adult organisation in Soweto which appears to be remotely acceptable to the younger generation is the recently formed Black Parents' Association. But virtually its entire leadership is now in detention. So once again a leadership vacuum is developing.

It is vital therefore that, as part of a programme of national reconciliation, a recognised leadership group is allowed to develop and is allowed freely to express what it sees as the needs and aspirations of urban Africans — both as workers and citizens — without fear of being branded as extremists and agitators. And it must be given a meaningful negotiating role to play in civic and in industrial affairs.

That does not mean that what Whites may view as extreme demands have to be conceded. It does mean that without a much freer articulation of Black viewpoints there is no process by which White moderate opinion can identify and find common cause with Black moderate opinion against the extremists among both race groups.

Businessmen, who are nothing if not pragmatic, will recognise such a multi-racial alliance of moderation as vitally necessary if the future is to hold out any hope whatever. And if to achieve it they also have to play a political role, so be it.

Dialogue is needed, not just detentions.
Agitators Blacklist Opposed
FIVE-DAY WEEK
Compromise at last

The Chamber of Mines and the Mine Workers Union have reached a compromise on the five-day week. In the process, both sides have retreated from their original positions.

The agreement provides for the introduction of an 11-shift fortnight (a 5-day week every second week) on the gold and coal mines from April 1977. The MWU has agreed that certain collieries, which for economic reasons cannot introduce

done.

On the union side, the agreement represents a retreat from its demand for a full 5-day week. The MWU has also abandoned its view that the scheme did not necessitate changes in work practices and would not entail a loss of production.

Why the climb-down on both sides? Obviously, public postures become instantly negotiable once bargaining begins. However, many mining sources argue that the intervention of Prime Minister Vorster was the main catalyst. The FM understands that Vorster held a gun to both parties heads and ordered them to settle. Since then negotiations have proceeded smoothly and both sides have been prepared to drop many of their previous bargaining positions. Indeed Vorster is believed to have threatened the

What's happening?

TCT MEMO
I'm 3/6/72

If enterprises cannot afford to change their work practices, they should not be blamed for their reluctance to do so. The Chamber has made its position clear that it will not accept any proposals which would involve a loss of production.

The Chamber has also stated that it will not accept any proposals which would involve a loss of production.

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Businessmen to see Ministers

By GORDON KLING

ORGANIZED commerce, industry, and top businessmen in the Cape are going on the offensive in an effort to bring about changes in South African Government policy which they see as essential to the economic viability of the country.

The presidents of the Cape Town Chamber of Commerce and the Cape Chamber of Industries are to lead delegations to Cabinet Ministers in Pretoria next Thursday which will present calls for change on numerous fronts.

The delegations are to meet the Ministers of Justice, Mr J T Kruger, of Economic Affairs, Mr J C Hennis, Coloured Relations, Mr H H Smit, and Labour, Mr S P Botha.

Neither the president of the Chamber of Industries, Mr R D Smith, or the Commerce head, Mr S L Reilly, would divulge contents of their memoranda, which a reliable source described as "giving the Government hell".

The source said the Government would be told that concessions were no longer adequate. Major changes in policy were needed and these would be spelt out very clearly.

Meanwhile, top businessmen have come out in support of the call by the Trust Bank chairman, Dr Jan Marais, for business leaders to stand up and be counted in a broad "national politics".

Prominent Cape financier Mr Len G Abrahamse said one of the major problems now confronting the Republic was too much apathy on the part of English businessmen and too much hesitation in their Afrikaans counterparts.

The head of "a" major clothing retail chain said major alterations in Government policy would be needed to get the country back on an even keel.

The chairman of a national supermarket chain, Mr Raymond Ackerman, said a two-pronged attack was essential. Businessmen should tell the Government what had to be done and they should begin implementation of improvements in their own businesses wherever they could.
Assocom to consider move on apartheid

The Argus Bureau

PORT ELIZABETH. — The elimination of most of the socio-economic elements of apartheid in South Africa and a better deal for migrant workers are, two of the subjects before the influential Association of Chambers of Commerce congress which opens here tonight.

After the official opening by the Prime Minister, Mr B. J. Vorster, the congress will also examine other pressing problems. These include: the Government paying a bigger share of the wages of men on three months' call-up; the country's low growth rate; the Government falling into line in regard to the provision of on-site parking; tightening up on pension funds; and urgently examining commuter transport.

DISCRIMINATION

In a motion on socio-economic conditions, the Durban Chamber will seek the congress's backing to urge the Government to move towards final elimination of discrimination in the economic sphere.

Its motion also calls for property ownership for all; the relaxation of restrictions on Black businessmen to get them into the competitive enterprise system; and the employment of White businessmen of other races to give them the necessary skills and experience to run their own businesses.

The Cape Town Chamber, in a motion on migrant labour, wants the one-year contract system replaced by a system of employment quotas and wants migrant workers to be allowed to be visited by their families at regular intervals.

A symposium on the future economic business relationship between independent homelands and the Republic will hear papers delivered by the chairman of the Bantu Investment Corporation, Dr S. P. du Toit Viljoen, Professor J. L. Sadie of the Department of Economics, Stellenbosch University, and Paramount Chief Kaiser Matlampa, Transkei Chief Minister and Minister of Finance.
Vorster rebukes commerce for 'meddling'

PORT ELIZABETH — The Prime Minister, Mr Vorster, said here last night the Government would not abdicate its responsibilities to business or any other organizations.

Opening the annual congress of the Association of Chambers of Commerce (Assocom) in Port Elizabeth City Hall, Mr Vorster rebuked business organizations for meddling in politics.

He said efforts to use such organizations to effect change in South Africa would fail and create unnecessary tension between the Government and the private sector.

Commerce and industry had a democratic right to disagree with the Government as had every citizen of the Republic. "But I would suggest that the business sector rather come forward with concrete suggestions instead of attacks on the Government from public platforms."

Mr Vorster said he was surprised to hear frequent appeals to the Government to open the labour market, regardless of the consequences. "Apart from the fact that this would be asking the Government to abandon policies which had won elections, I am also surprised because the Government has gone to great lengths to meet the business sector's needs on labour."

Increasing use of Blacks

The Government had no objections to and was prepared to encourage the use of Black labour in higher-skilled occupations as long as such moves were done in consultation with recognized trade unions.

"Obviously this places a lot of responsibility on employers."

There had been regular representations to the Government to "give a stronger lead" or "exert influence" to make the trade unions more amenable.

"If this means the Government must do what employers cannot, such requests represent the height of irresponsibility. It would lead to labour unrest and hamper, for example, training of Black workers," Mr Vorster said.

The Government had, however, played its role in upgrading Black labour where possible and Blacks were, for example, being increasingly used in higher positions by the Railways and Post Office.

Training of Black workers had also been attended to in close consultations with trade unions and employers.
United front for new deal for Blacks—AssocoM

PORT ELIZABETH — English-speaking businessmen yesterday made a plea to Afrikaans business and industrial leaders to get together with them to present a united front to the Government in a plea for a new deal for Blacks.

The executive of AssocoM (the Association of Chambers of Commerce) was urged at its annual congress here to approach the Federated Chamber of Industries and the Afrikaanse Handelsinstituut in an effort to put forward a united case.

The congress unanimously approved a wide-ranging resolution from the Durban Chamber calling for more purposeful moves by the Government towards ending racial discrimination, especially in the economic sphere.

The resolution also urged the Government to recognize the need for all races to be in urban areas, allow all race groups to own property in their own parts of urban areas, relax restrictions on Black businessmen in their own areas, set aside mixed trading areas in which all races could trade freely, relax restrictions of the employment of non-Whites in White-owned businesses, and to facilitate the establishment of restaurants for all races in the White central business districts.

Saddened

Mr. A. N. Ventzen of Mossel Bay, told the congress he was saddened to see how many business leaders were out of touch with the political realities of South Africa today.

He said he had discussed the motion with some of his Sakekamer friends who were largely in agreement with its recommendations.

"Would it not be well worth while making friends with the Sakekamer and coming up with the united view of commerce?" he asked, saying the weight of a united view would be much stronger.

"A great deal more could be achieved if we have a meaningful and sincere accord with our Afrikaans fellow-citizens."

Approaches

He was supported by Mr. H. H. Hernstad of Johannesburg, who urged that approaches be made to the FCI and Afrikaanse Handelsinstituut, both of whom shared many of AssocoM's sentiments.

"To lend more strength to our proposed moves, our officers should be authorized to discuss them with the other two associations,

"If we can find a common platform, then the associations can go forward together to the Government. If we cannot, then we can still go on alone."

Mr. F. F. de W. Stekkenstrom, executive director of the Afrikaanse Handelsinstituut, was invited to address the congress, and agreed it would be a good idea for all the organizations to get together to discuss the situation.

Package

He urged, however, that the position be handled with caution as it was so delicate. But should be possible, he added, to present "a nice package" to the Government.

Introducing the resolution, Mr. J. Conradie of Durban said that this was the sort of concrete suggestion the Prime Minister had asked should be put to him.

"A new realism was needed in the present situation, he said, and with the natural evolution of the non-White community they were demanding greater self-expression.

"We have a single, indivisible economy," he said, "and we cannot just wish away a large portion of the population. The economy depends on their contribution."

Quick action

Mr. R. J. Wood of Cape Town, said that too much was being done for the non-Whites and not enough with them. Quick action was needed to get all the communities together.

Mr. I. J. Pinsaw of Johannesburg said the time had come for the country's business men to stand up and be counted.

Peaceful evolution was inseparably linked with continued economic progress, he said, and free enterprise must be seen to be meeting the aspirations of all the people.

Mr. M. Gardner of Springs urged greater clarity on the question of home ownership for non-Whites. When he had tried to get more details on the position, he said, he had found himself "on the edge of Alice's Wonderland."
The FCI unrest and Black unrest

The FCI unrest. Since June 16, have drawn concern and...

Assuming this...
November 20__

Dear [Name],

I hope this message finds you well. I am writing to update you on the progress of our project and to discuss the upcoming milestones.

As you may recall, our primary goal is to develop a comprehensive plan for the next phase of our project. This will involve gathering data from various sources, analyzing the information, and developing a strategy that aligns with our business objectives.

I understand that you may have some concerns regarding the timeline and budget for this project. I would like to assure you that we are working diligently to ensure that we stay on track and within our budget constraints.

I look forward to your feedback and suggestions on how we can best move forward.

Best regards,

[Your Name]
Blow struck for racial equality

By TONY KOENDERMAN

Organised Commerce this week stood firm on its right to speak its mind about politics when it affects business, despite the Prime Minister’s tough “hands off” admonition.

And in doing so, the Ascorom annual congress in Port Elizabeth put itself squarely behind a policy of racial equality in business.

A sweeping resolution, unanimously adopted, urged the Government to
- Move towards ending racial discrimination, especially in the economic sphere;
- Recognise the need for all races in the urban areas;
- Give property rights to Blacks in towns;
- Relax restrictions on Black businesses;
- Establish mixed trading areas for all races;
- Relax restrictions on employment of Blacks in White-owned businesses; and
- Encourage restaurants for Black businessmen in city centres.

Another resolution that was passed called for a change in the migrant labour system by replacing one-year contracts with a system of employment quotas.

Hand in hand with this went a suggestion that housing should be improved for migrant workers, that they should get leave privileges, and that their wives and families should be allowed to visit them.

Speaker after speaker at the congress agreed that commerce had a right — even a duty — to make its views known where politics start to affect business conditions.

“Our policy is not to shoot things from the rooftop,” said incoming president Bob Goodwin.

“Yet where political events have economic consequences it is our duty to point these out to the Government.”

“There can never be confrontation. But it is absolutely essential that the public and private sector find common ground upon which they can meet and solve our problems.”

Outgoing president Hymie Wolfie said: “There is an interdependence between politics and economics and we are worried at the implications for our economic performance. Disruption has imposed heavy costs on the economy.

“Peaceful evolution in Southern Africa is inextricably linked to sustained economic performance and business confidence.”

Even a leading banker, that traditionally conservative breed, agreed that political policies are now playing havoc with economic progress.

The managing director of Standard Bank Investment Corporation, Henri de Villiers, said: “Had established relationships remained undisturbed, it would have been highly unlikely for South Africa still to have a grave balance of payments problem after more than two years of recession.”

Speaking during the economic symposium, Mr.

De Villiers went on: “It is clear that normal objectives of economic policy are not being achieved.

“In the past, South Africa has often been saved by economic windfalls. This time, the windfalls did not materialise.

“Adverse political factors began to increase in intensity while the economy was still reeling from the shocks of the oil crises, the collapse of the commodity boom and a lengthy world recession.”

The price to be paid is a period of severe austerity, he said.

“I believe what is needed in South Africa is a bold and realistic approach to the social, political and economic problems of this country.

“While there is no doubt in my mind that as long as we delay making meaningful changes, the economic outlook is unpromising. At the same time this picture could change overnight if our political and economic problems are tackled courageously and with vision.”
AVOID LABOUR UNREST

BY

EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

THE NATIONAL DEVELOPMENT AND MANAGEMENT FOUNDATION OF SOUTH AFRICA
AVOID LABOUR UNREST

BY

EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

Recent events around us have emphasised the urgency of the need for effective communication between management and the Black worker.

*For effective results, complete exposure by management and supervisors to all aspects is essential.*

The NDMF is making a positive contribution in the following manner:

1. **THE BACKGROUND TO EFFECTIVE COMMUNICATION WITH BLACK WORKERS IN SOUTH AFRICA**

Two publications have been issued entitled:

"WORKS AND LIAISON COMMITTEES"  
Price: R6 - NDMF Members  
R9 - Non-Members

"LABOUR RELATIONS AND THE BLACK WORKER"  
Price: R6 - NDMF Members  
R9 - Non-Members

These publications contain a summary of the proceedings at recent conferences where the question of communication with Black workers was extensively and freely discussed based on papers presented following in-depth research.

These publications give a complete background to various aspects of communication with the Black workers and the international background of latest trends in labour relations.  (See Order Form - Appendix I)

2. **UNDERSTANDING AND MOTIVATING BLACK WORKERS:**  
**HOW TO GET THE DESIRED RESULTS FROM YOUR BLACK LABOUR FORCE**

The following short courses are offered by the Foundation's Black trainers -

"HOW TO MOTIVATE THE BLACK WORKER"  
3 hours  
Per delegate: R30 - NDMF Members  
R45 - Non-Members

"UNDERSTANDING AND KNOWING THE BLACK WORKER"  
3 hours  
Per delegate: R30 - NDMF Members  
R45 - Non-Members

2/.........
The following programmes are also available:

A. A Management Appreciation Programme for Senior Management

"KNOW YOUR BLACK WORKER" 3 hours
Per delegate: R30 - NDMF Members
                 R45 - Non-Members
Conducted by one of the Foundation's Black trainers.

PROGRAMME CONTENT:

1. Introduction of Coverage

2. Film - "WORLD OF DIFFERENCE"
   Made available through the courtesy
   of Goldfields of SA Ltd.

3. NDMF Video-cassette - "BLACK PRODUCTIVITY"
   Part 1: "Transition From Past to Present"

4. Exposition of advantages of:
   (1) Effective Labour Relations in relations to:
       a) White Supervisors
       b) The Company
       c) The Economy of the Country
   (2) Training of Blacks

5. Communications with workers' families
   Plant visits
   Letters to employees' homes

6. Closure

B. A Programme for White Supervisors conducted by a White
   and a Black trainer

"HOW TO GET THE DESIRED RESULTS FROM
THE BLACK LABOUR FORCE"

One Day
Per delegate: R50 - NDMF Members
           R75 - Non-Members
PROGRAMME CONTENT:

1. Introduction -
   (a) The purpose and objectives of the programme
   (b) Outline of coverage

2. Film - "WORLD OF DIFFERENCE" -
   including an explanation and discussion on
   the main features of the film

3. Company Resources -
   (a) Best use of available manpower resources
   (b) Training
   (c) Turnover and absenteeism -
       Handout: NDMF Publication -
       "Productivity Guidelines"
   (d) Advantages of training Blacks to:
       White supervisors;
       The Company;
       The Country's Economy - Inflation

4. Background to Motivation - Part I
   NDMF Video-cassette - "BLACK PRODUCTIVITY"
   including explanation before and after
   showing of video-cassette and discussions

5. Background to Motivation - Part II
   (a) Transition of Blacks from past to present
   (b) Case Study based on NDMF's programme
       "BLACK PRODUCTIVITY"

6. Understanding Black workers -
   (a) Likes and desires
   (b) Greetings
   (c) Appreciation for job well done
   (d) Consultation
   (e) Frustration of Black supervisors
   (f) Committee's contribution to understanding

7. Film - "WILL TO WORK" -
   depicting do's and don'ts of behaviour by
   supervisors
   (a) Brief on what to watch
   (b) Short summary of film's applicability to
       Black workers

8. Communication with workers' families
   (a) Plant visits
   (b) Letters to employees' homes

9. Closure
3. **WORKS AND LIAISON COMMITTEES**

A complete package has been produced dealing with all aspects of the operation of Works and Liaison Committees. The package consists of two videotapes aimed at informing management and Black workers respectively, and instructing workers on the effective operation of committees.

The package also contains a Leader's Guide, Manual and Handouts on such subjects as duties of a committee member, desires and likes of the factory worker, advantages of open channels of communication, reasons for failure of committees and criteria for success, do's and don'ts for management. (APP. II)

In addition to the hire and sale of the package (for details see attached schedule - Appendix II), the Foundation offers the following:

A. **"WORKSHOP FOR BLACKS SERVING ON WORKS/LIAISON AND CO-ORDINATING COMMITTEES"**

One Day

Per delegate: R30 - NDMF Members  
R45 - Non-Members

Conducted by one of the Foundation's Black trainers.

B. **"WORKSHOP FOR EFFECTIVE WORKS COMMITTEES DESIGNED FOR WHITE SUPERVISORS"**

One Day

Per delegate: R50 - NDMF Members  
R75 - Non-Members

Conducted by one of the Foundation's Black trainers.

C. **"APPRECIATION SESSION FOR WHITE MANAGEMENT"**

One Hour

Per delegate: R10 - NDMF Members  
R15 - Non-Members

Conducted by one of the Foundation's White trainers and one of the Black trainers.
4. EFFECTIVE COMMUNICATION WITHOUT CONFLICT

The Foundation has the rights to offer a course in Effective Communication, designed by Dr D Gouws, managing director, Personeelkonsultante, and Mr R V Sutton, group personnel manager, S A Breweries.

It is concerned with negotiation skills - changing negotiation processes from a conflict situation to one of joint problem solving, thus opening the way to productivity bargaining.

The course can be offered to White supervisors and Black workers.

5. BASIC LANGUAGE KNOWLEDGE

A basic knowledge of each other's language is an important ingredient of more effective communication.

The Foundation has the franchise for BOL (Basics of Language) courses designed by Professor R G A Boland of the Cape Town Graduate School of Business.

This is a five day residential course leading to a 450 word proficiency. It is available in 23 languages including Xhosa, Zulu, Tswana (shortly), Afrikaans, English and German. The courses have been presented by the Foundation with much success.

If sufficient candidates are available, in-company presentations can be arranged.

Public Courses - Per delegate: R210 - NDMF Members
R315 - Non-Members

* * * * * * * * * * * *

(See APPENDIX III for courses in this series being presented shortly)

* * * * * * * * * * * *

IN ORDER TO FACILITATE PLANNING OF FUTURE PROGRAMMES IN THIS SERIES, PLEASE COMPLETE AND RETURN THE ATTACHED FORM INDICATING YOUR INTEREST.
AVOID LABOUR UNREST

BY

EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

TO: The Training Division,
The National Development and Management Foundation,
P O Box 31793,
BRAAMFONTEIN. 2017.

NAME:.............................. DESIGNATION:......................
COMPANY:.................................................................
ADDRESS:.................................................................
.................................................. Postal Code:........
TELEPHONE No:.........................

We are interested in:-

.................................................................
APPENDIX I

PUBLICATIONS ORDER FORM

TO: The Publications Officer,
N D M F,
P O Box 31793,
BRAAMFONTEIN. 2017.

Order Number:..............
Please Invoice:.............
Cheque Enclosed:...........

Please send me the following:

"WORKS AND LIAISON COMMITTEES"
R6 - NDMF Members
R9 - Non-Members

"LABOUR RELATIONS AND THE BLACK WORKER"
R6 - NDMF Members
R9 - Non-Members

NAME:.......................... DESIGNATION:..................

COMPANY:.......................... Address:..........................

POSTAL CODE:.................... DATE:..........................

SIGNATURE:.......................
APPENDIX II

N D M F VIDEO-CASSETTE PROGRAMME:

WORKS AND LIAISON COMMITTEES

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<tr>
<th>S A L E</th>
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<th>Non-Members</th>
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<tr>
<td>COMPLETE PACK</td>
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<tr>
<td>(2 video-cassettes, manual, leader's guide, handouts)</td>
<td>R390</td>
<td>R540</td>
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<tr>
<td>Cassettes: SONY U-Matic 3/4&quot; or PHILIPS VCR 1/2&quot;</td>
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<tr>
<td>CASE STUDY (15 Handouts)</td>
<td>R 15</td>
<td>R 22,50</td>
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<td>Separate Items</td>
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<td>TAPE ONE: For the Employee</td>
<td>R 90</td>
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<td>(available in various languages)</td>
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<td>TAPE ONE: For the Committee</td>
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<td>TAPE TWO: For Management</td>
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<td>WRITTEN TRAINING MATERIAL</td>
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<td>(Leader's Guide, Manual, Handouts)</td>
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| H I R E                                      |         |             |
| COMPLETE PACK - PER WEEK                     | R 95    | R135        |
| (Return tapes only)                          |         |             |
| REPEAT HIRE - TAPES ONLY                     | R 65    | R 85        |
| COMPLETE PACK - PER DAY                      | R 40    | R 60        |

For further information: The Communications Co-ordinator,
N D M F,
P O Box 31793,
BRAAMFONTEIN. 2017.

Telephone: 724-6321
APPENDIX III

Courses in this series to be held shortly:

1. "B O L 450 - ZULU"

Dates: 3 - 7 May, 1976
Venue: Santa Barbara Hotel,
Broederstroom,
PRETORIA.
Leader: Mr Lazarus Mbowwe, NDMF Training Officer

2. "WORKSHOP FOR BLACKS SERVING ON WORKS/LIAISON AND
CO-ORDINATING COMMITTEES"

Dates: 19 May, 1976
Venue: St. Anthony's Cultural Centre,
Elsburg Road,
Reigers Park,
BOKSBURG.
Leader: Mr Daniel Zengele, NDMF Training Officer

3. "HOW TO GET THE DESIRED RESULTS FROM THE BLACK LABOUR FORCE"

Dates: 25 May, 1976
Venue: To be announced
Leaders: Mr W Schurch, NDMF Senior Training Officer
Mr A Radebe, NDMF Senior Training Officer

4. "B O L 450 - AFRIKAANS"

Dates: 14 - 18 June, 1976
Venue: Santa Barbara Hotel,
Broederstroom,
PRETORIA.

* * * * * * * *

For further information: The Administration Officer,
Training Division,
NDMF,
P O Box 31793,
BRAAMFONTEIN. #2017.
Telephone: 724-6321
That the FCI was invited by Assocom to accompany its delegation to the Prime Minister at the beginning of September, but that it turned down the invitation?

One delegate at an FCI meeting to discuss the invitation wondered what would be achieved by seeing Vorster at this time and asked whether it would not merely be giving him support for his trip to Switzerland. Another favoured a separate approach to Vorster — which would give the FCI more time to prepare itself?

And the FCI president Dan Benade said the FCI would be more at home in the company of Seifsa than in the company of Assocom.
Needed: Men of vision

DURING the past months, South African business
community has had to face the economic, social and
political traumas associated with nearly three decades
of apartheid.

Boards of directors and senior managers have been
reacting furiously to establish policies on workers' pay
raises, riot insurance, drops in sales volume, Black training and com-
pen- sation and a whole host of other matters associated
with the role and aspirations of South Africa's
darker-skinned people.

Too late

Much of the current debate on the problems has come too late and is being undertaken in a defensive and somewhat desperate
debate environment. The real tragedy is that much of the current unrest could have been avoided if appropriate
action had been taken sooner.

Five years ago, I made the following statement during my inaugural lecture at the University of
Cape Town:

In a multi-racial society such as ours, places a heavy burden on our White-dom-
inated free enterprise system. Businessmen on their way to work can no
longer drive past Soweto and Langa and say, 'those areas are not our responsi-
bility.'

'Such areas and the inequities they represent are the society's responsibility. Businessmen are part of society.

'Do we know what happens in these townships? Do we care?'

'Are we concerned that our workers live in abys-
mal to mediocre conditions, jammed into crow-
ded rooms with no privacy or inadequate recreational facilities?'

'Are we interested that many of our employees get
to work at 5 am and catch two
buses and a train in order to
be at work at 7 am? Do we know whether these people have had a decent breakfast before starting their long day? Do we care?'

PROF MEYER FELDBERG, Director of the
Graduate School of Business at the Uni-
versity of Cape Town, looks at the South
African situation. Today, in the first of
two articles, he discusses what business-
men should be doing and tomorrow he com-
ments on the number of professional men
leaving the country and what should be
done about it.

Turnover

"We complain about the unreliability of our workers. We complain about ab-
senteeism. We complain about labour turnover. We complain about productiv-
ity. We complain about loyalty.

"How can such people be expected to be loyal, productive or reliable? Would we if we were in their place?

"Business cannot and must not rely on govern-
ment to rectify these wrongs. Businessmen must
take the lead if South Af-
rica is to take its place in
the world community."

"This statement was exten-
sively reported and gener-
ated considerable comment from the business community.

"Many businessmen and industrialists suggested that I was overstating the case with regard to the un-
satisfactory conditions under which our Black peo-
ple lived. It was considered naive to suggest that lead-
ing businessmen take a
more active role in solving the nation's racial
problems.

"I was told that businessmen were responsible for profits and not for social and political ills. I was in-
formed that the Government's policy has fostered growth, stability, law and order.

"This myth has now been irrevocably destroyed.

"The policy of separate development has for decades been sowing the seeds for the destruction of the free enterprise system.

"During much of this pe-
riod the business communi-
ty has taken a casual inter-
rest in the real social, po-

tical and economic issues

facing South Africa.

"Today we read in the press that leading industrialists, bankers and re-
tailers are calling for major changes to the laws of our land. We read that the
Government must abolish job reservation

that it must remove all barriers to promotion of Black labour, that it must improve education and training of Blacks, etc."

"Where were many of these businessmen in 1966 and 1970? Why have so
many of them only recently called for major changes in our legislation? Surely they could see the inevitable consequences of racial suppression in South Africa?"

Past mistakes

I can understand busi-
nessmen not wanting to
embroil themselves in poli-
tical confrontation with the
government. I believe, however, much more could have been done than

"Government intransigence. Today it is not difficult
to criticise the Government for past mistakes. If
thing, it is fashionable to
do so.

"Is it fair, however, to lay all the blame on the shoulders of government? Surely, those men who em-
ploy thousands of people and con-
control hundreds of millions of rands worth of
assets could have taken a

more positive initiative

sooner.

"Today, as in the past,
South Africa needs busi-
ness leaders with vision. Men who can see beyond the
narrow confines of their own businesses.

"Fortunately, our corpo-
rate state members are now tak-
ings a strong and positive
position on our racial pro-
blems. For this they are to

be congratulated.

"I quote again from my
paper — delivered nearly
five years ago in Cape
Town.
African feeding plan mooted

Mercury Reporter

PIETERMARITZBURG: THE CHAMBER of Commerce is probing the possibility of establishing a restaurant for Africans in central Pietermaritzburg.

A questionnaire will be sent to businessmen next week asking for details of African employees. Employers will be asked if they are prepared to subsidise meals and by how much.

In a preamble to the questionnaire, the chamber says it has been concerned about the lack of adequate restaurant and feeding facilities for the black community in Pietermaritzburg.

It was known that some firms provided canteens for their staff, but "the vast majority were without adequate facilities."

After investigations by the chamber’s African Affairs Committee, “it would appear the most suitable proposition is for an entrepreneur to establish a centrally situated Black restaurant which will cater for passing trade as well as employee needs. It is a recognised fact that an adequately fed labour force is more productive."

It was proposed that the subsidisation of meals by employers through a canteen system would be an integral part of the scheme. Employers would benefit through better productivity and would be able to claim tax deductions for the subsidy.

Members will be asked to complete and return the questionnaires by January 20.
Stop hoping, says chamber head

DURBAN — The president of the Durban Chamber of Commerce, Mr John Conradie, yesterday, warned businessmen to stop hoping for an upturn in the economy in the near future.

In the chamber's latest Information Digest, he urged businessmen to adapt their policies to ride out the recessionary influences 'which are likely to bedevil the economy for most of the year.'

Mr Conradie said he did not expect any relaxation of the Government's tight fiscal and monetary policies in 1977.

'I do hope, however, that there will be some improvement in South Africa's external position which might permit, towards the end of the year, a mild reflation.

'Any reduction in the country's inflation rate next year seems unlikely although slack demand and increased competition will be the main factors containing any substantial increase.'

'Overall I expect consumer spending, manufacturing output and investment to continue at a low level throughout 1977 with the inflation rate similar to the 1976 rate,' Mr Conradie said. — Sapa.
The data indicate that the real cash wage of African farm workers in 1948 was quite possibly below the level for 1922 and average wages for intervening years, including the Great Depression (1927-34). If Arrighi's African Import Price Index' could be said to have been an adequate representation for pre-1914 price changes, then it is the gold belt (35) measured in 1939.

**Businesses urged to end apartheid**

DURBAN — Mr John Conradie, president of the Durban Chamber of Commerce, says he has little hope that the Government will make any contribution towards defusing the existing situation in South Africa.

He said he was more hopeful that the business community and its leaders in 1977 would begin to take the initiative in removing discrimination and opening up opportunities to all races, if not with the co-operation of the Government, then despite the lack of it.

He said he was not suggesting a widespread civil disobedience campaign for responsible businessmen sought to stay within the law. There was, however, much that could be done within the law.

"This will, I believe, be a year where businessmen are called on to put their money where their mouths are." On the economic front.

Mr Conradie felt that conditions this year would be much the same as 1979 and told businessmen to stop hoping for an up-turn and to adjust their business to the "recessionary influences that are likely to bedevil the economy for most of the year."

---

**WAGES: 1948-74, A PERIOD OF STAGNATION, DECLINE AND EVENTUAL PARTIAL RESTORATION OF REAL WAGE LEVELS**

Post-1948 evidence on African real earnings from plantation employment is shown in Table 2. It is shown that, while (current price) average earnings have increased in real terms, the 1974 earnings level was below the 1954 level. It is also possible, by equating 1953 and 1954 earnings levels (the data are not directly comparable) to argue that the evidence supports the view that the 1974 real earnings level was no higher than in 1948.

Taken in conjunction with the data in Table 1, it can be argued that real wages in 1974 were possibly no better than wages in 1922. Here there is strong evidence to confirm the view that real earnings have been stagnant for the last 50 years — except for when they have declined, for instance in the 1963-74 period. Indeed, because some of the increase in earnings can be attributed to non-labourers employed in plantation agriculture, it is possible that real wages for labourers have even declined.

The significance of the real wage trend cannot be wholly appreciated if taken in abstract. The (relative) constancy of the wage needs to be considered in the context of (i) the situation of farm labour in the overall economic system, (ii) the structure of farm wages and contract forms, and (iii) wage stratification amongst the plantation labour force.
A statement made by organised commerce calling for an amendment to the pass laws was in conformity with the thinking of the Prime Minister and commerce on the approach to political matters.

This was said in Pretoria today by Mr Bob Goodwin, president of the Association of Chambers of Commerce, who in a statement yesterday called on the Government to amend the pass laws and enforce control system "because the country cannot afford any excess expenditure."

The president added that the statement did not ignore a warning made by Mr Vorster at the annual Assocom congress in Port Elizabeth last October.

The Prime Minister told organised commerce that any attempts it might make to press the Government into making changes in basic policy would not only fail but cause harmful friction between the authorities and the private sector.

Assocom's statement yesterday followed a speech in Durban by Dr Michael Savage, a University of Cape Town sociologist, who set the figure for maintaining the pass laws at more than R112-million.

Mr Goodwin called on the Government to go into the whole question of pass laws with the aim of removing those laws it could and streamlining those that remained.

The president said today that Mr Vorster told Assocom executives after the Port Elizabeth congress that "when you feel that politics acts to the detriment of business my door is always open for discussions."
(i) RELATIVE DEPRIVATION

There are dangers in doing too much for workers and depriving the nation of the capital and trained labor it needs. The present system in South Africa represents more than 16,000 days of shortage of capital and trained labor, he said.

The call was made yesterday by the president of the National Executive of the Federation of the South African Trades Union, in his address to the Trade Union Congress of South Africa, Durban.

In a statement yesterday, the president of the Federation, Mr. Bob Goodwin, said the Government was in a fight against underemployment and underutilization of capital and trained labor. He said at present there was a trend for some kind of inflation, which existed in the country, and that the country was urgently needed for the successful implementation of Black employment in the country.

(ii) WAGE STRUCTURE AND CONTRACT FORMS

The wage structure of agricultural employment by type of contract has changed in some important ways in the last decade. Data on wages are shown in Table 3.

The highest paid contract form has been that for permanent workers, which is the highest paid contract form after deflating wage data by means of the African C.P.I. Cash wage rate for these workers fell from 31.2 per cent in 1965 to 27.3 per cent in 1972. African farm workers become relatively less important in economic terms as an input into the economy, largely as a consequence of mechanization and producer dependence on input controls. The earnings bill/gross operating profits ratio varied from year to year. Nonetheless, the ratio has fallen in real terms as has the ratio of African earnings to the value of Gross Agricultural Product.
Audio/visuals

Is it essential to show any audio/visual such as a film or videotape?

(b) Is it suitable as a meeting place for your audience and as a background for your subject?

(c) Is it the right size for the audience expected?

(d) Will everyone be able to see?
   Is there a dais or platform?
   Is there enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear?
   Will you need to use a microphone?
   Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily?
   Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g., films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared?
If so, how much money has been allowed for:
It is essential to show any audio/visuals, such as a film or a video. Have the venue for your presentation been decided? If so:

**Call on pass laws shunned**

_Johannesburg._ The Afrikaner Handelsinstituut has refused to join the Association of Chambers of Commerce in its call on the Government to change the pass laws.

Assocom made the call on Thursday, following a speech by University of Cape Town sociologist Dr Michael Savage in which he estimated the cost of maintaining the pass laws at over R1,22m.

Yesterday the Handelsinstituut's executive committee chairman, Mr Marius de Waal, said that the Handelsinstituut could not join the call because "even if we don't have the pass laws there must be some form of control and any new system would probably cost just as much."

He said that he was not sure that the pass laws were economically wasteful. "There must be some form of control as no one wants people in the cities who are unemployed. They become a drain on the whole community."

Commenting on Dr Savage's estimation of the annual cost of the pass laws, Chief Gusile Buthelezi, chief executive of the KwaZulu homeland, said yesterday: "It is tragic that such an astronomical sum is frittered away on ideological legislation and its implementation."

"When so much money is needed to bring the Black standard of living to the level of the Whites or the platform enjoyed by Whites and others in the race who do not carry passes."

(e) Will everyone be able to hear? Will you need to use a microphone?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

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**(c) What equipment will you have at your disposal? Will there be an experienced projectionist available?**

**(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?**

**(c) What facilities are there for obtaining or making others you may need?**

**Budget**

Has a budget already been prepared? If so, how much money has been allowed for:
Pass laws necessary for your demand.

Staff Reporter

The Afrikaans Handelsinstituut has refused to join the Association of Chambers of Commerce in its demand that the Government change the pass laws.

Assocem made the call on Thursday after a speech by University of Cape Town sociologist Dr Michael Savage in which he estimated the cost of maintaining the pass laws at over R12 million a year.

But yesterday, the Handelsinstituut's executive committee chairman, Mr Marius de Waal, said his organisation could not support the call.

"Even if we don't have the pass laws, there must be some form of control, and any new system would probably cost just as much," he claimed.

He said he was not sure that the pass laws were economically wasteful.

"There must be some form of control, because no one wants people in the cities who are unemployed. They become a drain on the whole community," he said.

The present pass law system might be wrong, he said, but to replace it with a better system might cost just as much.

A meeting room has a meeting audience and as your subject?

- Is there dais or platform?
- Is there enough room for the proper positioning of one or more projection screens?

- Will everyone be able to hear?
- Will you need to use a microphone?
- Is there a public address system already installed?
- Will there be any distracting noises and can these be silenced during your presentation?

- Can the room be darkened easily?
- Are there sufficient power supplies for any projected visuals or recorded sound?

Visually

- What equipment will you have at your disposal? Will there be an experienced projectionist available?

- Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

- What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared?

If so, how much money has been allowed for:
Boost for Coloured trading promised

The Argus Political Staff

OPPORTUNITIES available to Coloured entrepreneurs were virtually unlimited, the Minister of Economic Affairs, Mr J. C. Heunis, said today when he opened the new industrial complex at the proposed Coloured city of Atlantis.

The Government, he said, was giving top-level attention to the further development of a class of Coloured entrepreneurs.

Various recommendations in this regard had been made in the report of the Erika Theron Commission.

The matter was also considered recently by the Prime Minister's Economic Advisory Council.

Mr Heunis said he could give an assurance that the various recommendations were now receiving the attention of the Department of Coloured Relations and other Government departments.

He said he wished to emphasise that opportunities for Coloured entrepreneurs were virtually unlimited. At Atlantis, for example, there were no obstacles to the establishment of industries by Coloured people.

The Minister said that, according to figures from the Coloured Development Corporation, the Cape Peninsula now had 1,890 Coloured businessmen who were active in the retail trade and service industries.

In addition, there were 70 Coloured industrialists in the area—mainly in the clothing and furniture industries.

SONNY LEON

Mr Sonny Leon, leader of the Labour Party, said at the opening local authorities should make the maximum number of rented houses in economic and sub-economic schemes available for sale to the lessees.

Mr Leon, CRC executive member in charge of local government, also called on the State to make more land available to those in the community who wished to and could help themselves and on building societies to play their part as has been discussed recently by leading members of such establishments.

"There is, as we are all aware, a desperate housing shortage throughout the Republic — created mainly by the Group Areas Act, and the few wages paid in the rural areas, which has led to the mass exodus from the rural areas.

"The 696 houses that are already here at Atlantis, are but a drop in the ocean, but nevertheless appreciated," Mr Leon said.

The estimated shortage of houses in the Western Cape was 50,000."
Act to cut work hazards

Labour Report. South Africa must act now to fight occupational diseases, says Professor Ian Webster, director of the National Research Institute for Occupational Diseases of the University of the Witwatersrand. At the annual congress in Johannesburg today, the government and a partnership of employers, trade unions and the medical profession introduced a campaign to eliminate occupational diseases with the ultimate aim of combating "health tragedies" in the workplace.

A rare example of occupational disease was recently reported who, not long ago, was "found to be a complete respiratory cripple" at the age of 31. The man had been working under the streets of Johannesburg without dust precautions and had advanced silicosis.

DRUNKENNESS

- The case of a large firm seeking assistance because a large number of employees were dismissed for drunkenness. The employees turned out not only to be drunk — some were comatose, not because of alcohol but because of ventilation problems that had been allowing the effects of a depressant agent to be used.

- In another company there was a fire-damaged building that was almost choked when entering the room. The management was only concerned about the number of fire extinguishers required.

A young man of about 40 was in a hospital for leukemia probably caused by benzene exposure for a long time in a poorly ventilated factory.

- A young boy, the son of a miner, was taken to hospital because of a severe skin rash, the result of a chemical used in the mining process.
STUDY STAFF NEEDS SAYS DOCTOR

Mercury Reporter

A DURBAN medical practitioner, Dr. Stephen Thomas, yesterday advised businessmen to pay more attention to the needs and ailments of their African staff.

Dr. Thomas, who spent 25 years attending to sick Africans in the rural areas before moving to Durban, said Africans had a traditional fear of the supernatural and were strongly under the influence of their witch-doctors. These attitudes should be taken into account by employers who had their wellbeing at heart.

"An African man reigns supreme in his kraal. Even if he is the office messenger don't let the girl on the front counter order him to fetch her a meat pie. They are men and must have the respect they are entitled to," said Dr. Thomas.

Other do's and don'ts:

- Address him by his surname; shake hands with him on his first day at the office; sit down with him and talk to him; give and receive only with the right hand; it is disrespectful to use the other; if you are drinking with him at his home let him drink first; if he needs two weeks off to go home and plough give him unpaid leave; don't let a junior clerk handle his worker's compensation claim if he is injured on duty. Make sure he is attended to promptly.

Dr. Thomas said many people thought African causes and cures for illnesses very funny but he reminded guests attending a Chartered Institute of Secretaries luncheon that some notions and misconceptions Whites had about diseases were equally laughable.
'Terror' talks for SA businesses

Mark Metherell

A national business organisation which is to sponsor a series of conferences on "terrorism in industry and commerce" next month says it is not being alarmist but realistic in the light of the situation in South Africa today.

The National Development and Management Foundation will hold the day-long conference in six of the main centres where businessmen will hear company security specialists talk on topics including riots, strikes, intimidation, sabotage, psychological terrorism and physical protection.

Mr Paul Pemphion, executive director of the NDMF, said there was no doubt that South Africa did face the danger of "internal terrorism" and activities of that kind.

"We have got to be prepared for this sort of thing. We will also try to provide solutions ... before the riots last year, many businesses were unaware of the effect of this kind of aggression," Mr Pemphion said.

NOT ALARMIST

"We are not trying to be alarmist, but one must be realistic." Asked if one of the factors for the conference, "Riots and strikes," involved terrorism as such, Mr Pemphion said that terrorism was a generic term which could cover such activities.

The conference, results from the major conference on civil defence held in Pretoria last year.

NDMF is a non-profit, non-political association of companies which claims to be completely indepen-
Race and industrial relations the top priorities

Industrial Editor

BUSINESSMEN would have to give high priorities to race and industrial relations in 1977, Dr Zac de Beer, executive director of the Anglo American Corporation, told a financial conference in Johannesburg yesterday.

"You have to spend a lot of time on it, and probably quite a bit of money also," he said.

"If you fail to do so, I believe you will find that industrial relations problems interact with financial ones to cause you very serious trouble indeed." Dr De Beer said there could conceivably be a businessman who did not feel that race relations were of central importance in determining the success or failure of his enterprise.

He rejected the thesis that there was little that business people could do to improve the broad picture of race relations in South Africa in that the unsatisfactory features were the result of political acts and not of the behaviour of business leaders.

Dr De Beer believed that part of the remedy lay in increasing labour productivity.

"To achieve this at least three things were necessary.

"We need working people whose basic education is such as to make them readily trainable for complex technological work; we need those people to be with us permanently so that the opportunity exists to train them to their maximum productivity; and we need to be able to place them and use them in the most productive way without regard to irrelevant and arbitrary criteria.

"It is also self-evident that our chances of achieving maximum productivity are going to be greatest if the workers feel some sense of security and contentment in their personal lives and in the labour relations they experience at work."

Taking these criteria one by one, "I think we would agree that the Bantu education system leaves a good deal to be desired."

The migrant labour system made it difficult to bring one's labour force to its maximum productivity and held there. The obstacle to Black advancement often prevented industry from making the best use of trained workers.

The inadequacy of organised communication with the black workforce made it difficult to set up machinery to improve productivity.

Although many of the changes necessary to rectify the situation lay in the political sphere, there were areas of action open to business leaders.

Communication was one. Dr De Beer said: "There should be an effective system of committee structures where the elected representatives of the workers can represent their views and suggestions upwards to representatives of senior management.

"While trade unions including Africans are not recognised by our legislation, they do exist and there is no reason why White management should not be prepared to meet and listen to people from these unions, provided that they can show themselves to be reasonably representative."

Be stressed that adequate pay was necessary.

This calls for a properly organised and logically explained hierarchy of jobs and wage rates related in every case to the contribution made and the responsibility borne by the worker."

"Ill-defined and arbitrary criteria, such as a worker's real or alleged standard of living, had no place in this scheme of things."

"Distorted wage curves of Black and White workers, caused by job reservation, and the greater bargaining strength of the White worker compared with the Black, could not continue."

"Management must take note that objective authorities all over the world are unanimous that such distorted curves may threaten stability and productivity very seriously," he said.
Employees of black labour should try to compose with white workers who faced increased bias.

Affirmative Commissioner Mr. F. W. Rand, said.

The Fair Trade Act be the end of this discussion.

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Employers asked to back project

White employers of black workers can play a big part in furthering the aims of the massive black educational project, People's College, due to be launched this weekend.

This point is made by the organizers of the project who would like to see employers encouraging their black employees to study with People's College, a 44-page educational newspaper aimed at bringing learning to every black man, woman and child in South Africa.

The newspaper, which provides a number of educational courses for blacks on various practical subjects, as well as formal education to help students studying for their junior certificate and matriculation examinations, will be published for the first time on Sunday.

It will go out free, each week with Weekend World, South Africa's biggest newspaper for black people.

People's College cost more than R300,000 to launch and is being produced by the South African Council for Higher Educational Research and is backed by nips leading South African companies.
WHITE employers of Black workers can play a big part in furthering the aims of the massive Black educational project, People’s College, due to be launched this weekend.

This point is made by the organisers of the project who would like to see employers encouraging Black employees to study with People’s College, the 26-page educational newspaper aimed at bringing learning to every Black man, woman and child in South Africa.

The newspaper, which provides several educational courses for Blacks on various practical subjects, as well as formal education to help students studying for their junior certificate and matriculation examinations, will be published for the first time on Sunday.

It will go out free each week with Weekend World, South Africa’s biggest newspaper for Blacks.

Launched at a cost of more than R200 000, People’s College is being produced by the South African Council for Higher Education (Sached), and is backed by nine leading South African companies.

“We believe that People’s College will be widely welcomed by South Africa’s Blacks who are crying out for education,” said Mr Clive Netleton, an official of Sached’s project.

“We would like to see White employers specially employing domestic workers, for example, supporting this medium and encouraging their Black employees to take advantage of this unique opportunity to gain learning.”
Training show

EMPLOYEE training systems for commerce and industry will form a focus point at South Africa's first international training and education exhibition and symposium — Instructa '77 — at the Rand Afrikaans University next year. The exhibition will be held in the main concourse of the campus from July 18 to 19 and will feature a range of teaching and training aids suitable for all educational boards and most industries.

Mr Bill Moss, organiser of the show for specialised exhibitions (Py) says: "We have spent over two years doing a feasibility study for this industry.

"It is important that companies think more about employee training now, or they will suffer in a few years."
Unions prepare to get tough

BY GERALD KEILY

SOUTH AFRICA'S trade union movement is united in its determination to demand full compensation for recent vast increases in living costs.

Organised labour will also reject further wage restraints when the anti-inflation campaign's wage provisions expire at the end of the month.

Their unions are expected to ignore Government appeals for moderation in their demands. They claim the Government itself is making no apparent effort to restrain price rises in products over which it has full control.

They point to the recent rise in sales and excise duties, which will increase the prices of several hundred items. And also to the increased rail charges, passenger fares and pipeline charges, and the expected rise in basic food prices which will be sanctioned during the next few months by the Cabinet food committee.

In Pretoria yesterday the president of the 200,000-strong Rightwing SA Confederation of Labour, Mr. Attie Niehaus, said he was sick and tired of hearing from the authorities that, trade unions should act responsibly in their pay demands.

"That is exactly what we are doing. We want compensation for the rise in the consumer price index."

He warned the Government that organised labour — including Black workers with their own unions, or those associated with White unions — would also be making demands this year.

Within the next few months the Railways unions representing 116,000 White workers will also submit wage demands to the Minister of Transport, Mr. Louwrens Muller.
Tough months ahead, warns labour

Labour leaders have welcomed what many called the "workers' budget" but see no immediate improvements in living standards.

"The Minister has made the best of a difficult problem," said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

"The Budget could even be popular because no real, direct or indirect taxation has been imposed on the ordinary taxpayer."

Mr Wessel Borusan, vice president of the white Confederation of Labour was "pleasantly surprised in the main," though it was clear to him that coming months would be even tougher for workers.

Mr S D de Venter, president of the Public Servants Association, said he was disappointed that the Minister did not even mention the five percent pay rise which Government employees had expected in January.

Mrs Walter Grobler, general secretary of the Railways Artisan Staff Association, said: "In the circumstances it is a good budget, though it may cause a rise in the cost of living in the short run."

Mr Grobbelaar said the significant improvements in allocations for black and coloured housing were "a realistic acceptance of a desperate need."

He commended the Minister's approach of obtaining revenue from the sources "best able to afford it" — the financial institutions.
Hopes of pay rises take a plunge

Labour Reporter

Prospects for wage adjustments in private enterprise have hit rock bottom after the disclosure that a second major industry has followed the "no pay rise" policy adopted in the 500 000-employee metal sector.

But a spokesman for tens of thousands of artisans says trade unions will throw "everything they've got into the fight against what he regards as a possible wage-freeze pact.

Leading employers had almost certainly formed such a pact and counted on the Government to back them up, said Mr Ben Nicholson, secretary of the 80 000-strong Confederation of Metal Building Unions and vice-chairman of the 20 000-strong Council of Mining Unions.

Dr Strol Drummond, director of the Steel and Engineering Industries Federation (Seifsa), was not available for comment and a spokesman for the Chamber of Mines declined to comment today.

EMPLOYERS

Both Seifsa and the Chamber have opposed any pay adjustments in the metal sector and in the gold mining industry.

Employer attitudes were summed up this weekend by Dr G Jan Bulpke, a prominent economist, when he said it would be economic suicide for industries to grant any pay increases at this stage.

Every slight cost increase diminished South Africa's exporting capability which needed strengthening to create more jobs, he said.

The first volley in what could become a war in many industries was fired last Thursday when the Council of Mining Unions declared a dispute over the gold producers' outright refusal to negotiate pay increases.

SIGNIFICANT

Mr Nicholson said it was significant that the Chamber of Mines and Seifsa had countered wage demands by drawing attention to the pay freeze in the public sector — the Ministry of Labour to outlaw a strike by declaring any industry an essential service, observers say.

All of South Africa's leading trade union organisations are opposed to the proposed law.

The country's ultimate weapon, a strike, could well be ruled out in terms of draft legislation which would empower the Minister of Labour to outlaw a strike by declaring any industry an essential service, observers say.

However, trade unions would not accept a 100 percent sacrifice after voluntarily absorbing 30 percent of the rise in the cost of living for the past 18 months.
Employers deny pact on wages

Labour Reporter

A leading employer spokesman has refuted the suggestion that employers in private enterprise have formed a pact to freeze wages.

And a leading labour spokesman says the newly concluded negotiations for substantial pay rises in the footwear industry ruled out a total wage freeze.

Mr. Ben Nicholison, secretary of the 80,000-strong Confederation of Metal and Building Unions, said at the weekend that leading employers had almost certainly formed a pact to freeze wages.

He spoke after disclosures that both the Steel and Engineering Industries Federation (Seifsa) and the gold producers of the Chamber of Mines had decided to oppose any pay increases for trade union members.

Dr. Erol Drummond, director of Seifsa, said today: “There is no collusion between employer organisations and employers as far as Seifsa is concerned.”

Seifsa’s submission that existing wage agreements be extended until there was an economic upturn stood on its own legs.

Mr. Arthur Grobbelaar, of the Trade Union Council of South Africa, said recent negotiations, such as the agreement concluded in the footwear industry, contradicted the existence of a pact to freeze wages.

He said he was “totally opposed” to a wage freeze as this would not cure inflation which had many other causes besides wage increases.

The wage freeze in the government sector fell into a different category because government jobs were guaranteed while unemployment, existed in free enterprise, he said.

A 71 percent “across the board” pay rise for the 21,000 workers in the footwear industry is to come into effect from July, with another five percent six months later.
Vorster and our future

What is the import of the Prime Minister's long letter to Assocom released at the weekend? Two constructions can be put upon it — the one encouraging, the other infinitely depressing.

The optimism arises from the promises of change made in the letter:
- Further steps would be taken to "ensure more effective participation of the coloureds and Asians in decision-making, not only in their own affairs but also in matters affecting both them and the whites." (Last week's white paper on the Theron Commission shows, of course, that these steps are likely to be extremely limited.)
- Government would "provide for a meaningful role for blacks in their local affairs in the metropolitan areas." (Already announced.)
- Steps to allow coloured and Asian industrialists free access to industrial areas outside their own group areas were "well-advanced", while business rights for Africans in African townships outside the Bantustans were under consideration.
- In consultation with the Urban Foundation, an "acceptable form of land tenure" to facilitate home ownership for Africans in these townships was being designed.
- It was also an objective of government policy to eliminate "wage and salary differentials which are based purely on race."

By these and other means, said Vorster, government was moving towards "making the benefits of our free-enterprise system more accessible to people from all our population groups," and the private sector could "play a valuable role in identifying areas in which further adaptations can be made and devising methods by which this can be done."

Vorster went on to "caution that in none of these spheres can the desired changes be brought about by the stroke of a pen." Existing interests, which had to be considered, often delayed matters but this "should not obscure the direction of change to which the government has committed itself."

The pessimism arises from some of the riders Vorster attached to his promises of change: "The right of our white people to retain control of their own destiny" was a point "on which no-one should expect us to yield."

The letter to Assocom did not elaborate on this, so it is necessary to look elsewhere for an indication of what Vorster meant. Firstly, he warned Assocom's conference last October that attempts by businessmen to force basic changes in policy would cause "harmful friction" between them and the government.

"Cabinet counsel," urban Africans had to exercise their political rights in the Bantustans; there would be no national convention since its aim would be to tear up the constitution and replace it with one man, one vote.

In other words, the denial to Africans in the cities of political rights where they live and work is now part of the organic law of the country, an accomplished, irreversible fact.

It is this that is infinitely depressing.

And it was surely precisely this that Andrew Young had in mind when he said last week that the South African government was "illegitimate" (which it technically isn't) and "unrepresentative" (which it certainly is). The World commented in an editorial on Tuesday: "It is the tragic nature of affairs in our country today that white South Africans feel very uncomfortable with Young's pronouncements, the majority of black people agree with him. . . After all, we do not have the vote, and have never decided on which government should reign. And when the SA government speaks and exercises its authority, it does so for the whites" (our italics).

Hostile urban blacks

The dangers of this situation were demonstrated in the township revolt last year. As Professor Johan van der Vyver of Potchefstroom University said a few months ago: Nationalist policy meant that so-called white areas would be saddled with predominantly hostile urban blacks.

Vorster said he agreed with the view "frequently expressed in business circles that in order to restore the confidence of foreign investors we should do all we possibly can to ensure stable political conditions."

This can be done in one of two ways: greater and greater repression; or broadening the basis of political support for the country's government — ie giving it legitimacy not only among whites but among blacks as well.

The first is not only quite obviously totally objectionable; it is also unlikely to be successful in the longer term (although some cynics, who cite Russia as an example, are not so sure). Which leaves the second as the only way.

The FM does not share Vorster's pessimism that "even if we should be pre-
pared to go much further than any of our white political groupings are at present prepared to contemplate, we should still not satisfy the ambitions of those whose designs are aimed at taking total control of the people and resources of Southern Africa. The ambitions of foreign powers are one thing: the aspirations of black South Africans are another. The history of Southern Africa has shown that it is only when the latter are denied that the former become a problem.

If black South Africans were given a direct and meaningful voice in the control of the country and the allocation of its resources, they would have no need to resort to guerrilla warfare and there would be that much less pretext for foreign intervention. And if foreign powers still intervened, we would then be able to fight them as a united nation. And reduce our defence budget.
FCl paints grim economic picture

By CHRIS CAINCROSS
Industrial Editor

The economic debate of the Federated Chamber of Industry's executive council in Cape Town today is likely to give a dismal picture of conditions if the white paper prepared by the FCI's economic committee is anything to go by.

It says South Africa's economy shows evidence of an intensifying recession. No turning point has been sighted, and it suggests that the fall in economic activity could well accelerate.

The FCI says the decline in economic activity is most visible in manufacturing output. Industry in general is experiencing worsening cash flow problems, leading to increased bankruptcies.

The output of the agricultural and mining sectors has not been adequate to compensate for the depressed conditions in other sectors.

The result is that unemployment, particularly among blacks, is becoming worse. The FCI says Black work seekers are conservatively estimated to be more than 600,000 (excluding 1976 school leavers) and are rising at 12,000 and more a month.

Price increases remain pent up in the economy, with inflation due mainly to cost-push influences.

Although some improvement occurred in the current account of the balance of payments in 1976, the FCI says constraints from this source continue to be the major limiting factor of the economy.

The balance of payments deficit is partly the symptom of distorted growth in the economy.

The picture has been complicated by political factors internally and externally.

The FCI says: "Failure to arrive speedily at a formula for resolving the Rhodesian issue has led to a polarisation of attitudes, and new initiatives will be needed if South Africa's isolation is not to become intensified by pressure from East and West alike."

On the internal political front and the last year's unrest, the FCI says that while there are undoubtedly elements of external politically inspired inspiration in the pattern of events, the "existence of real and imagined grievances on the part of the Black and Coloured population of South Africa, have favoured its spread."

The FCI sees a close correlation between South Africa's present economic and political instability.

"The central cause of South Africa's eroding competitiveness flows from the inadequate industrialisation of the country's non-White labour force," says the FCI.

The development of a stable workforce is a prerequisite for South Africa's economic strength and political stability, and in turn, is a key to productivity increases both of labour and capital on a scale adequate to restore international competitiveness and match the growth requirements of the country.

In the light of conditions the FCI has for the past nine months been making strong recommendations to the Government to introduce a policy initiative combining a package of short-term and medium-term measures designed to alleviate the position.

The initial aims of the FCI recommendations include:

* The systematic phasing out of bottleneck industries and industrial relations and the improvement of the social and economic prospects of the Black in South African society.
* The creation of more and wider job opportunities.
* A systematic improvement of productivity of both labour and capital.
* An increase in the rate of private sector growth relative to the growth of the public sector.

Details of the measures to be implemented to achieve the aims include:

* Greater import replacement.
* Revision of export incentives.
* Re-employment of Black workers in a labour-intensive housing and social infrastructural building programme.
* Phasing out of statutory and other occupational restrictions on Black workers.
* Improvement of negotiating rights for Black workers.
* Abolishment of disruptive effects of industrial decentralisation.

Streamlining of regulations and legislation disruptive of good race relations.

Dismantling of price and profit control where no longer economically justified.

Mr Henry Pelser has been appointed a director of Brut Communications (Pty) which handles screen advertising contracts for the Army and Chamber of Mines film circuits.

Cadac expands

CADAC, the gas appliances manufacturer, will invest R10 million in expansions to its R1 million Industria, Johannesburg, factory over the next five months.

Following the Budget, regarded as being mildly inflationary, the FCI economic affairs committee believes that the policy package it has recommended to Government requires re-evaluating.

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Bigger role for blacks in Assocom recipe for recovery

By CHRIS CAIRNCROSS
Industrial Editor

THE ONLY clear-cut road South Africa can take to pull itself out of the economic mess—which will become worse before it gets better—is to make swift adaptations to the socio-economic structure.

This adaptation—which will lead to the black population taking a more meaningful role in economic life—is the most important requirement for a recovery.

This conclusion is reached by the Association of Chambers of Commerce following its mid-year executive council meeting in Johannesburg this week.

"We are in total agreement with the direction Government policies are taking in making necessary changes, but the pace is just far too slow," said Mr Bob Goodwin, president of Assocom, at a Press conference yesterday.

"There should be a lot less talking and a lot more action. It is regrettable that although a good job has been done to raise expectations, not enough has been done to meet them."

Assocom's executive director, Mr Raymond Parsons, said the executive council concluded that the economic recession would deepen in the immediate future and the prospects of even a moderate recovery early in 1978 were not all that assured.

Any recovery depends on a substantial improvement in exports, which hinged mainly on a continued recovery in the world economy—where prospects were now mixed.

Mr Parsons said fears were expressed that what recovery there was in these other economies would pass before South Africa would be able to take advantage.

A continued firmness in the price of gold was also required, and this also depended on the world economy.

Then there was the need for internal socio-economic adaptations, which would strengthen both internal and external confidence.

Mr Parsons said that while Assocom welcomed the underlying improvement in the current account of the balance of payments as a result of falling imports and rising exports, it was deeply concerned at the "acute and painful" dilemmas emerging in South Africa's economic performance.

These included:

- The continuance of strict monetary and fiscal discipline—although regarded as the orthodox manner of rectifying balance of payments problems—was causing unemployment on a massive scale, with the social risks that entailed. There were whirlpools on both sides.
- The higher degree of self-financing by key State corporations, caused by a lack of foreign capital, which aggravated the problems of cost, inflation and unemployment.
- Although much hope had been pinned on export-led growth, even on the most favourable assumptions about the world economy, it would not be enough to lift the economy.
- The appeal by the trade union movement for wage restraint was supported by Assocom as realistic and necessary. Businessmen were in no better position to make price increases. The dilemma here was that, until it was possible for wages and salaries to rise, there could not be consumption-led growth.
- The failing demand for funds was leading to a build-up of what might be called recession liquidity, which to some extent might be used to repay trade credits overseas because there was nothing else to do with the funds internally.

Mr Parsons said these dilemmas in economic trends were likely to become more acute as the months passed.

"These dilemmas are likely to compel a review of economic policy and the present policy stance by August/September if the South African economy and the business community are not to suffer unduly from overkill before the end of the year," said Mr Parsons.
DURBAN TRANSPORT
Jacking 'em up

It must be a long time since a public body has been criticised in terms as scathing as those used by the Wilson Commission of Enquiry (into the City of Durban) about the Durban Transport Management Board. The DTMB is an autonomous body consisting of 4-6 members appointed by the City Council.

"It's activities over the last couple of years", remarks Professor D J J Botha, "constitute a shining example to students of management of what not to do".

Supported by his colleagues, he adds: "The surest way to ruin an organisation is to insist on top management persons who never deign to talk to a wage earner, who issue directives from on high, who never condescend to acquaint themselves with what goes on at lower strata, and who measure their own greatness in terms of their aloofness towards underlings. There is a suspicion that the DTMB has suffered from this type of personality in the past".

The Commission refers to losses sustained by the Board arising from "an inefficient cash checking system, the accumulation of engines requiring overhaud, the inexplicable indifference at top management level to these problems, their ludicrously incorrect diagnoses of the real causes for the losses etc".

The Commission was set up by the Province "because of the huge estimated loss of R4,1m to be incurred in operating the passenger transport service, as provided for in the 1975/76 estimates" ... which had the effect of raising the overall rates from an otherwise 7,25% increase to 19,6%.

Prime cause was the loss of vehicle trips which, in the case of the black, Indian and coloured service, was as high as 3 079 in July 1975. On average, over 100 buses were off the road every day, due mainly to chaos in the workshops that created "a complete breakdown of the supply of spare engines and gearboxes". On the white service, 6 575 trips were lost ... and many passengers for good -- from November 1974 to January 1975 because there were no white drivers. The position improved when Indians were recruited.

In July 1975 the City Treasurer took fright at the inefficient cash collection operation and the escalation in maintenance costs in the transport department. The Town Clerk set up an investigating committee which found, inter alia:

"On several occasions there were delays in banking daily cash takings, the amounts being in excess of R20 000 per banking."
Employers' dilemma

Reef employers have been steading themselves for this week's threatened stay-away by black workers. And most have been taking a tough line on the issue of pay for absences. As the FAW went to press, it was unclear how effective the stay-away would be.

Most employers have issued warnings that they won't pay workers who are absent, although some have said that their attitude depends on the effectiveness of the stay-away.

If most of their workers arrive, the absentees won't be paid, they say, but if the majority don't turn up, the stay-aways may get paid.

Some firms — albeit a limited few — have apparently reacted to Soweto SRC appeals. They won't penalise people who stay away if they make the time up later.

For the majority, it's a tough line however, and while large-scale dismissals are unlikely, so too is sympathy for the stay-aways.

There are obviously sound business reasons for not paying stay-aways. Production is lost, something which employers can hardly afford now; it's impossible to distinguish between the intimidated, the politically motivated and the shirkers; and firms don't want to be seen to be encouraging disruption.

But some observers of the Soweto scene argue that businessmen are making a grave mistake by not coughing up. They point to the fact that the stay-aways are not primarily aimed at employers but at government and its policies.

Businessmen who don't pay, they say, would be identifying themselves with discrimination in the eyes of their workers. This would alienate workforces and lead Africans to take the same hard line to business as they do towards government.
Pledge to give blacks fair deal

JOHANNESBURG — South Africa is to have its own statement of principles aimed at giving black workers a fair deal, it was disclosed yesterday.

All South African commercial and industrial companies will shortly be asked to sign a pledge roughly to the effect that they will work for peaceful change by eliminating job and promotional discrimination, and promoting human dignity among employees of all races.

Behind the move to draw up a South African statement of principles is the newly-formed and highly influential Urban Foundation, which is based in Johannesburg and has regional offices in all the major centres.

Mr Adrian Pike, communications officer of the organisation, said last night the exact details of the pledge would not be known until a study of the matter had been completed.

"An investigation is at present being carried out by the Urban Foundation as a preliminary to drafting a declaration," Mr Pike said.

Mr Tony Bloom, a director of Premier Milling and member of the foundation's regional board, is leading the investigation and research, assisted by two executives specially seconded by two member companies of the foundation.

"When the statement of principles is drafted and accepted by our members," said Mr Pike, "the Urban Foundation will advise South African companies how to apply the principles."

The Urban Foundation has a membership of close on 500 commercial and industrial companies.

The statement of principles is likely in part to be similar to that being signed by American companies in South Africa at the instigation of public opinion in the United States.

The Urban Foundation is committed by its constitution to the eradication of racial discrimination in jobs, including the breaking down of barriers to promotion for blacks. It is also committed to the implementation of rate for the job and in-company training. — DDC.
Draw up a table showing the opportunity costs incurred in each.

Announcements is your problem.

The management considers only you to consider which of the two

% both jobs will take exactly one year.

Type a could now be used for the Bottling job, or could be sold.

Type a would not be used for the Bottling job, but could be sold.

Type a uses of Type A at 150 units of Type A at 150 net unit profit.

The company has already bought all the materials for the

This is confirmed that the Bottling job will require the resources to

The dispute holds sessions.

Dispute declared as pay talks break down.

Johannesburg - A computer

Our correspondent says the next talks will be on how to reach a

...
URBAN FOUNDATION
Where's the code?

The Urban Foundation's long-awaited code of conduct will still be some time coming. With the publication of the EEC's code last week, there is increasing pressure from local businesses for the publication of the Foundation's own code of conduct. It is two months since the Foundation decided to adopt such a code. Says one businessman: "If we wait long enough the code will be wedged somewhere between those of those of the Japanese and the Australians, and the impact will be totally lost.

Foundation members do not seem to be able to reach agreement on the basic tenets of the code, or even on the general strategy to be followed to bring about changes in government policy affecting the "Quality of Life" of urban blacks. At a special meeting last month to discuss the draft code (drawn up after approaches to various interested parties), members raised a number of objections and asked for more time to consider it. A.

III Décomposia renaissance

...to note from
la robe à plusieurs
femmes rouges
un encreur de
des études
le dessin
un million de
_images
la figure mythologique
la niche (sous les
def la statue)
Quand on

IV Château de la Loire: Amboise, Blois, Chambord, Chenonceaux, Azay-le-Rideau

Au bord du Loire, on a le contrôle mieux de la ville, ou de la ville. Les corps du Louvre, le palais des Tuileries. On these Roman hills, and was surrounded by Sabine olives."

- Things have turned a quarter of a century, since our talent.

For flattery is untimely. Try praise the conversation now.

Style romain

- Vous savez en avoir

- Une voûte en ogive

- Murs aveugles

- Conforts verticaux

- Votre voûte

- Arcs de plein cintre

- Châteaux des rois de France

- Façade dans les détails

- La décoration

- Le symbole

- Une voûte en ogive

- Poussées localisées (par des nervures)

- Conforts horizontaux

- Voûte de panneaux indépendants

- Arcs en ogive

- Sculpture appropriée aux besoins

- Rosace

- Sur un monument en bronze.
Hope of jobs

Firms pulling out of doldrums

Sieg Hannig, Labour Reporter

Retrenchments in commerce and industry may have reached a turning point and there are indications that employers are preparing to pull-out of the recessionary trough.

That is the finding of a survey of employment prospects for the last quarter of this year conducted by Manpower in more than 200 companies, employing more than 750,000 workers.

Planned staff increases show an upturn, after dropping for 18 months, while planned layoffs have reached the lowest point in 18 months.

Additional causes for optimism are:

- The survey does not take into account the expected intake of school leavers by the Public Services.
- The possibility of more apprentice recruitment early next year.
- The easing in the year-end job scramble brought about by the extension of military services, which has doubled the term of 12-month conscripts who were called in last January.

Unconfirmed

However, the percentages of planned layoffs (10.8 for blacks and 8.0 for whites) still exceed those of staff increases (7.5 and 8.3).

The changes in trends are slight at this stage, while firms planning no change in their work force, have reached the highest point since June last year.

Mr. Ralph Parrott, managing director of Manpower says the improvements shown are far from confirmed trends or significant changes.

He calls on the private and public sectors to...
If one is to understand 'illumination' in a truly historical sense, one might be disposed to ask whether these two historians presented an accurate picture, irrespective of how new and how vivid it may have been. The Asian Land Tenure and the Indian Representation Acts. On the other hand, and coloured communities had a limited usefulness and Khasia in rejected the 'scientific' history of their day, not because they were divided on the question of co-operating with the government. They expressed a certain dualism, having a foot in the African nationalist camp while hoping for integration into white society.

Burchardt placed a great deal of emphasis on the 'art of viewing' trusting to a contemplative and intuitive understanding of the specific Christianity and education, in themselves factors militating against tri-aspects of a culture. Furthermore, to coordinate these aspects into a single system, demanded a vision. "My starting point is to have a Luthuli amongst many others. The African Ministers' Federation worked vision ... otherwise I cannot do anything. Vision I call only in close cooperation with the ANC. Congressmen often couched African opposition to the policy of realism ..." grievances and aspirations in Christian terms. Xuma and Moroka constantly appealed to democratic and Christian principles. They repeatedly pointed out that the most of all South African society and so spoke with the voice of the people in the Christian circle of African leaders, speaking not only about the need for unity amongst the various sectors, but also in their own specific sphere of activity. They were certainly aware of the democratic socialism of their time, but to a lesser extent than liberals, finding their efforts ineffective. In 1941 Xuma refused the invitation to become president of the SAIRR. Many ANC leaders were likewise, having held high positions, was regarded as unscientific, and membership of the Native Representative Council and abstraction machinery allowed him to continue his in the absence of SAIRR. (2)

(1) Burchardt, P. 'Asian Land Tenure', in Indian Nationalism in South Africa, pp. 212-213.

Job-equality seminar:
EXPERTS in business and labour relations will discuss equality of opportunities in employment at a half-day seminar organized by Jaycees Cape Town in the City today. The chairman of the seminar, at the Mount Nelson Hotel, will be the president of the Cape Town Chamber of Commerce, Mr. Storm Reid. Speakers will include the chairman of Pick 'n Pay, Mr. Raymond Ackerman, the executive director of the Institute of Personnel Management, Mr. Peter Berry, a University of Stellenbosch sociologist, Professor J. P. Cilliers, and business consultant Mr. Vic Maharaj. Fee for the seminar, which begins at 12.30, is R10 a delegate.

For all African leaders of institutions, in this way they followed the lead of those scientific institutions. The American Negro precedent set an example to African leaders, demonstrating that change could be brought about within the democratic framework in an evolutionary way. But ANC leaders found themselves being pushed further and further away from a standpoint as discriminators. Burchardt is accused of sublimation writers here point to the amended story of legislation. As in the case of the ANC, could not reform. The ANC was in the process of the age of consensus, as exhibiting his own newness. Thus he is accused of being less than a successful leader. 'The Art of Viewing.'
CONSIDERING THE BACKGROUND

hung their heads

THE CAPISTRANS' JUST

SUNDAY TIMES, BUSINESS TIMES, OCTOBER 9, 1977
Big business push likely on colour bar

JOHANNESBURG. — The business world was urged yesterday to press the Cabinet to follow a sweeping master plan laying down a precise timetable for hauling down the colour bar.

The proposal was put forward by the Johannesburg Chamber of Commerce at the 1977 Autumn National Congress here and looks virtually certain to gain strong support from the 250 business leaders in session to fix future policy.

The socio-economic package would set down specific targets on when and how to end discrimination in all spheres from jobs to home ownership in a step-by-step programme spread over five years.

Mr. Raymond Parsons, executive director of Assorcum, has already advocated such a package — intended to clear the fog of vague political assurances and carry promises into action.

A formal motion from the Johannesburg Chamber now seeks to propel the idea into policy, in turn to be taken up at Cabinet level.

A preamble records approval of recent Government commitments to do away with discrimination but drives home sharp disappointment at the lack of visible progress.

NEW RULES

It goes on to call on Assorcum to launch consultations embracing both the public and private sectors and all race groups to hammer out a five year socio-economic plan with a full set of specific objectives for the burial of the colour bar.

Vigorous pressure is likely to be applied on the Government to spell out a set of acceptable view rules for black land and home ownership as an early target in the list of priorities.

The Johannesburg Chamber conceives that encouraging moves have been started by the Government, such as the appointment of the Wilmann and Rickert commissions of inquiry.

However, its motion, argued that there is still apprehension among local businessmen and overseas investors about the course of the country's future.

It seeks to put the problem in the obscurity of Government statements.
Executive
speaks up
for unions

Sieg Hannig
Labour Reporter

For the first time a
leading spokesman for or-
ganised industry in South
Africa has spoken up for
the right of workers to
"organise into lawful
trade or labour unions."

The call by Dr Errol
Drummond, director of
the Steel and Engineering
Industries Federation
(Sefica), stops far short of
a plea for the recogni-
tion of black trade unions.

But it confirms a report-
ted trend among organ-
ised employers in South
Africa to fall in line with
international employment
ethics even where trade
unions are concerned.

The objectives to which
employers should "basic-
ally" aspire, Dr Drum-
mond said, were:

- The right of all
  people to work.
- The right to freedom
  of association.
- The right to organise
  into lawful trade or
  labour unions.
- The right to hold
  labour where neces-
  sary.
- The right to receive
  equal remuneration for
  work of equal value.

He was addressing a
symposium on "A
Strategy for Change" in
Salisbury today.

Change in southern
Africa should not be a
"holstering up of past phi-
losophies and practices," he
said.

The latest manpower
survey had revealed con-
nued shortages of about
seven percent in profes-
sional, technical and jour-
neyman jobs during the
past seven years.

Projections over the
period 1975 to 1981
revealed a relative decline
in whites as journeymen.

At an economic growth
rate of five percent, the
number of journeymen
and technically skilled
workers in South Africa
was estimated to increase
by 78,000 a year — 56,000
of them black.

- Plan for labour rela-
tions being prepared —

Page 23
Council will be asked to support foundation’s code

THE CITY COUNCIL will be asked to support the Urban Foundation’s code of employment practices at its monthly meeting in the City Hall today.

The council will also be asked to reaffirm its opposition to all forms of racial discrimination.

These requests are contained in a motion that will be put by Mr A H Honikman, chairman of the Utilities and Works Committee. The motion says that the resolution should be forwarded “as a statement of council policy to the Cape Town Municipal Service Commission, the heads of all departments and the local branches of SA Municipal Employers’ Association and the Municipal Workers Association.”

The code of employment practice was drawn up by the Urban Foundation and the SA Employers, Consultative Committee on Labour Affairs.

The director of the foundation, Mr Justice Steyn, has described the code as an expression of “the resolve of commerce and industry to eliminate discrimination in employment practice.”

The city council is one of the major employers of labour in the country and Mr Honikman will move his motion as an unopposed item.
SA Labour Front

Turning Point on SA Labour Front

The Star Wednesday December 2 1977

The year 1977 was a turning point in

The events of the past year have

The hopes of the people have

The beliefs of the people have

The Labour Front

SA Labour Front

Turning Point on SA Labour Front

The year 1977 was a turning point in

The events of the past year have

The hopes of the people have
Training ... one of the essentials to combat mounting unemployment.

The backdrop in black education, training and job advancement struck home with a vengeance this year, making the long dreaded spectre of large-scale black unemployment a reality.

Calls for Government relief went unanswered, apart from the recent introduction of an ongoing black unemployment survey whose first results are to be published soon.

Granted, urban blacks can take over the jobs of migrant workers in the cities. But what about the women who are sole breadwinners of families and who cannot do pick-and-shovel work? And how long can the subsistence efforts of the homelands ward off starvation?

Overtones

Unemployment, which hits blacks hardest, has led to political overtones. Furthermore it puts a big question mark over efforts to improve black living standards, since any wage hikes reduce the economy's capacity to create jobs.

With minimum wages of as little as R18 a week for men still being gazetted almost five years after the Natal strikes, this is a serious matter.

It will be a "super-human task" to create sufficient jobs in South Africa without population control, according to Dr W J de Villiers, chairman of General Mining.

Passing the buck to the homelands — as a speaker at a recent unemployment conference put it — won't help. Nor will the creation of "independent" countries whose citizens depend on migrant work in white South Africa.

The only remedies are education, training and utilisation of all talents; the creation of labour intensive industries which everybody calls for but does not establish; and prayers that economic sanctions may remain more threats.
**Council backs Foundation's job code**

THE CITY COUNCIL decided without a dissenting vote to support the Urban Foundation's code of employment practices at its monthly meeting yesterday.

But the decision was taken only after an amendment proposed by Mr. J.S. Rabinowitz, that preference should be given to men who had served on the border, was defeated.

The original motion, introduced by Mr. A.H. Honigman, chairman of the Utilities and Works Committee, also called on the council to reconsider its opposition to all forms of racial discrimination.

Mr. Honigman said he saw the code as a first step towards the removal of all racial discrimination and job reservation.

He hoped every other municipality in the country would follow the example set by Cape Town and support the code of employment practices which was drawn up by the Urban Foundation and by the SA Employers' Consultative Committee on Labour Affairs earlier this month.

Seconding the motion, Mr. Lou Kandel said the private sector should go even further by having down minimum wage scales that were realistic.

He believed the Rand was about R300 a month to labourers and this he considered a fair and just wage.

Mr. John Teyler, a former soldier and the new MPC on Education, said he would vote against the motion because he considered it a bad move for the future of the city.

Mr. Teyler, who is a member of the business committee, said the council had failed to give adequate consideration to the motion before it was put forward.

There was a good deal of sympathy for the motion, but some said they had been forced to vote against it because they did not agree with the council's position on the issue.

Mr. Teyler said he had been a member of the council for 15 years and had always supported the council's position on the issue.

He said he was surprised that the council had not taken the time to consider the motion properly before putting it to a vote.

Mr. Teyler said he believed the council should have taken the time to consider the motion properly before putting it to a vote.

There was a good deal of sympathy for the motion, but some said they had been forced to vote against it because they did not agree with the council's position on the issue.

Mr. Teyler said he believed the council should have taken the time to consider the motion properly before putting it to a vote.
Job-code laggards in Cape face pressure

Kenny—the invisible film star

ACTOR Kenny Baker, 1.10 m tall, is one of the year's best-known screen stars — yet few people have seen him.

He plays the eccentric robot R2D2 in the smash-hit film Star Wars which is now showing in Cape Town.

The role called for an actor of small build and big potential who was prepared to put up with a lot of discomfort.

Kenny sat inside the skin-tight robot perched on a child's car safety seat and manoeuvered R2D2 by rocking the device from side to side.

THE Cape Chamber of Industries would not hesitate to apply pressure to any of its members which failed to adhere to the terms of the Urban Foundation's code of employment practice, said CCI director Mr Ruben Back.

The code, aimed at eliminating racial discrimination in employment practice, has the support of 90 percent of private commerce and industry.

It was announced on December 7 after being drawn up by the foundation and the South African Employer's Consultative Committee on Labour Affairs.

Most major factories in the Cape had carried out the requirements of the foundation's code for many years.

Communication between the races in industry had improved 'tremendously' during the past few years and it had never been necessary to reprimand any industrial organisation.

This week Cape Town City Council accepted a motion supporting the code and reaffirming its opposition to all forms of racial discrimination.

Mr Justice Jan Steyn, foundation director, said this week that, while it has been the task of the foundation to draw up and gain support for the code, it was the task of organised commerce and industry to implement its terms.

Among the signatories to the code were the Associated Chambers of Commerce, the Federated Chamber of Industries and the Afrikaanse Handelsinstituut.

Seven other bodies representing commerce and industry also committed themselves to the terms of the code.

The Town Clerk, Mr H O Heugh, said that the City Council, a major employer of labour, had helped pioneer the elimination of employment discrimination.

Where the council had the final say, discriminatory practices had been removed. There was no ceiling whatsoever placed on the advancement of coloured and black staff.

THE FIRST

Mr Heugh said coloured employees were in posts such as principal medical officer, principal engineer and superintendent of electrical depots earning salaries ranging between R9 400 and R12 800.

Mr Brian MacLeod, director of the Cape Chamber of Commerce, said his chamber had been the first in the country to draw up its own code of conduct regarding the elimination of discriminatory practices in employment.

The chamber had already obtained 700 signatories to its code of conduct which, although not specific, went as far as the Urban Foundation's code.

Mr MacLeod said, however, that no pressure had been applied to those firms which had not signed the internal code.
EMPLOYMENT CODE

A solid foundation?

While most of the big employer organisations have welcomed the Urban Foundation's code of employment practice, organised labour is less enthusiastic.

As predicted by the FM (November 25), the code in its final form is in several respects weaker and vaguer than earlier drafts. Unlike the code adopted by the EEC (FM October 7), it is particularly vague on the key issue of trade union recognition for African workers.

Ascom's Raymond Parsons believes the code is an "improvement over the several unrealistic external labour codes that have been devised for SA."

Sam Motsumane, chairman of the National African Federated Chambers of Commerce, says that his members are "broadly speaking" pleased with the code "as a first step on the way to a code that more fully meets the legitimate aspirations of blacks for advancement."

From the trade union side, the chief criticisms of the code focus on what is seen as vague wording, failure to underwrite the recognition of black unions, and failure to provide any means of monitoring. At the code's launching in Johannesburg, Anglo-American's Chris Du Toit, chairman of the newly-formed SA Employers' Consultative Committee on Labour Affairs, emphatically rejected any possibility of the code's signatories' being monitored for performance.

Tuscal general secretary Arthur Grobelaar argues, however, that "it is absolutely necessary to monitor the code. A mere commitment by various companies is not going to ensure that its provisions will be fully implemented." Grobelaar adds that while the code "reads well enough," its "free-ranging phraseology" does not commit the signatories to anything specific and allows different employers to interpret the code to their advantage.

Mcebesi Myasi, president of the unregistered (African) Engineering and Allied Workers' Union, is unimpressed with the code. "The code, as phrased and formulated, is to me nothing but flowery words. We the workers were never consulted at any stage. Employers up there 'know' what is good for us. But we can no longer swallow that."

Equally uncompromising is Freddie Sauls, secretary of the Port Elizabeth-based United Automobile and Rubber Workers' Union. "I do not believe that any of the codes will really improve the situation for the black worker."

Judge Jan Steyn, executive director of the Foundation, argues that the public commitment by business to move away from discrimination in employment is "not to be underestimated." While he says that there may be practical difficulties in policing the code, he agrees that "it is essential that some form of monitoring be adopted if the code is to have any real impact. The specific form of this monitoring is something to be determined by organised commerce and industry themselves."

Meanwhile, Labour Minister Fanie Botha has been quoted in Beeld as saying that he has given the registered trade unions the assurance that greater participation of blacks in the economy will be based on the unions themselves being able to decide who will work in what jobs.
INDUSTRIAL RELATIONS
EMPLOYERS' ORGANISATIONS

1978 133
DIT lyk of daar uiteindelik in Suid-Afrika 'n liggaam gestig gaan word wat verteenwoordigend van die land se private karweiersbedryf sal wees. Dit vereniging sal bekend wees as die Nasionale Vereniging van Private Karweiers en die stigting vergadering word meer gehoofdredig raak sover dit die openbare karweiers betref.

Oor die laaste paar jaar was daar dikwels pogings om so 'n vereniging te stig. Maar al hierdie pogings was vrugeloos.

Dit is bekend dat die Departement van Vervoer begerig is dat die padvervoerbedryf van die land meer gehoofdredig raak sover dit die openbare karweiers betref.

Daar is dan ook oor die afgelope insluitend sowel as die bestande drie verenigings, nl. die Suid-Afrikaanse Vereniging vir Professionele Vervoerondernemings, die Suid-Afrikaanse Vereniging vir Noodhulpvervoerders en Pakhuiseiendrae en die Motortransport-Eienaarsvereniging.

Hierdie drie verenigings vorm die kern van die Federasie van Vervoerverenigings en is ten volle verteenwoordigend van die openbare karweiers.

Die openbare karweier hanteer egter net sowat 28 persent van alle padvervoerbedrywighede, terwyl die ros in die hande van private operateurs is wat in padvervoer is omdat dit deel van hulp normale bedrywighede is.

Danky die werk van 'n baie bedrywige loodskomitee is daarin uiteindelik die stadium bereik waar die nasionale vereniging gestig gaan word. Die vergadering word morendag om 15h30 in die United Bouvereniging-kantore nr. 4, Hendrik Verwoerd-straat 108, gehou. (Tel. 48-4141.)

Dit plan is om ook die klein karweier met net twee of drie voertuie te betrek.
SA closing the gap in world labour standard

The Argus Correspondent

JOHANNESBURG. — South African employers are coming "closer by the day" towards meeting international labour standards, says Dr Raphael Lagasse, secretary general of the International Organisation of Employers (IOE).

In an interview he made three important disclosures:

● There is a definite move among South African employers towards working relationships with black trade unions.

● Any system that threatens worker negotiations at any level — plant, industry, or national — does not meet with international standards of labour relations.

● An acceleration of the pace of change visible in South Africa would seem essential if international pressures are to be met effectively.

Dr Lagasse, who regards economic sanctions against South Africa as "counterproductive", is visiting South Africa to see what further changes are being planned.

He is the first of several prominent employer figures invited by the South African Employers Consultative Committee on Labour Affairs (Sacloa) to visit the country this year "to get the right perspective of South Africa."

UNDER REVIEW

On Thursday night he had dinner with the Minister of Labour and the Wielahnn Commission which is reviewing all South African labour laws.

Dr Lagasse confirmed that Sacloa — which represents 90 percent of South African commerce and industry — has subscribed to the 1973 IOE declaration which foreclosed the exclusion of the majority of the workforce from participation in trade unions registrable under South African law.

He said plant level negotiations, as provided for by works and liaison committees for black workers, were quite acceptable.

GETTING CLOSER

But works had to be in a position to negotiate at industry and national levels if they desired that otherwise the system would not conform to internationally recognised principles.

International employers are anxious to see these principles adhered to in South Africa," Dr Lagasse said.

"South African employers are getting closer to meeting these principles by the day."

"I am here to see what further changes are being planned and to make sure employers round the world know exactly what is happening in South Africa."

"Too often information is based on assumed conditions and unverified statements."
1,000 jobs a day needed—Reynenders

EAST LONDON — One thousand new jobs a day are required merely to keep pace with the population growth rate to the turn of the century.

This was stated here yesterday by Dr H. J. J. Reyners, executive director of the Federated Chamber of Industries and member of the Prime Minister’s Economic Advisory Council, who addressed members and guests of the Border Chamber of Industries on international pressures and financing South Africa’s manufacturing growth.

“We are faced with major problems,” he said. “The creation of job opportunities and improving the standard of living.

“As far as our population growth is concerned, it is increasing at roughly three per cent a year, which means by the end of the century we will have between 45 and 50 million people, of which 75 per cent will be black.

“More important is the growth in the country’s working force, which is expected to increase from 8.5 million to between 18 and 19 million by the year 2000.

“This means roughly 370,000 new jobs, or 1,000 a day, must be found. The present increase is not as high as that, but it keeps increasing and, by the end of the century, is likely to be about 450,000 a year.”

Posing the question on how so many jobs going to be supplied, Dr Reyners said the economy must grow at a rate of 5 to 3.5 per cent a year, and the manufacturing sector would need to grow at a rate of between 6 and 7.5 per cent per year.

“At present the industry employs 1.5 million, but by the end of the century this will need to be four million,” he said. “If we do not achieve our growth objective, the unemployment situation will grow worse.

“Whether our growth rates are realistic is one thing, but that is the rate at which we need to grow. In 1976 we had a growth rate of 0.5 per cent, and last year there was a negative rate in the manufacturing sector of five per cent or more.

“On the subject of financing growth, Dr Reyners said that in the past there had been large capital inflows from foreign sources, but nevertheless, since the end of World War II and up to 1976, 17 per cent of the gross domestic investment in South Africa had been financed from gross domestic savings which, with the exception of Japan, was the highest in the world.

“The average net capital inflow in 1974 was R900 million increasing to R2,000 million the following year, and falling to R1,200 million in 1976,” he said. “This compares with a net capital outflow of R4 million in 1973, and R121 million for the year ending 30 June 1977.

“The outflow which has occurred since the beginning of 1977 can be expected to continue for some time due to political developments in Southern Africa as a whole, and South Africa in particular: the decline in the value of imports and the concomitant decline of trade credits as well as the redemption of short-term loans.”

Dr Reyners said foreign investment as a percentage of total investment in manufacturing industry increased from 23 per cent in 1972 to 37 per cent in 1975.

“During the last few years manufacturing industry has, therefore, become more dependent upon foreign sources of capital, because domestic savings have become insufficient to satisfy the demand for investment funds, because of the available capital taxes; and, although there is no quantitative evidence, it would appear there was a misallocation of funds in both the private and public sectors, thus decreasing the amounts available for investment in this sector.”

Dr Reyners said one solution to the problem could be closer cooperation within the manufacturing industry, with manufacturers buying from each other, rather than importing goods which can be supplied within the country.

He added that an effective allocation or channeling of available funds into the most productive areas could be the most successful. It had succeeded in Brazil, Taiwan and South Korea. There had been much talk along these lines in South Africa, but a lamentable indecision.

— BUSINESS EDITOR
WARNING TO EL BUSINESSMEN

EAST LONDON — Overall business conditions will remain tough, and businessmen will have to earn money, not make it. That was the grim message the managing director of the Standard Bank Investment Corporation, Mr H. P. de Villiers, had for his audience at the official opening of the annual Young Executives’ business seminar, organised by the Rotary Club of East London here.

Mr De Villiers said that from the point of view of production, employment and stability, the South African economy had performed dismally in recent years, and the present recession was already 42 months old — twice the length of its previous downturn and about three times the average length of the country’s post-war recessions.

Unemployment of whites, Coloured persons and Asians had already increased fivefold, and it was likely the black unemployment rate had increased by an even greater margin.

“Despite these slack conditions” he said, “the inflation rate is still more than ten per cent, a rate significantly higher than that of our major trading partners.”

On the subject of balance of payments, Mr De Villiers said that over the past two years South Africa had experienced outflows of short term and long term foreign capital, which became negative items on the balance of payments.

“The drain of short term foreign capital amounted to R200 million in 1979, and in the first three quarters of last year, total short and long term capital outflows increased further to R700 million.”

He said that even though the trade side of the balance of payments had performed satisfactorily in the past year, and the gold price remained strong, “the economy does not possess an adequate liquidity base on which to build a meaningful upturn.”

Mr De Villiers felt there would be a less restrictive budget than last year, but said the authorities could not afford to throw caution to the wind. “Interest rates will have to remain high, and the domestic availability of credit fairly restricted.”

Mr De Villiers concluded with a warning: “In a period during which many foreign countries are likely to increase efforts to isolate and pressure South Africa economically, it will be a natural tendency for the Government to tighten its grip on the economy. “Businessmen must, therefore, be realistic and expect more, rather than less. Government interference in the economic system, the banking and financial sectors are obvious candidates for more controls.”

— BUSINESS EDITOR
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 a 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 employees irrespective of their race, colour or employment status.
More effort needed to aid blacks says FCI

Finance Reporter

THE FEDERATED CHAMBER of Industries has appealed to members to take further steps to improve the quality of life of coloured employees.

In a circular to members the FCI states that while South African employers have in recent years been devoting new resources to improving the lot of coloured employees, still more effort is required.

The Chamber says: "There still remains scope for action and employers will do well to bear in mind that even within the present institutional and legal framework, opportunities presented themselves for positive action which could be initiated by them to improve conditions in their own factories and the labour situation.

Indeed, many people contend that the removal of the remaining legislation discriminatory measures will produce little practical result if employers are not prepared to adapt traditional attitudes to enlightened practice.

The Chamber recommends the adoption of a code of conduct and that industrialists should follow these guidelines:

- Improvement of productivity by work study procedures and appropriate training programmes.
- Improvement of conditions of employment by adopting accepted methods of selection and placement and wage rates in accordance with productivity and sound job evaluation procedures, and fringe benefits such as insurance, medical aid, housing loans, canteens and recreational facilities.
- Promotion of sound industrial relations by better channels of communication between labour and management and the education of workers - particularly of black workers - in industrial relations.
- Upgrading and advancement of workers to job categories where restrictions do not exist or where they have been removed.
- Improvement of the literacy of black workers by means of in-service literacy courses or attendance at such courses provided by other bodies and by giving financial recognition of successes achieved on these courses.
- Employing black youths from black townships in white urban areas and the minimisation of the employment of migrant workers from other areas.
- Negotiating between employer and employees the sharing of facilities and amenities in the workplace in consultation with the Department of Labour.

The FCI says although the current economic climate does place restrictions on the advancement of labour it feels industry today must prepare itself now for tomorrow's business.
Industry drive to boost race ties

By TONY KOENDERMAN

ORGANISED industry is making a concerted effort to achieve racial harmony in the workplace. In past weeks hundreds of letters have gone out to organisations and industrial companies asking for their co-operation in achieving this objective.

The move has been co-ordinated by the Federated Chamber of Industries, which represents some 8 000 firms employing more than 200 000 people, and on May 11 the Transvaal Chamber of Industries, which is affiliated to the FCI, is holding a special seminar to discuss the campaign.

Two significant documents will be at the heart of the debate: the FCI's 30-point action programme, and the code of employment practice drawn up by the Urban Foundation and the South African Employers Consultative Committee on Labour (Seccola), of which the FCI is a member.

Both documents are firmly in favour of the elimination of race discrimination from all aspects of employment practice.

This covers equal employment and advancement practices, equal pay for equal work, the provision of fringe benefits such as pensions and medical aid, better working conditions and training programmes.

The FCI's action programme concerns itself with:
- The maintenance of free enterprise through reduced state intervention, creation of favourable public attitudes towards it, and safeguarding profits against 'unnecessary ill-adjusted price control';
- Measures to promote economic growth, including the creation of a favourable climate to attract foreign capital investment, encouraging corporate savings and removing tax dis-incentives; and
- Equal opportunity for all industrial workers, the elimination of discrimination and paternalism, and recognition of the rights of employees to organise and to go on strike.
Labour suspects wage conspiracy

By GERALD REILLY

LABOUR leaders fear there is a conspiracy among employers to keep wage and salary increases down this year to a maximum of 5%.

Offers of 5% increases have been made by a number of big employer organisations recently, including the Chamber of Mines.

Mr Steve Scheepers, a vice-president of Tucoa and the general secretary of the SA Federation of Leather Workers, said that in negotiations with employers during the past few weeks, his union was offered 5% in the face of a 10% demand.

For one of the other unions he represents he was offered 24%. Both offers were flatly rejected, Mr Scheepers said.

He and other labour leaders have a growing suspicion that employers through the SA Consultative Committee of Labour Affairs (Sacla) are cooperating in keeping increases within the 5% ceiling.

Sacla, according to a spokesman of the Federated Chamber of Industries, represents more than 95% of all employers' organisations.

Mr Scheepers said a 5% increase would be neutralised by higher prices within six months.

Employees were in a progressively worsening situation. Coordinated attempts by employers to impose a wage increase ceiling would be fiercely opposed by organised labour, he warned.

The president of the Artisan Staff Association (ASA) Mr Jimmy Zurich, said yesterday he was convinced the Government had imposed a 5% ceiling on all public sector increases.

ASA's claim for a 15% increase was rejected last month.
Pay row—Press barred

Staff Reporter

THE PRESS was barred from the Transvaal Municipal Employers' Association meeting attended by representatives of 22 Transvaal city and town councils at Springs yesterday.

The meeting was held to thrash out councils' opposition to the controversial 5½ per cent salary increase for municipal employees recently announced by the association.

After four hours of discussion between councillors and TMEA representatives behind closed doors in the new Civic Centre, a terse announcement was read to the Press, saying this was a household matter.

Mr J M Griffiths, TMEA chairman, read the statement, prepared by himself and Mr Hannes Visagie, MPC, and chairman of Nigel Town Council's Management Committee.

It said: "We have had fruitful discussions and every councillor who wanted to participate was given the opportunity to do so.

"Councillors will report back to their council. No decisions were taken. Matters that have not been cleared up will be discussed at a further meeting in Pretoria on June 9."

Five councils—Benoni, Nigel, Boksburg, Potschefstroom and Roster—have already resigned from the TMEA in protest against proposed increases.

They claimed that the TMEA had approved the increases without first consulting them, to establish whether they could afford it.
Drive to axe discrimination in industry

Labour Reporter

A major drive to alert employers to the urgent necessity for change and to provide them with the know-how to achieve it starts in Johannesburg today. It is the first of three top-level conferences which will help to put codes on employment practice into effect.

The approaches differ slightly but all three have the common purpose of eliminating discrimination at work and promoting advancement mainly through training:

- The Transvaal Chamber of Industries has invited the managing directors of all its members to its conference today on "Racial harmony in the workplace: the new challenge for management."
- The National Development and Management Foundation follows suit with a similar meeting in Johannesburg today on "Advancement at work: identification of the opportunities for and obstacles to advancement through employment of all races."
- The University of South Africa's school of business leadership will discuss "Implementing the employment codes" in another leading Johannesburg hotel on May 26. The chamber's meeting follows the recent circular on racial harmony in the workplace sent to top executives all over the country by Mr J. P. Cronje, president of the Federated Chamber of Industries.
500 black businessmen to fight race prejudice

Industrial Reporter

ABOUT 500 black businessmen are to form a new commerce association aimed at removing discrimination in business. The association will be formed at a meeting in Cape Town on Monday night.

The interim chairman of the new body, Mr Dawood Khan, said yesterday it would be formally constituted at the meeting, which is to take place at the Salt River Railway Institute. Officials will be elected.

In an interview yesterday Mr Khan accused several signatories to the Cape Town Chamber of Commerce anti-discrimination - in - business manifesto of hypocrisy, and said the new organization would attempt to expose and prevent discrimination in business. It would also fight discriminatory practices of big business against smaller firms.

Mr Khan said a large departmental store group, which had signed the Chamber of Commerce manifesto, recently advertised in a Cape Town newspaper for white staff, and a major supermarket chain was not providing equal employment opportunities.

The new association also intends to examine apparent discrimination against blacks in television commercials.

"Blacks buy huge amounts of products which always seem to be advertised by whites, and we don't think this is right," he said. One large advertiser had already withdrawn a TV advertisement in response to approaches from the body.

An approach would be made soon to the Minister of Economic Affairs, Mr J C Heunis, on these and other issues.

The director of the Cape Town Chamber of Commerce, Mr Brian MacLeod, said it would look into any complaints on adherence to the principles of its manifesto. If the complaints were justified, firms would be approached to comply with the manifesto or have their names removed from the list of subscribers.

"The last thing we want is for the manifesto to become meaningless," he said.
KOESTESTYGINGS
KRY AANDAG

DIE soeklig sal hierdie week in Durban op die jaarlike kongres van die Afrikaanse Handelsinstituut skerp val op die uitwerking wat die stygende koste van elektrisiteit, staal, spoorvrag en petrol op die ekonomie het. En die aanduidinge is dat daar kaalkop gesels sal word.

Die beskrywingspunte oor die sake is nie uitsluitend geformuleer nie, maar 'n mens kan verwag dat die inleiers en ander sprees openhartig oor die geweldige stigtings van die afgelope paar jaar in staal, elektrisiteit en spoortarieue sal gesels — en oor die remskoene wat die plaas op behoorlike vooruitskattings in sake-ondernemings se bedrywighede.

Ten opsigte van die stigings in die petrolprys word in 'n ander beskrywingspunt gevra dat dringende ondersoek ingestel word na die invloed van stygende petrolprys op die vestiging van kleinhandels- en energiebronne en toerisme.

'n Mens kan verwag dat die klem van die jaar op AFH-kant sterk sal wees op die klein sake-ondernemings. Sal die kongres ook hiermekaar met 'n vergrootglas kyk Prof. Nick Swart, uitvoerend voorstander en stigter van die Ad- viessburo vir Klein Sake-ondernemings van die Potchefstroomse Universiteit, in sy besigingspunt van die kongres besin oor die betekenis van die klein sake-onderneming in die ekonomiese lewe van Suid-Afrika en maatskappies oorweeg vir die bevoorde ling van hierdie instellings.

Daar is al bale gepraat dat die kleinere nuweholdse ondernemings nie plek souos die NOK bestaan wat met kenkuns en geld kan bystaan op die pad plaas. Vir die handel en 'n ander sektor bestaan daar nie 'n goed bokskoek nie. 'n Klein man kan aan die gang om daarmee te help kry nie. Daar sal dus waar- snylik gevra word dat hierdie soort ding nou drin- gend aandag moet geniet.

'n Ander balie pikkelde saak wat aangeroer sal word in 'n beskrywingspunt, van dr. Georg Marais, direkteur van Unisa se SBL. Toe dat daaraan gedink moet word dat prakties getigte handelsgrade deur die Kollege vir Gevorderde Teg-
Deur WILLEM LAUBSCHER

MOET sakemanne hul neuse in die politiek steek? Sonder om 'n politieke drukgroep te vorm, beslis. Dit was die konsensus van die kongres van die Afrikaanse Handelsinstituut van die week in Durban — as 't ware die jaarlike parlement van die Afrikaanse sakemanne.

"In die tydsegregier waarin ons lees, en meer as ooit tevore in die geskiedenis van die wêreld, is die ekonomie en die politiek onafskeidbaar inengestrengel," het die pas uitgetrede mnr. ANKER BURGER in sy presidensrede gesê. Trosens, het hy gesê, dit is dikkwels nie moontlik om te ondersteun of politieke of ekonomiese faktore die belangrikste invoed op ons vooruitgang en toekoms te het nie. Sake manne moet hulle nie met die politiek bemoes nie en kan ook nie die land regeer nie. Maar, meen hy, burger, sakemanne kan nie ekonomiese bestuur en verwante besluitname beoefen sonder om dit bewusheilig binne die raamwerk en onder die impak van die politieke beleid van die dag te doen nie.

Trosens, die probleme van Suid-Afrika is so uiteenlopend dat dit die grootte van die onderskillende faktore in die wêreld en die private sektor verg, het hy in die verband gesê. Oor naderie skalingsorging as hoe prioriteit het die prof. PHILIP FOURIE van die Vrystaatse Universiteit, in hierdie aspekte ingeskryf. Hy het die stand van sakeman hou van siose sake op sy program van nasionale beursen laat veel weseoor.

Apatie

Voor sakeman het hy die volgende om aan te kou: "Geen sakemanonderneming moet ook langer formele van staakdoen en maatstappe vraagstukke te diens van die ras. Hulle behoort vroeger te realiseer dat hulle programme vir optrede en ontwikkeling van personeel meer as ooit tevore voorsiening maak vir 'n verkyging van die gebeeld van die politieke, ekonomiese en maatskaplike omstandighede." Hy het ook gesê dat hierdie apaties teenoor dié hulde hulle af die marge van die bestuur en die publiek na die veld van die regeringsverriging neergelê.

Nuwe baas

MNR. JACK VAN WYK

senior hoofbestuurder van NOSAN en 'n van die twee president van die Afrikaanse Handelsinstituut. Daar is klaar begin met groter vaarbekening van die AHI- bestuur, en onder mnr. Van Wyk se leiding sal verder in die rigting voortgegaan word. Daar sal o.a. veranderinge aangetrek word sodat dié hiërargiel van president verkort word en die huidige seuns van 'n groter outil neem.

Nuwe toets

Die stellings en werkmetodes van die nuwe omstandighe die uit die weg moet ruim sodat hulle waarlik as in
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 enterprise will soon be extended to “other” 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 shall attempt to build the same principles into those,” Mr. Nicholson said in his capacity as general secretary of the 20,000-strong Electrical Workers’ Association.

WATERED

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. Eric Dibb, director of the Steel and Engineering Industries Federation, said the agreement was “an epoch-making event — a watershed in industrial relations.

“Skill and merit will be the only criteria for job advancement,” he said.

“Training and retraining facilities for everybody,” Mr. Nicholson said. “Union and non-union workers will participate in plant-level negotiations.

PAY RISE

Basic wages in the metal industry will go up by 14.7 percent for artisans, taking them to R2.50 an hour, and 18.8 percent for labourers, taking them to 70c an hour.

Across the board, increases range from 10c an hour at the top, to 11c an hour at the bottom.”
The King of Love, my Shepherd is, Whose
in gladness & safety in his presence I. he praises.

Cross before to

ASSOCON Report 40-point

This section discusses the principles and strategies to guide management in dealing with the current economic crisis and its impact on the industry. It emphasizes the importance of maintaining ethical business practices and prioritizing the well-being of employees. The report also highlights the role of the industry in supporting local communities and the need for collaboration among stakeholders.
At the other end, education at all levels is for the worker and his educational preparation. This is therefore determined by the interests of all employers in a given industry.

Cape Town. — Assocom has adopted 40 principles to guide member firms in abolishing discrimination based on race in the workplace. In a statement published by the Cape Town Chamber of Commerce bulletin, 'the association requests members to bear the accepted principles in mind whenever dealing with this subject'.

The principles include the recognition that human resources are South Africa's greatest natural asset. They also recognize labour as a commercial commodity which all workers should be able to offer in the best market.

Other suggestions are:

1. The Bantu Labour Act should be repealed and a unitary system for all labour be introduced under the Department of Labour.
2. Trade unions should be free to represent all ethnic groups, subject to registration and should represent the interests of all employers in a given industry.
3. Full rights of ownership and control of the capital assets of occupation should be provided for urban blacks.
4. The rights in land and fixed assets should be extended to full and recognition of ownership rights.
5. Restrictions on the recruitment of labour in the homelands by private enterprise should be removed.
6. Prohibitions on the performance of work by blacks, coloureds and Asians should be repealed.
7. Family accommodation should be provided for workers wherever possible.
8. No action should be taken against blacks found to be "unlawfully employed".

Assocom believed that increased wages and improved conditions of service would make it possible for service men and women to remain in their jobs. The job he last held by the workers with no categories.

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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 than 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 overwhelming 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,
GAAN POLITIEK
HERKOU

DIE roerlinge op politieke gebied vandeesweek in Suid-Afrika en meer bepaal sa die Suid-Afrikaanse Gedereerde Kamer van Nwespehede (GKN) wat Donderdag en Vreedag in Durban gehou word, fel herkou word.

Daar is aan Sake-Rapport, gesê dat sommige afgevaardigdes beslis die kwessie ter berde gaanbring en die verwagting is dat al hierdie besprekings agter geslote deure gaan plaasvind.

In hierdie stadium is daar twee alternatiewe. Die kongres kan of sterk te velde trek teen die Regeering se standpunt of daar kan besluit word dat dit nou die tyd is om saam te staan en skoon aan die wiel te gooi.

Die verwagting is dat daar indringend gekyk sal word na die hele kwessie van arbeidsbetrekkinge, veral met die oog op die twee kommissies wat dit die oomlik ondersoek.

Op 'n perskonferensie vandeesweek in Johannesburg het die voorste van die kamer, mnr. J. P. Cronje, dit ook duidelijk laat blyk dat die huidige ekonomiese oplewing dink be-spreek gaan word en dat die standpunt wat hier uitgesproken sal word, 'n klankebord sal wees van die klimate op die oomlik onder nyweras.

Daar sal verslag gedoen word oor die berusting in die vernaardigingsektor en die jongste syfers oor die fisiese volume van produksie sal bepaal baie help om die vertroue onder nywe-raars 'n verdere stoot te gee.

Optimsisme
Hierdie aannasiers moet rede tot optimisme, gee en as die afgevaardigdes by die kongres dalk vir eers vir 'n wyle dit sal kan regkry om die politieke brandkwessies oop te plaas, behoort 'n interessante bespreking te volg.

Van die staat se kant af sal daar van ons voorname op die gebied van die handel en die nywerheid wees wat soos gewoonlik bereid sal wees om openlik en openhartig met die kongresgangers te gesels.

En wanneer die kongres sal vra om meer positiewe stappe om stukkraag aan die huidige oplewing te ver-skaf, kan ons sorgnem word dat dit nie op doute oor sal val nie.

En wanneer die ernstige besprekings verby is, bestaan daar weinig twyfel dat die gewildste geselspunt buite die kongresaal gaan wees: Wie is ons volgende premier?
Deur WILLEM LAUBSCHER

LIDMAATSKAP van die AHI aan instellings wat nie volgens AHI-definisié Afrikaans is nie, is een van die belangwekkende punte wat dr. Martin van den Berg, senior vice-president van die AHI, vandeesweek op Bethlehem op 'n streekkonferensie van die AHI behandel het.

Die norm vir lidmaatskap van die AHI is sedert sy stigting in 1942 soos volg:

- Kapitaal: Die beheer van die onderneming in terme van aandeelhouding of besit moet Afrikaans wees.
- Direksie: Moet oorweeg Afrikaans wees.
- Bestuur: Moet oorweeg Afrikaans wees.
- Beeld: Moet oorweeg Afrikaans wees.

Maar nou is dit so dat daar heelparty ondernemings is wat volgens al vier hierdie kriteriums nie lid van die AHI kan word nie. Tog stel, die mense geweldig belang en kan die kundigheid van dié mense vir die AHI van onschatbare waarde wees.

Sienings

Want soos dr. Van den Berg gesê het, die strewe van die AHI moet op die pad vorentoe wees om sy lede van al hoe meer kundigheid te voorsien in die verskillende spesialiteitskomitees soos o.m. oor bestelling, arbeid en diens.

Dr. Van den Berg het geen kant gekies nie, maar nóg is dié twee sienings gestel. Die een is dat daar maniere gevind moet word om van hierdie 25% mens kan byna sê semi-Afrikaanse - sakeondernemings 'n deel in die bedrywighede van dié AHI te gee, al is dit dan nou nie volle lidmaatskap nie.

Die ander siening sê nee, daar moet jaloers gewaak word oor die Afrikaanse karakter van dié AHI.

Wat in gedagte gehou moet word, is dat die streng verdeling tussen Afrikaans en Engels in die sakewêreld wat daar met die stigting van die AHI in 1942 was, vandag nie meer so absoluut is nie.

Hoe gemaak met hulle? En daar kan seker baie ander voorbeeldse wees van ondernemings wat nie so danig deurspek is met Afrikaners in sy hoofbestuur nie, maar wat die plateland jare lank al dien en daar so Afrikaans is soos kan kome kan.

Die oor hierdie aspekte dat dr. Van den Berg tydige vrae gestel het - by het natuurlik geen name ge-noem nie - en wat hy oorgelaat het aan die lede van die AHI om oor te besin.

'n Mens wil hoop dat lede van die AHI dr. Van den Berg se advies sal volg en oor hierdie saak nadenk en hul mening gee.

Deurspek

Die Sarelame in die Afrikaner-akademieskap doen vandag nie met Afrikaners sake en stel nie met Afrikaner aan nie. En wat dan nou van 'n situasie soos daar General Mining wat volgens die AHI se definisie reg het op lidmaatskap - deedsaas beheer het oor Union Corporation? Waar wil laasge-noemde in?

Daar is ook ondernemings soos Nedbank en die United, Bougomoeskap.
Handelsinstituut
Rooiniks too?

The Afrikaanse Handelsinstituut, regarded by many as SA’s most influential business organisation, is taking a long, hard look at itself.

AHI’s Van den Berg . . . kom binne, some of you

A speech delivered in Bethlehem last week by the institution’s senior vice-president, Dr Martin van den Berg, indicates the concern among leading AHI members that their organisation is not keeping up with the times. Van den Berg told the Fm this week that “the AHI is not justified if it only provides an opportunity to get together and to talk to government. Holding meetings shows activity but not success. I feel the accent must move towards giving service.”

That means more staff, better research facilities and more outside expertise, all of which can be provided if membership is expanded and finances strengthened.

Not that the Instituut’s resources are melting away. About 200 sakekamers are affiliated to it, almost double the number of chambers of commerce linked to Assocom. Its annual operating surplus has been around R50 000 in recent years.

Up to now, however, the AHI has admitted only Afrikaner-owned and managed businesses with an Afrikaner image. Is it not time, Van den Berg asked his Bethlehem audience, for the membership criteria to be broadened? “Not only would this encourage firms to expand their Afrikaans character,” he noted, “it could also make an important contribution in terms of finances and the specialised knowledge on which the AHI could call.”

Limited entry

Those supporting this view are not calling for the AHI to be thrown open to all — in which case it might as well merge with Assocom and the FCI. Said Van den Berg: “Entry must be on a limited basis so that the Afrikaans character of the AHI is not endangered.”

The Fm learnt that several “South African” (though not strictly Afrikaans) companies have made informal (but so far unsuccessful) approaches for membership. Rapport last week mentioned Norbank and the United Building Society as possible candidates.

The AHI is also turning its attention to a problem which plagues virtually every employer body — the non-participation of many of the biggest names in business, who usually think they have enough clout in the corridors of power to do without the services of a lobbying organisation.

“This is a big deficiency in our present organisational setup,” says Van den Berg. “We’ll have to think up something, and it’s only a matter of time before we try.” One possibility would be to follow the FCI’s example of creating “corporate members” who are invited to free-ranging meetings with cabinet ministers and leading civil servants.

Van den Berg also stresses the importance of finding some way of co-operating more closely with black businessmen and promoting a black middle class. “Perhaps we should formalise contact with Nafoec on a national or regional basis,” he reckons. “We haven’t taken a clear view on this, though our relations with Nafoec on an informal basis have been very cordial.”
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IND. REL. - Employees' Org.

1-3-79 - 31-12-80
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 Union Foundation, Dr R Lee, said in Johannesburg today.

He was speaking at a seminar on implementing the Code.

Dr Lee said the aim of the Code was to remove all discrimination based on race or colour.

By Sieg Hannig,
Labour Reporter

A warning of repercussions if the recommendations of the Wicherin and Rieckert Commissions do not produce significant changes in labour laws and practices was sounded today.

"If they do 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 liaison manager of the Barlow Rand group, told a conference of the National Development and Management Foundation in Johannesburg.

The only way of ensuring compliance with codes of labour practice is to write them into industrial legislation, said Mr Armand Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa).

Intervention by foreign governments was unacceptable to Tucsa.

"Where we find that all is not as it should be, we are prepared to be that of approaching local management for clarification and explanation," Mr Grobbelaar said.

The first step, in the case of foreign-based firms, would be to submit Tucsa's views and findings to the overseas head office and to the originators of the respective code.
Association of Chambers of Commerce of South Africa

11. Dr. A. L. BORAIN asked the Minister of Co-operation and Development:

Whether representations were recently made to him by the Association of Chambers of Commerce of South Africa in regard to the recommendations of the Witsvlei Commission; if so, what was the nature of (a) the representations and (b) his reply thereto?

(The DEPUTY MINISTER OF CO-OPERATION:

No.

(a) and (b) Fall away.)
Liaison committees 'no substitute' for unions

The general secretary of Tucsa, Mr A Grobbelaar said yesterday that it was a serious psychological mistake to present works and liaison committees for blacks as if they were alternatives to trade unions.

He was addressing a seminar on implementing the codes of employment practice organised by the National Development and Management Foundation.

"These committees are not seen by black workers as effective machinery for negotiating with their employers," he said. The committees could serve a useful purpose if they were supplementary or complementary to trade unions.

"Black workers see the committees as substitutes for trade unions."

Replying to a question about black apprenticeship, Mr Grobbelaar said there was no legal restriction on black indentures. But apprenticeship committees found reasons for blocking blacks' applications.

"The solution is that employers have to become more aggressive in their approach to indenturing black apprentices," he said.

Most employer representatives on apprenticeship committees did not want to 'rock the boat' and gave reasons for turning down applications.

These included the inability of a company to train 'apprentices of any description,' lack of instructors and lack of technical facilities.

If people were sincere about wanting to train black apprentices then they had to find solutions to the problems put to apprenticeship committees.
People hiding behind labour laws—expert

The Government was reluctant to act in areas where legislation hampers the advance of blacks into senior positions, a leading personnel manager said yesterday.

Mr Derek Bashard of Elnor, speaking at the NDMF seminar in Johannesburg on employment codes said, approaches to the Government on such matters should be “low key” and receive a minimum of publicity.

“There is legislation which hampers the implementation of the various codes of employment practice, but I think it is true to say a large number of people hide behind supposed legislation in order to avoid facing issues posed by these employment codes,” he said.

Problems that arose were not major issues about equal pay or equal opportunity, but related rather to the more emotionally laden topics such as integrated toilets and canteens.

Such problems were generally over-emphasised.

In introducing a code of employment the best way to break down prejudices was to expose the racial groups to one another.

“Where forced integration takes place, this is often interpreted as an attack on social and domestic heritage of one of the race groups,” he said.

However where the exposure is not related to integration, but to the everyday work situation this is not seen as threatening, and is consequently more effective.”

SOLUTION

Mr R V Sutton, group personnel manager, SA Breweries, said the group saw the code of employment practice in terms of good management and business practices.

The only long-term solution to the skilled labour problem was to give blacks the opportunity to acquire business skills and experience.
Building industry asks State for R300-m more

By Frank Jeens

The Building Industries Federation (Bifs) has been quick to follow through on Senator Horwood's pop-up budget by making a high-level approach to the Government for an additional R300 million for housing and services for the lower income groups.

The Minister of Community Development has been asked by Bifs to make urgent representation to the Cabinet for the extra millions, which are in addition to the R250m allocated for low-cost homes in November 1977, of which R70 million has already been drawn, by the building industry from the banking sector.

So immediate does Bifs see the need for more cash in the housing pipeline, that the federation did not take time to draft a formal letter to the Minister, Mr. Shoya, but sent him a telex message.

Says Mr Johan Grotius, director of Bifs: "This week's budget was clearly an expansionary gesture.

"The Finance Minister obviously wants to give the national economy a hard-shove from the consumer end, and the building industry, by its nature, is one of the prime vehicles for stimulating consumer spending.

"A serious backlog in housing still exists throughout the Republic," says Mr Grotius, "and this could build up to a serious accommodation bottleneck."

Based on the assumption that the original distribution pattern will be maintained, it is estimated that the breakdown of the R300-million would be:

- 60 percent for blacks, including homeland and urban;
- 40 percent for coloured people; and
- 20 percent for Asians.
Slash power tariffs, unions tell Escom

Pretoria Bureau

THE COUNTRY'S two largest trade union organisations, the Trade Union Council of South Africa and the SA Confederation of Labour, yesterday demanded an immediate cut in power tariffs.

They said the revelations by the Board of Trade and Industry of excessive profits made by Escom and of defective management practices in the corporation, had "shocked" the country.

"Inefficiency, they said, should be rooted out and a more effective use made of Escom's massive annual revenue.

"The Association of Chambers of Commerce warned months ago that there should be a limit to the use of revenue for capital development. This could lead to a distortion of the price structure," it said.

"The Board of Trade found Escom lacked effective planning and control structures in its management."

The president of the Transvaal Chamber of Industries, Mr J E Holloway, said the TCI had been disturbed and concerned at the cost-escalating effects recently and the fact that Escom had found it necessary to finance so large an amount of long-term expenditure from revenue.

"We admire and encourage the fact that a statutory body like Escom has been placed under the scrutiny of independent sources. There should be more of this," Mr Holloway said.

The president of Tusc, Mr Ronnie Webb, said Tusc had expressed concern in the past at the frequent power tariff increases "and believed that something had gone seriously wrong with the administration."

The increases had rippled through the economy, causing pressure on prices and price increases. The hardships imposed on the lower income groups had been severe. In many lower income households, the electricity account now exceeded the house rental.

The SA Council of Churches ombudsman, Mr Eugene Roelofse, said the Government should not hesitate to insist on the firing of inefficient officials.

The frequent power price increases had been a major cause of the country's high inflation rate during the past few years.

"The disturbing thought is if this sort of thing has been going on at Escom is it not likely that the same attitude is rife in other quasi-Government organisations, like the control boards, for instance?"

It was time, Mr Roelofse said, that the Government ordered a sweeping investigation into the management and use of funds of all these organisations.

The president of the SA Confederation of Labour, Mr Attie Nieuwoudt, said Escom's frequent tariff increases had added greatly to the burden of wage and salary earners.

"The closest independent checks must be kept at all times on their performances and if there are faults and inefficiency these must be rooted out," Mr Nieuwoudt said.
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 conducive 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 the Chamber's 1,000 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 between 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 last 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 planning our hopes on the Rekort and Wetherall commissions, which we expect to bring about meaningful change."

But when it came to his reaction on the disinvestment campaign, a reticent Mr Lucas said: "It is very sensitive and controversial and I am not qualified to express an opinion."

Not so the Minister of Finance, Senator Owen Harwood, who pointed to the growing strength of the capital account of the balance of payments (indicative of a net inflow of foreign capital) and termed the impact of the campaign "absolutely minimal".

The official Opposition finance spokesman, Mr Harry Schwarz, believed the aims of the campaign were undesirable and accepted that little harm had been caused so far. Both felt it was a good thing to have employment conditions here come under the magnifying glass to bring about improvements.

Mr Schwarz said disinvestment would hit hardest those who deserved to be affected the least. "It would also result in a change in the economic system away from free 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 2,000-member Western Cape Traders' Association, Mr Daood 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 businesses operated by English-speaking South Africans."

"I don't think the codes have had much impact, but I'm against disinvestment," he said.
Vuurwerke op AHI-kongres verwag

Deur DAVID MEADES

DIE jaarlikse kongres van die Afrikaanse Handelsinstituut (AHI) word van jaar van 8 tot 10 Mei in Johannesburg gehou en as die beskrywingspunte op die sakelys ’n maatstaf is, beloof hierdie kongres om een van die belangrikste oël in die AHI se 34 jaar te wees.

Op die hoofkongres se sakelys is net ’n paar beskrywingspunte, maar ’n hele paar daarvan is spesifiek op aangeleentheide gerig wat op die oomblik van kardinale belang in die land se ontwikkeling is en van ’n hoog omstrede aard is.

Heelal aan die lys staan arbeid. Die kongres sal onder meer die oorlog aan ongeskoolde arbeid, produktiwiteit en mobiliteit bespreek. Met die Wiehahn- en die Rickert-verslag feitlik gereed, kan aangeneem word dat die AHI ’n besliste standpunt op hierdie sensitiwe gebied gaan inneem en ’n warm bespreking word verwag.

Tuislande

Net so behoor die konsolidasie van die swart tuislande ’n entoesiastiese bespreking te ontlok. Die kongres sal die ekonomiese perspektiewe van die konsolidasie as een been van ’n omvattende totaalplan bespreek.

Daar kan aangeneem word dat ’n ander sensitiwe gebied in die land se ekonomiese bestel, bokkote, en ook in ’n afsonderlike beskrywingspunt openhartig bespreek sal word.

Daar sal ook vir ’n uitvoer-geplante die land gepleit word, terwyl die handhawing en die bevordering van ekonomiese mededinging soos gewoonlik sterk onder die kollig geplaas sal word.

Die klein sakemane en suksesvolle voortbestaan sal bespreek word en daar kan aangeneem word dat die toenemende mag van die groot kettinggroep perspektievig sal word.

Steenkool

Daar bestaan groot mene-mingsverkeel in die land oor die werklik omvang van die land se steenkoolbedryf en die bespreking oor die belangrikheid van hierdie bedryf vir Suid-Afrika en die beskerming daarvan, kan hierdie twispunt weer opnuut last ontvlam.

Die sektoriale kongresse sal ook ’n hele reeks onderwerp van groot belang vir die land bespreek. Energie sal hoog op die lys wees en so ook die noodsaaklikheid van die opleiding van tegnieke in die toekoms.

In die motorkongres behoort ’n beskrywingspunt wat doeltreffender beheer oor die paneelkloof bedryf bepleit, ’n saak aanroer wat besig is om volgens alle aanduidinge hand-uit te ruk.

Winkelsentrums

Die belangrikste beskrywingspunt op die handelskongres se sakelys is die rol van die groot winkelsentrums. Die kongres sal gevaar word om die Regering te versoek om met die oog op die ordelike handelsontwikkeling dringend aan dag te skenk aan die ontwikkeling van die groot winkelsentrums, met inag-neming van die positie en die uitwerking daarvan op bestaande handelstrukture.
EEC call to enforce SA business code

Own Correspondent

STRASBOURG. — European parliamentarians have called for tighter enforcement of the EEC's code of conduct for companies operating in South Africa, while opposing a general economic boycott.

The code aims to ensure improved, minimum working conditions for black employees of European companies in South Africa.

Speakers in the parliament on Wednesday night said an economic boycott would only worsen the plight of blacks in South Africa.

The parliament was debating a revised version of the controversial report on the code by its committee on cooperation and development.

The first draft was hastily withdrawn from the parliament last month after allegations that it was pro-apartheid in tone. The new report omits the controversial passages, which rejected the one man, one vote system for South Africa and implied support for a federal-style solution to the country's problems.

It calls for improvement in the provisions of the code for the fixing of minimum wages.

The report also recommends that monitoring of the code should be placed in the hands of the EEC commission and not left to individual governments.

It calls for observance of the arms embargo, control of the use of nuclear energy for peaceful purposes, or end to the financing of South African industry by European banks and the denial of credit guarantees and export licences.

Socialist spokesman Mr. Schalta Fatijn demanded that observance of the code — at present voluntary — be made compulsory. He said the code was "null" unless companies were forced to comply.

British Conservative Lord Baxey said the weakness of the code was that monitoring was left to individual governments of the Nine, and called for a full report of the code's application to date.

Presenting the revised report, a French Socialist, Mr. Pierre Langere, said it was not the EEC's intention to drive the white population out of South Africa. Rather, the EEC wanted to preserve South Africa's multi-ethnic community, while ensuring that one ethnic group did not exploit another.
Reynolders calls for fairness by bosses

Labour Reporter

A call on employers to adopt "fair and reasonable" attitudes towards workers as part of many adaptations under the coming labour reforms, was made today by Dr Ernest Reynolders.

Paulus on 'white man's downfall'

By Sizwe Mabizwe

It was "the biggest nonsense (ever)" to claim that the Witswati recommendations did not affect the mines, the Mine workers' Union leader, Mr P I 'Arms' Paulus said last night.

Blacks would become shift bosses and managers if miners did not wake up, he told about 250 miners at the Hendrina town hall.

"Imagine yourselves using the same change-room ... the same toilets," Mr Paulus said.

To accept this silently would mean the downfall of the white man in South Africa.

While workers would have to turn a power bloc to ensure their future as whites or free workers integration, the former number of social integration, Mr Paulus said.

Employers, liberals and newspapers were cheering because all that whites had fought for was the races had been swept away for fear of the outside world.

The union's president, Mr I. J. M. K. M., had suggested that major should reconsider which political party they should support.

He suggested a referendum. "We are determining the workers' reaction to the Witswati Report.

"In overall terms South Africa is moving away from segregation towards plural democracy," he told the symposium.

Professor D. W. P. Berst, of the Institute of Labour Relations, said the Government had accepted urban blacks as a permanent, integral part of South African industrial society."
The removal of labour discrimination has slowed down in a "small trend" although most employers say the rate of change is too slow.

That is the upshot of a survey of 300 companies employing nearly 500,000 workers in a cross-section of commerce and industry.

The survey, by the Fireman's Group, is the second conducted so far and is the most comprehensive of its kind.

"Employers have reason to be proud of what they have achieved so far, by way of black job advancement and desegregation of working places and facilities," Mr B. Lawrence Chalmers, the Fireman's Group's director responsible for the survey.

But we found only a "small trend towards further improvements over the past year."

"This is particularly noticeable in recruitment practice and in the training of black employees relative to that of whites."

"One is tempted to speculate that it may be becoming increasingly difficult or expensive to match up further improvements."

"Because 80 percent of the companies say they want to grant equal opportunities to all and 75 percent say they subscribe to a code of employment practice."

"The majority believe that the rate at which discrimination is being removed is too slow," Mr Chalmers said.

Some of the findings of the survey - carried out before the initiation of the Winfield Report on labour legislation - are:

- Desegregated offices existed in 80 percent of the firms surveyed, compared with 54 percent in the sample of 167 firms surveyed the year before.
- Desegregated toilets were reported from 85 percent of the 200 firms, compared with 44 percent in last year's survey.
- More than half the firms paid minimum wages of more than R15 per month. The average minimum wage was R12.50 a month - 14 percent more than the average in last year's survey.
- More than two-thirds of the firms reported that they had an "integrated pay structure" and equal pay for equal work - little more than in the previous survey.
- Almost six out of every 10 firms said trade unions prevented them from employing blacks in certain positions.
- But more than three-quarters reported that they had no difficulties from white staff in black advancement. Where whites objected, the objections came from fewer than a tenth of the whites.
- A large number of firms reported that all race groups used the same facilities - offices, toilets and canteens - without objections from white staff.
- While the Winfield report may well have slowed employers' attitudes towards black (unregistered) trade unions, it is interesting that this year Winfield surveyed 57 percent of the firms ready to re-register unaudited unions.

"Our information indicates that most employers will give favourable consideration to the recognition of black unions which become registered in terms of the new labour legislation," Mr Chalmers said.
Opposition to trade unionism remains deep-rooted in SA companies, according to a survey released this week.

Entitled Survey of Asiatic, Black and Coloured Advancement, it is the second produced by human resources consultants Fine, Spamer Associates. Some 200 companies, employing half a million people, participated.

About three-fifths of the companies say they would prefer not to deal with an African union and over half that they would prefer not to deal with any union. Fully 90% say they believe that plant committees are preferable to unions from management's viewpoint (nearly all the companies have committees). Only a fifth believe that a union serves worker interests better than a committee.

Despite their objections, most companies say they would deal with a government-recognized union. Only 37%, however, say they are prepared to recognize an unregistered union.

As far as registered unions are concerned, 36% of the companies complain that they restrict African advancement. In addition, 32% complain that white unions restrict coloured advancement, and 37% believe that they bar jobs to Asians. Just under half of the companies say they have to have union permission in order to promote black workers.

Another area of little progress is the promotion of black workers to supervisory positions over whites - and into upper level supervisory jobs generally. Only 22% of companies have Asians, coloured people, or Africans supervising whites, and only 3% have Africans in these positions.

Most of the companies say their minimum wage is above R130 a month; a quarter say it is above R240. But a third start their lowest-paid workers at R160-R150.

Main progress areas have been the elimination of racial pay differentials (77% of the companies claimed they had integrated pay scales); desegregation of facilities; and fringe benefits. A resounding majority (80%) argue that business should contribute to society "in addition to pursuing normal business activities."

Bernard Chalmers, who conducted the survey, tells the FM the companies surveyed are "...the more concerned companies and their employment practices are almost certainly better than most."
UCT to probe pay demands by workers

Staff Reporter

THE COUNCIL of the University of Cape Town has initiated steps to investigate demands by the Workers' Association at UCT.

The move follows controversy over wages and moves to dismiss a group of workers at the university. In a statement yesterday, the chairman of the council, Mr. L.G. Abrahamse, said a committee had been appointed to meet the association, the UCT Staff Association and the Administration to investigate representations by the Workers Association.

In his statement, Mr. Abrahamse said:

The Executive Committee of Council at its meeting held on Wednesday, July 25, considered the representations made by the UCT Workers' Association in regard to the termination of the services of certain members of the Staff of the UCT maintenance department, and the full council of the University of Cape Town today received a delegation from the workers' association who presented their case to council.

Council, which is not itself a negotiating body, has decided to appoint a committee of three members to meet with the representatives of the Workers' Association, the UCT Staff Association and the administration to go into the matters raised in the Workers' Association's representations.

The committee has been asked to do an exhaustive investigation and to report back to council.

Council has unreservedly endorsed the action taken by the administration after a review of the case histories of all the members of staff whose services were considered unsatisfactory. This review was carried out by the registrar and the chairman of the UCT Staff Association on the principle that where any doubt exists as to the workers being given the benefit of the doubt, as a result of the termination of the contracts of service of five workers, they remain in office, the notices of termination of four others have been withdrawn, and the decision to terminate the services of 13 others on August 1 has been suspended.

New procedures for monitoring and controlling performance have been introduced in respect of all workers.

During 1979 considerable progress was made in the regrading of workers into more appropriate job categories with corresponding adjustments in remuneration backdated to January 1, 1979. In addition the remuneration of all non-academic staff, including all categories of workers, was increased by 7½ percent as an interim measure with effect from April 1, 1979.

The university is at present engaged in a general evaluation of all posts in the non-academic sector, including posts in the maintenance department, residence, refectories etc. This review was recommended by a subcommittee of council and approved in March, 1979, and was commenced in May, 1979, after outside expert advice had been obtained. The review will be completed in September 1979 and council has already decided that any increase in salary scales resulting from the evaluation will be backdated to April 1, 1979.
'White miners from stay safe'

THE Chamber of Mines' proposal to streamline the 11-shift fortnight on the gold mines "in no way" threatened the job security of white workers, the chamber said yesterday.

In a statement on the recent "rejection" of these proposals by the Mine Workers' Union, the chamber said the streamlining was aimed at regaining lost productivity.

Discussions between the chamber and the union had "foundered in the face of the refusal of the union to make any positive contribution to the solution of problems facing the industry." The chamber had proposed changes in work practice, mainly to increase the legal responsibility of the black team leader, without jeopardising the position of white mine workers. The chamber also guaranteed that no white mine worker would lose his job as a result of such a change.

The statement said: "The reduction from 12 to 11 working shifts in a fortnight has increased working costs and reduced the productivity of underground workers. "An important reason for this has been the consistent refusal of the Mine Workers Union to honour the clause of its agreement providing that a member of the union may volunteer, if he so wishes and management is agreeable, to work on his Saturday off at overtime rates."

"The MWU has instructed its members not to volunteer. It has now added the refusal to consider any rationalisation of working practice on the mines to help offset the high costs and lower productivity of the 11-shift fortnight," the statement said. — Sapa.
is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5.1/000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also decreased by the mortality by a decreasing incidence of the primary, secondary and tertiary diseases. Secondly, it should be noted that the underlying population are also of importance and contribute a complex 'coloured' file to the two communities. The changes in this for the purposes of the Vital Statistics of the 1938, Government Printer.

The expectations of life at birth have been considered to be of sufficient different expectations of life have been included: (1) 0.5 - the expectation of life at birth, and (2) 4.5 - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at 45 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whomMale:Female deficit of 1.0 years in 1941 at 0.5 has become 6.9 years in 1970. For whites a deficit of 3.7 years in 1929 has increased to 7.0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either 0.5 or 4.5, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives us cause for concern is that although the expectation of Life at 45 is expected to improve indefinitely, it would appear that the 'coloured' expectation is levelling off at a lower level than has occurred in the white community.
3 unions have reservations over govt move

By RICHARD WICKSTEED

THREE trade unions, two of them unregistered, representing a combined total of 20,000 workers, yesterday expressed strong reservations at the government’s decision to open trade unions to contract workers and migrant labourers.

Spokesmen for the General Workers’ Union, which represents 10,000 workers, the Food and Canning Workers’ Union and the African Food and Canning Workers’ Union said in separate statements that the concessions increased State control of a registered union’s finances, the election of office-bearers and a union’s educational activities.

An executive member of the General Worker’s Union said although the decision to allow contract workers to join a registered union had brought the government into line with an important aspect of the Wiehahn Commission, his union opposed the commission itself.

“‘In fact, the criteria for registration are not yet clearly specified, and if the system envisaged by Wiehahn is implemented, it will still remain extremely difficult for these unions which attempt to organize contract workers to apply for registration.”

“In other words, the ministerial concessions only means that unions seeking registration will have to police themselves by constitutionally excluding contract workers from the scope of their organizational activities. This is completely unacceptable,” he said.

Moreover, he said, it was clear that racially-mixed registered trade unions are to remain prohibited.

“This is also unacceptable. Furthermore, the unions are still being invited to register under a system of rigid control and surveillance over their affairs.”
is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular diseases in men 45-64 years of age during 1960 and 1970. Clearly the rate of 51,000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by their fatality rates, for example, a decrease in the mortality related to Tuberculosis will not only be influenced by a decreasing incidence of this disease but also by improved prevention at primary, secondary and tertiary levels of intervention which will consequently decrease the fatality rate and, therefore, the associated mortality.

Secondly, it should be appreciated that although the calculation of rates is important for comparative purposes since they take into consideration the underlying population, for the providers of health care the actual numbers are of equal importance. This is particularly true for those groups which contribute a comparatively large proportion to the total population, for example 'coloured' children 0-4 years old. The different demographic profiles of the two communities for 1951 are presented in Fig. 1, and this provides an indication of the age distribution of whites and 'coloureds'. The changes in this distribution which occurred between 1941 and 1970 are, for the purposes of the present study, of secondary unimportance.

The expectations of life for 'coloureds' and whites are presented in Fig. 6. Although data has been published for Africans, this is speculative and is not considered to be of sufficient reliability to warrant inclusion. Two different expectations of life have been included: (1) $e_0$ - the expectation of life at birth, and (2) $e_{45}$ - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at $e_{45}$ 'coloured' females have a higher expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female deficit of 1.0 years in 1941 at $e_0$ has become 6.9 years in 1970. For whites a deficit of 3.7 years in 1929 has increased to 7.0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the female population has been greater than that for males, the expectation of life at 45 years of age has actually been higher for males. This reflects the generally higher fatality rates of females, which are higher because of higher incidences of neoplastic diseases in women. The expectation of life at 45 for both white and 'coloured' females has increased over the period 1941-1970. This increase has been greater for the 'coloureds' who showed an increase of 2 years, whereas for whites the increase was only of 0.7 years. It is interesting to note the lower expectation of life at 45 for 'coloureds' than for whites, which may be due to the higher fatality rates of neoplastic diseases at this age for 'coloureds' than for whites.
ASSOCOM CHIEF PLEADS FOR BLACK COMMUTERS

African Affairs Reporter

The Associated Chambers of Commerce yesterday urged the Government to subsidise the bus-fares of non-White commuters.

"We have made representations to five Government departments regarding the plight of commuters," Mr Peter Easton, vice-chairman of Assocom, told a meeting on the South Coast yesterday.

The meeting, attended by representatives of Assocom, local chiefs, Iyandha (the African Chamber of Commerce), and representatives of the Trans-Cape Town Transport company, was called in a bid to end the three-week sabbatical in the Port Shepstone area.

Mr Easton told the meeting that although the local government had refused to extend the sabbatical in the Government, the Government should consider the request for immediate action.

Investigation

At the meeting an independent body representing various local authorities was elected to investigate the financial administration of the Trans-Cape Town Transport company. Nine members were elected, one of them an accountant, were elected to the investigating committee.

Mr Easton also assured yesterday's meeting that Assocom in the Port Shepstone area will do its best to raise wages for workers, depending on the economic climate.
IT IS highly important that South Africa give the outside world factual evidence of change in the labour situation and show in the next year or two that the Government was giving legislative effect to the recommendations of the Wiehahn Commission, the Building Industries Federation's 4th congress was told yesterday.

Mr F R Richman, vice-president of the International Organisation of Employers, and chairman of the International Labour and Social Affairs Committee, addressed the congress in Johannesburg on South Africa and international labour relations.

He said he was certain a committee of the International Labour Organisation would be formed to formulate possible action against South Africa, a step which had the general support of the past ILO conference.

The outside world would be pleased to learn that the majority of white trade unions favoured the changes recommended by the Wiehahn Commission.

"A small minority remain steadfastly opposed, but I expect the International Trade Union Movement to have some dialogue with their brothers in South Africa with the aim of changing labour attitudes, which are employers have worked to accelerate change within their own group.

"I believe that most responsible employers understand that substantial changes cannot be made overnight," Mr Richman said.

Meanwhile, Mr Blair Ewing, a communications director of the Schachat Callum group of companies, said the 1960's might well be known as the decade of the "money saving smaller house".

Addressing the congress on middle and higher group housing in the 1960's, Mr Ewing said the country had wasted land allowing cities to sprawl in the past. Housing density had to be increased but in an imaginative way.

"Let us make a start by encouraging far more high density schemes judiciously mixed into older-established suburbs, as is so excellently done in the Cape where a minor sub-division involving 20 stands can be processed within three months."

An important owner-participation, low-income housing scheme in the Western Transvaal was described by the regional manager of the Urban Foundation, Mr R N Granelli.

The project, near Carletonville, was one in which real-estate developers were designing and building their own houses at prices they can afford, with limited loans at economic interest rates.

The project was run by a housing team, consisting of representatives of the Western Transvaal Administration Board, the Katseikome Community Committee, the local housing committee, and the Urban Foundation.

Families in the slum areas may apply to join the scheme, and a number of applicants are taken from the waiting list each month.—Sapa.
SA economy faces dilemma

BUSINESS MAIL

BOM 25/10/74

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declared a variable dividend.

One of the basic flaws in the SA economy is the high cost of raw materials.

The SA economy is heavily dependent on the cost of raw materials, which is a major challenge.

The SA economy is facing a dilemma due to the high cost of raw materials, which are critical for its industrial and agricultural sectors.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its overall performance.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its competitiveness in international markets.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to maintain economic growth.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to sustain economic stability.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to invest in infrastructure and development.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to attract foreign investment.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to compete in the global market.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to reduce its reliance on imports.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to diversify its economy.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to increase its exports.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to improve its balance of payments.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to maintain its fiscal discipline.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to maintain its credibility in the international community.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure social justice and equity.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to provide adequate social services and infrastructure.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to address the challenges of poverty and inequality.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to foster peace and stability.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to promote cultural diversity and social harmony.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to address the needs of its people.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to overcome its developmental challenges.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to achieve its development goals.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure sustainable development.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to preserve its natural resources for future generations.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure environmental sustainability.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to address the challenges of climate change.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure food security.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure adequate nutrition for its people.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to clean water.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to basic sanitation.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to healthcare.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to education.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to decent housing.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to safe and affordable energy.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to reliable and affordable transportation.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to communication services.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to information and knowledge.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to cultural and recreational opportunities.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to social services and support.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to democratic rights and freedoms.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective justice and legal protection.

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The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective governance and accountability.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective mobilization of resources.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective networking and collaboration.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective innovation and creativity.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective problem-solving and decision-making.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective implementation and execution.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective monitoring and evaluation.

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The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-actualization and personal growth.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-management and self-control.

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The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-motivation and self-impetus.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-organization and self-arrangement.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-assertion and self-affirmation.

The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-perception and self-knowledge.

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The SA economy is facing a dilemma due to the high cost of raw materials, which is affecting its ability to ensure access to effective self-transformation and self-renewal.

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Steel company quits over The Citizen

A REEF steel company has resigned from Seifsa, the Steel and Engineering Industries Federation of South Africa, in protest against the investment of pension fund money in The Citizen.

The company's financial director said it was "quite immoral" for pension money to be used for shares in a company with The Citizen's history of Government funding and high losses.

He said this was the last straw which had convinced him that it no longer wished to participate in Seifsa. He said his company had also been unhappy with the benefits which workers from his company received through the funds.

A report in The Citizen at the time it went public said the company did not expect to lose more than R2-million from May to mid March next year, and expected to break-even by the end of March 1981.

The Citizen, started as an Information Department front by Dr Connie Mulder and Dr Rachel Bhooole, is still secretly owned.

About 75% of those who took shares when The Citizen went public last month were taken through Volkskas nominees and the real owners have been kept secret.

In an interview after this was disclosed Mr Marius Jooste, chairman of The Citizen, said he did not know the identity of the secret shareholders.

Progressive Federal Party Press spokesman Brian Bamford was full of praise for the company's decision, and especially condemned the use of pension funds for this purpose when there are clearly other better investments.

"That is the only way to bring home to people that certain norms must be accepted or stand the consequences," Mr Bamford said. "The Citizen is a continuing and daily outrage to public opinion. Its history, its takeover and its political policy are all disgraceful. People should show their outrage by cutting off all ties with it."

The two pension funds, Metal Industries Group Life Provident Fund and the Metal Industries Group Pension Fund each purchased 10 000 R1 shares in the paper.

They are cumulative preference shares bearing a dividend rate of 10% and are convertible to ordinary shares in March 1982. The dividends are only paid if the company makes profits.

Seifsa are the secretaries to the two funds.

Ulana has sent a letter of resignation to Seifsa, and a telegram complaining about the decision to invest in The Citizen.

Dr Errol Drummond, director of Seifsa, told the Rand Daily Mail two weeks ago: "The investments were made for purely business reasons and on the basis of financial returns."
Employer group in new row over black unions

Neil Hamling
About Reporter

Steel and Engineering Industries Federation
into direct contact with black workers, leading to
trade unions in the metal and engineering industries.

"If Sefisa did not intend to militate against unions but only to get a new code for black workers, then this certainly would not emerge from the guidelines," said Mr. Arthur Grobbelaar, general secretary of the metal and engineering industries.

He saw the guidelines as being in direct conflict with the BEC code of employment practice. This code covers guidance on matters falling within the industrial council's scope.

Several employers said they had approached him about the guidelines, Mr. Grobbelaar said.

But Dr. Errol Nieuwoudt, managing director of Sefisa, has refused all their criticisms.

"We support trade unionism, irrespective of colour, but it is necessary for us to deal with unions which are registered," he said.

He regarded a union's refusal to become registered as a refusal to establish its credentials. "These credentials are important in a situation where officials of black unions come and go and there are splits in the ranks," he said.

"We don't want a battleground for conflicting trade union ideologies."

Unregistered unions could not become parties to an industrial council, he pointed out.

Sefisa's guidelines call on employers to:

- Withdraw formal recognition from unregistered and provisionally registered unions.
- Not "actively assist trade union organisation" and not accede to requests by unionists "allegedly catering for black workers" to have access to company "property, plant, buying, hiring or recruiting" or to appear on company policy boards.
- Not engage in "in-house" negotiations on matters falling within the industrial council's scope.
setting, what is needed to attack these problems is a multi-pronged approach. Doctors need not only to learn about the signs and symptoms of hypertension and diabetes, but also to be aware of the importance of a healthy lifestyle. They must take the initiative to provide patients with information on how to reduce their risk factors and monitor their health regularly. By doing so, doctors can help prevent complications and improve outcomes. In addition, patients need to be educated about the importance of adhering to their treatment plans and following up with their doctors regularly. This requires a sustained effort from all parties involved in the healthcare system, including healthcare providers, patients, and policymakers.
ASSOCOM and Ministers
to discuss problems

Own Correspondent

ASSOCOM is to hold a series of meetings with senior Cabinet members next week to iron out problems facing the country's commerce.

Representatives of ASSOCOM's board of management will meet members of the Cabinet between March 3 and 6 in Cape Town to discuss a wide range of topics.

The Ministers involved are the Prime Minister, Mr P W Botha, the Minister of Finance, Senator Owen Horwood, the Minister of Man-power and Development, Mr Fanie Botha, and the Minister of Transport, Mr Chris Heunis.

Other Ministers will also meet ASSOCOM delegations. They are Dr Diet Kroonhof, Minister of Cooperation and Development, Dr Schalk van der Merwe, Minister of Industry, Trade and Consumer Affairs, Mr Marais Steyn, Minister of Community Development, Coloured and Indian Affairs, Mr F W de Klerk, Minister of Mines, Environmental Planning and Energy, Dr Ferdi Hartzenberg, Minister of Education and Training, and Dr A P Truran, Minister of Public Works, Statistics and Tourism.

ASSOCOM is expected to express its concern over the continuing high inflation rate, and to call on the Government to immediately remove the 7 percent surcharge, preferably before the main budget is announced.

It is also expected that the Government will be asked to consider lowering the tax rate, increasing the tax ceiling and abolishing the loan levy.

The question of taxing fringe benefits will also be raised and the Government may be asked to consider bringing in tax relief this year, and waiting until next year before taxing fringe benefits.

ASSOCOM will also discuss implementing the Wiesebohn and Rieker Commission reports, the economic situation and outlook, black unemployment and housing, the Government's fuel and energy policy and the formation of a coordinated national tourism policy.
Sigma's gone, but Naamsa carries on...
Wipe out conflict bosses are urged

By WILLIE BOKALA

THERE WAS enough evidence for future employee-employer conflict and management should identify and eliminate areas of this potential conflict at both company and industrial levels, Mr Zulu Wells Ntuli, group personnel consultant of Anglo-Transvaal Consolidated Investment Company, told a Johannesburg North Jaycee seminar at the Carlton Hotel last night.

Mr Ntuli was speaking on "Labour management in the 80s".

He said there were notable labour disputes in South Africa in 1979. Management should take steps to develop procedures for the protection of employee and employer rights acceptable to both and do away with situations where rules were made by management for the worker without the workers.

The successful trend would be for management to make those regulations with the workers and legalise those agreements and make them binding for all parties concerned for stipulated periods.

Management should also:

- Minimise resistance by workers and tune them to changes initiated by the employer.
- Provide for effective planning so that changes occurred in a systematic, orderly way rather than in an ad hoc manner.
- Eliminate all constraints on the optimum utilisation of all labour.
- Achieve a unitary representation system for employees at both the company and industry levels.

Unless management made the employee feel secure enough in his job, there was bound to be pressure to narrow gaps in wages, particularly in areas where people did the same job although their colour was different, said Mr Ntuli.

Dr J C van Zyl, executive director of the Federated Chamber of Industries, said each individual business enterprise or entrepreneur — regardless of colour — should be free to acquire the labour, natural resources and capital wished and could afford to produce any good and services it wished.

That should also appeal to the job seekers, the consumer and the lenders of capital funds.

He said a free enterprise system could operate at maximum efficiency and effectively if certain political and administrative principles were also accepted by the Government.
Risa deputy president and Director-elect Lou Davis takes a similar line. He points out that the BIAC already has the matter in hand. He says Risa is determined to regularise the position for the benefit of all.

Fine sentiment, difficult to put into practice. Bisa has had to climb down in the past but, with activity on the increase, it's going to be a lot better bargaining position this time.

**HAYLETT FORMULA**

**Counting the cost**

The tense peace between Bisa and Sopa over contract price adjustment is built on a foundation of mutual distrust. The Bisa president claims that Sopa members are "constantly and evermore frequently" cheating on the Haylett formula by writing a 10% fixed element into tender documents instead of the agreed 7%.

The Was MBA has handed the matter to Bisa's with a request to investigate this abuse and, if necessary, to withdraw the 10% concession forthwith.

But it's already in hand. The Building Industry Advisory Committee (BIAC) has appointed a special team to look at the issue again, and both parties will be represented.

Sopa's Tony de Leeuw says there has been no instruction to members to disregard the 7% agreement although developers may not have a general preference for it. Thus, they argue, will ensure that builders bear a greater share of the cost escalation risk.

But the agreement is complicated and de Leeuw points out that there's no recognition in the parties writing in anything including a 10% fixed element to Haylett if the contract is negotiated.

The MBA says firmly, however, that it's happening in tender documents. Also contrary to the agreement, architects and sub-consultants to see who's prepared to drop Haylett altogether.

All of which, says the MBA, "points to the need to get the formula established in a form that meets, as nearly as possible, all parties' requirements."
Steel unions ask for changes

Labour Reporter

REGISTERED steel and engineering unions are demanding changes to controversial black labour guidelines drawn up by the Steel and Engineering Industries Federation.

The guidelines were sharply attacked by unionists when they were released last year by Seftsa, the largest employer federation outside the mines. Its members employ about 500 000 people.

Seftsa was accused at the time of trying to obstruct the unionisation of black workers.

The Confederation of Metal and Building Unions, which represents most registered unions in the industry, recently sent Seftsa a document complaining about certain of the guidelines.

According to CMU unionist Mr Ike van der Watt, the unions are particularly worried about a provision which says that only unions which are both registered and members of the industry’s industrial council can have union dues deducted by employers.

This means that if any of us start to organise black workers without registration, we will be denied an important union facility," he said.

He added that "it also means that they will only give us facilities when they absolutely have to.

The unions are due to meet Seftsa’s full board soon to discuss their complaints.

Seftsa’s director, Dr Errol Drummond, confirmed yesterday that a meeting with all registered steel and engineering unions will take place.

He also confirmed that suggestions for change to the guidelines were discussed at a recent Seftsa board meeting, but stressed that no decisions were taken.
Unions in unique talks

Labour Reporter

A PSIF-funded conference on trade union prerogatives has been attended by unique meetings between employers and black and white unions.

However, various differences between black and white unions over black action training have led to a decision to discontinue the "consultations" for the time being.

The meetings were attended by black unions affiliated to the Consultative Committee of Black Trade Unions, as well as by employers' representatives and members of the Industrial Affairs Branch of the Building Unions and Yeona.

Two members of the Wibbahn Commission were present.

They formed part of a joint labour-management programme organized by Mr. Vermeulen's Graduate School of Labour Administration, and were aimed at getting together for industrial relations in South Africa.

Details of these "consultations" were released by the Graduate School's Director, Mr. Wibbahn Jacobs.

It appeared that all participants had reached a statement on trade unions by recognizing at a meeting last month.

Another statement on relations at enterprise, level, was also reached, although this contained disagreements on key issues between the three parties.

Widely they all agreed that a relationship between employers and workers at factory level was necessary, they disagreed on how this should be done.

According to Mr. Jacobs, the problem was the deep suspicions of black unions on their experience with Nationalists in the past.

He added, however, that "same time, an agreement could be worked out.

After the agreement, all unions agreed that they would not take further part in the meetings, and they had clarified their relationship with Nationalists.

They were reacting to a discussion on arbitration in which they argued for representation on the board to be voluntary, and that arbitration should be extended from ten to twenty years.

Mr. Jacobs said, however, that he believed the programme would continue despite the disagreement.

After every meeting, it is said that the meeting would have another one, but there’s always..."
Influx Control Rule

Asscomic Sales 72-Hour

13/3/80
ASSOCOM: Repeal 72-hour-rule

In a major memorandum on the Richter Manpower Report, Assocom states the 72-hour influx rule for blacks as “seriously disturbing race relations” and causing great harm to the country’s image overseas.

The Association of Chambers of Commerce calls for the reference books carried by blacks to be used solely for identification and not for influx control.

It urges that blacks from black states should have passports, while black residents in white areas should be provided with a “book of life” in the same way as whites.

The Association reports that in practice the 72-hour restriction is not effective in preventing the influx of blacks into major urban areas.

The three-day collection of influx affords no guarantee against summary arrest since the onus is on the black person to prove his right to be in an area.

Assocom says that, whereas blacks commute daily from adjacent black homelands “the restriction has become meaningless.”

REPEAL

It calls on the Government to consider a total repeal of the 72-hour provision. In the meanwhile it recommends that the concessionary period be extended to 14 days.

The memorandum says that in the present social and economic circumstances the Richter recommendations on influx control — even if strictly implemented — will have little, if any, impact on blacks moving to the cities to look for work.
Call to disband labour bureaux

JOHANNESBURG — The system of black labour bureaux should be terminated and official employment services established for all race groups under one government department, according to the Association of Chambers of Commerce of South Africa.

This is recommended in a document submitted to certain Cabinet Ministers during a discussion.

Assocom says the Rieker Commission had suggested that black labour bureaux should still fall under the control of the administration boards acting as agents for the Department of Manpower Utilisation, so effectively maintaining the complete separation of employment services on a racial basis.

"These proposals run counter to the stated goals of the commission to avoid discriminatory measures."

Assocom also said if the recommendations of the Rieker Commission on influx control were fully implemented, they would drive a wedge between urban and rural blacks.

The measures proposed by the commission were likely to give rise to further distortions in the labour market and to other dangerous economic and socio-political problems. — SAPA.
Labour problems identified

KING WILLIAM'S TOWN — Unfavourable electricity tariffs, political instability and the local "brain drain" have been given as the stumbling blocks of the Border unemployment problem.

Speaking at a Jaycees "Future Affairs" meeting here, Mr Ian Duncan Brown, president of the Dimbaza Chamber of Commerce, said the annual demands of 37 000 new workers could not be met unless some 18 factories opened every month.

"So at Dimbaza we need 18 factories to open every month."

He said the biggest problem preventing investment was the high cost of electricity in the area. He said he knew of at least three multi-million Rand projects that had dropped out of the area because of this reason.

"Our fixed electricity overhead is crushing."

The counter argument from Escom is that electricity must be charged in proportion to costs. But if the government wants decentralisation, then it must repeal the Act governing electricity undertakings.

"If it doesn't, then it will have to use the army and the police to stop the 1 000 new Ciskeians per month moving to the Reef."

Another problem was the "brain drain". The men capable of creating jobs were going to the Reef, he said. He called for the expansion of academic and training facilities in the region.

"If we don't, then we must do it."

Mr Duncan Brown suggested the entire region be made an integrated state.

"Let's get a frame of reference and get down to making it work." — DDR
Paulus to face charges for ‘baboons’ remark

JOHANNESBURG — Mr. Arrie Paulus, head of the Mine Workers' Union, is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons.

The decision to charge Mr. Paulus was confirmed yesterday by the Senior Public Prosecutor at the Johannesburg Magistrate's Court, Mr. A. P. du Vries.

Mr. Paulus is to appear before a regional magistrate here on April 8.

A charge sheet containing the allegations was delivered to Mr. Paulus on Thursday.

The first count deals with the alleged 'baboons' remark published in a New York newspaper.

The other count deals with a remark which it is alleged, appeared the dignity of a reporter of the Vaderland, the editorial staff of Post, Dr. Nkhatho Mofina, and 'all the black people of South Africa'.

Mr. Paulus on Thursday night accused the Minister of Manpower Utilization of betraying white miners.

"He did this when he said black trade unions could be registered,' he told an Afrikaans discussion group here.

"There are 100,000 black miners compared with 18,000 white miners and they will just overwhelm us."

"He would do his best to protect the interests of his own kind."

"If we go as far as to say that tomorrow we will let blacks join our union, then you will get sick of reading my name in the newspapers and seeing my face on television."

If blacks were to have unions, "it would be them saying "We want this and we want that" and if what they want is better than what we have, then they must get it."

"The principle of "when in Rome, do as the Romans do" must apply. If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do."

"We owe the black worker nothing. The black worker owes us a lot." Mr. Paulus said. (Sapa)
The Building Industries Federation of South Africa (Bifa) has called for compulsory registration of all trade unions — including black ones.

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration.

It says that for many years black unions were not allowed to register. Now that they are the majority of those which ignored the door which has been opened in "intolerable".

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not.

Bifa has appointed a sub-committee to look into the question of registered black trade.
Good idea, bad name!

In other words, I like the idea, not the name we've given the project.

Basically the idea is to put in a form giving all the relevant information needed to administer an estate, such as the location of the deceased and the like.

The club calls it the 'I-dy-up Form' I would have preferred something less like 'Document of Information' or 'Information form' — even if the information is something of a word these post-war days.

In other words, I like the idea, not the name we've given the project. It's a good idea, but it's not as yet evident in the value of the estate.

What Arcadia Rotarians are advocating is that all trusts make use of this 'I-dy-up Form' and pass the idea to others.

They have information they want to make available to the executor of the estate.

An adult should be an effective will, naming a suitable executor and administrator.

Advice should be sought from a competent authority (your attorney, bank or trust company) to plan your estate and prepare your will.

A simple record of the estate should be kept in an easily accessible place, e.g. top drawer of dressing table, a safe deposit box, or on the attached form.

A signed note could be left to the will of the deceased or a burial is desired where the burial is to take place.

The religious faith in which you are a member could also be noted.

3. Will should be reviewed periodically and advice sought when circumstances alter. E.g. an asset is sold, a beneficiary dies or where, due to an increase in the estate, estate duty is payable.

Before donating items of personal use, a suitable medical authority should be consulted.

If operating in a partnership, the implications of death with a competent authority mentioned in paragraph 2 above.

The sheet referred to details the location of such documents as an original will, copy of will, title deeds, share certificates, leases, identity documents, receipts for furniture and the like, cheque book, savings passbooks, life and R&D assurance policies, other insurances, safe deposit box, income tax details and vat registration.

The sheet also recommends that you keep your details in a safe deposit box, with a list of main assets, list of main liabilities, list of foreign assets, and agreements should also be listed and attached to the form.

Building visit

The visit by a top team from the Building Industries Federation (BIFSA) to East London recently marked an important change in the attitude of industries towards productivity, accidents and other disasters on building sites.

It was the first of a series of whistle-stops to the main centres of building activity to measure progress through the elimination of accidents.

Leading BIFSA's team was the president, Mr. Bob Stevenson, who is wholeheartedly committed to boosting productivity by improving safety and cutting out accidents.

"What's more, it's paying off," he said.

He added that after four years of recession, safety-minded building foremen attributed the average five per cent off building costs by eliminating accidents, fires, explosions, thefts, theft of materials, damage to property, and claims from the public for injuries or damages.

In the highly competitive building market during the slump that followed the 1973 oil crisis, the difference between profit and loss.

"Another payoff is that underwriters to the building industry have dropped accident premiums accordingly," Mr. Stevenson says.

Squeezed into a dwindling market by four years of falling demand, building foremen had to bring down their costs without lowering standards. With jobs at stake, hundreds of building foremen set about reducing on-site losses.

Accompanying Mr. Stevenson was BIFSA's safety manager, Mr. Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry.

Besides visiting building sites and offices operations in East London, Mr. Stevenson also put leading builders for informal discussions.

Attracting industry

Chapter 3 of the Great Industrial Debate.

Readers will recall that three weeks ago I suggested East London was well on the way to being the industrial capital of the Maritzburg region, with most of the leading firms setting up new branches in East London.

The Mayor of East London, Mr. Donald Card, replied to this article the following week.

Since then, Patrick Kay, a private detective, has been working to improve the image of the city. Kay has written a full-page advertisement in the local newspaper, showing the beauty of Pietermaritzburg for industrialists.

"It shows Maritzburg has been wide awake for some years to the need to attract industry on, as Mr. Kay said in a covering note, "The early bird catches the big industrialist."

He has just returned from Johannesburg, incidentally, where he was elected president of the South African Council of Civil Investigators at their 13th annual meeting.

He is particularly excited that one of the new executive members is Elliot Mndakane, the council's new secretary-treasurer.

Says Mr. Kay of 32-year-old Mr. Mndakane: "He's a dynamic guy who started out in life as a costing clerk. Then he went into engineering. He's now with one of the top firms in Johannesburg."

Mr. Kay said he hoped Mr. Mndakane's association would prompt many more black members of the civil service to join the civil service.

"In East London, for example, we have only two black members while many more are engaged in the investigation field," he said.

Goldfinger talk

If you've got a note in your diary to listen to an address on the marketing of Krugerrand by Don Mackay Coghill tomorrow night, please note the venue has been switched to the Holiday Inn.

Time (5.30) stays the same.

Mr. Mackay Coghill, who has been dubbed "Mr. Goldfinger," is the marketing manager of the Chamber of Mines' gold division.

An acknowledgment on Krugerrands, Mr. Mackay Coghill is being brought to East London by the Border branch of the Institute of Marketing Management.

Because they feel what he has to say will have general interest the IMM is throwing the meeting open to the public. The entrance fee for non-IMM
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Call for world body to monitor change in SA

By Elizabeth Wilson

Labour Reporter

An internationally recognised committee of experts to monitor labour changes in South Africa has been proposed at a top-level labour seminar in Frankfurt, Germany.

Mr L C G Douwes Dekker, of the School of Business Administration at the University of the Witwatersrand, told the seminar that such a committee could be assembled with the assistance of international bodies such as the International Trade Secretariat, the International Confederation of Free Trade Unions, and their counterparts in South Africa.

Mr Dekker also suggested that “solidarity contracts” should be entered into.

Such contracts, he said, implied two parties with different interests, each with bargaining power, who agreed to terms regulating the relationship between them. There should be terms which the parties would not infringe because of risk of sanction or retaliation.

Mr Dekker proposed that such contracts be considered between:
1. Registered trade unions and black trade unions.
2. Employers, registered trade unions and black trade unions.
3. Black trade unions and black political movements, such as Azapo, to agree on the boundaries of their respective operations.
4. The South African Government and the independent states — regarding the terms and conditions by which migrant workers could be offered jobs in South Africa.
5. Multinational companies and international trade secretariats, on employment practices and principles of subsidiaries operating in South Africa.

Mr Dekker said that the impartiality of the committee of experts was essential.

The considerable experience gained by international agencies could be helpful in drawing up a proposal document.

He suggested the committee of experts should be asked to prepare a report, each year, evaluating progress.
Sullivan code attacked by labour leaders

By Chesteah Baysom, The Star Bureau

NEW YORK — International experts in labour and trade unions told representatives at the United Nations that the Sullivan Principles for American companies in South Africa had helped worsen conditions for black workers.

And a speaker for the World Confederation of Labour (WCL) described the recent labour reforms in South Africa as "superficial."

Speaking at a special meeting of the Anti-Apartheid Committee, Peter Bakvis of the WCL said the reforms resulting from the Wiehahn Commission report allowed only unions that "mainly existed peace and harmony" to get legal accreditation.

"EXPLOSIVE"

He said people involved in black trade union activity in South Africa were victimised by pass laws and banning.

The Sullivan Principles, voluntary code of conduct for American companies, was blamed by a speaker from the Institute of Policy Studies in Washington DC, for worsening black workers' conditions.

Elizabeth Schmidt of the Institute's Africa Project condemned the principles as "an American code for business as usual in South Africa," and said American companies endorsed the code to change their "exploitive image" and mollify critics at home.

By October 1979, 134 of about 350 American companies in South Africa had signed the principles.

RESTRAINTS

Among the criticisms of the application of the principles were:

- Some companies claiming to have desegregated facilities had actually enforced continued race separation by swapping "Whites Only" signs for "Salaried Workers" signs and "non-Whites" signs had been replaced by "Hourly Workers" signs.

- Work stoppages, strikes and lockouts by black workers' unions were subject to so many restraints they were almost impossible. The Government could revoke registration of unions that did not toe the line.

- More whites were being trained for skilled jobs than blacks, although white workers already dominated the skilled labour force. The great majority of blacks being trained were for jobs such as operators, rather than as artisans or supervisors — guaranteeing that the majority of black remain in the lowest category of skilled work.

Among the speakers at the hearing were Ronald Press of the banned South African Congress of Trade Unions and a representative of the World Federation of Trade Unions.
Keep the free market short of gold

Aronson

HOUSE OF ASSEMBLY.—South Africa, as the world’s major gold producer, should keep the free market in as short supply as possible, Mr Theo Aronson (SAP-Walmer) said. The country should sell its gold only when the price justified it. The SAP welcomed reports that South Africa was planning to market its gold at its own convenience. If the government needed liquidity, it could prefer some of its gold as collateral for medium-term bonds. It could also allow reimporters to buy gold on a forward basis, provided the government retained an option to buy back the gold on longer or shorter periods.

"This Budget is in many respects living the foundation of improving the quality of life at all South Africans," The Minister of Finance had shown since 1983 that he knew where he was going and how he intended getting there (153).

"We are fortunate in having a man of his caliber in the driver’s seat. The SAP deeply supported the Budget but there were a number of matters for concern. Mr Aronson moved an amendment that the House declare the second reading of the Appropriation Bill until the government gave assurances that it would:

- Investigate further ways and means of increasing the share of private business in the gross domestic fixed investment.
- Take active steps to combat inflation and grant further rebates on essential commodities.
- Tax married men separately to promote productivity.
- Investigate further ways of promoting exports.
- Initiate a special investigation into the position of people living on fixed incomes and who could not make ends meet. — Sapa
Industry calls for political change in SA

By Gordon Kling

The concentrated power of organized industry in South Africa recently prompted the farmers (cave & crops in need) and occupance (call the area but they can against the land. If they or the land, they could now a big role in the land/set on the land.) They rights, what restricted rights permit as much discretionary allocation. Furthermore, the right to invest in the farmland is too prospects of winning increases from these most optimistic than. These yields in terms of familiarize with economic development in the 1970s. Attitudes toward property rights, changeability by contracts, are, now the rights and contracts of risk of consequences — profits or losses occur regardless of property rights, the issue is whether against a given system of: (a) risks of profits and losses (and losses themselves) over various classes. The bearing losses could be assigned by the in which case the assignments within one's political power. Because social allocation of profit and loss is part of the issue between the private and socialist property systems in their ability of their respective risk-distributions. In a private-property system, determining the use of resources are more likely to hear the (upward or downward) capitalized values effects of future events.

Risk Allocation in a Fixed Wage and Employment Security

In an area in which farmers borrow or hire sources as well as use their own. They lay income, they live out; they hire (rental) labor. In each contract the risk-bearing depends on differences in attitudes toward risks, beliefs about the likelihood of success, and the ability to effectively select and to maintain performance of the resources.

For example, some employees make longer-term contracts (fixed or float) at agreed wages. It resources (land and people) resources face faking demands for their services. Transient, directly predictable fluctuations in demand create either (1) instant changes in wages, if employment is not changed, or (2) instant creation in employment if the wage rate is not fixed. Neither alternative is necessarily as stable as (1) a steadier job at a lower, but assured, wage. In the first two arrangements-employed inputs bear more of the risks of their incomes over the future; like stocks, they bear the risks of the market value of their own resources. The third arrangement, however, indicates that some contract more like money-lenders who are at a fixed interest rate (though lower than wage on riskier common stocks) regard-
Rethink on black housing is urged

THE Government must rethink their black housing policy and this must be linked to community development with the emphasis on creating jobs, the SA Federated Chamber of Industries has said.

Following a recent tour by senior industrialists of low cost black housing areas in South Africa, including the Western Cape, the FCI said that a new approach was needed.

In its news bulletin, the FCI lists several points which must be considered in the new approach.

Adequate tenure should be granted on land adjacent to areas that offer employment opportunities.

Housing should be regarded as 'an organic and dynamic process, subject to gradual and sustained improvement as time and circumstances permit.'

The FCI felt the various communities would have to participate 'to some extent or other' in providing for their own housing needs.

This may well imply a change in the Government's housing subsidy system where ability to pay does not play a role so that high and low income earners are all subsidized to the same extent.'
Government's ruling that Africans in the building industry can do skilled work anywhere in SA will have very little effect if registered building unions dig in their heels.

All government has done is show where its sentiments lie and stepped out of the firing line. The battle over employing skilled African labor is now between employers and the registered unions. And unless the two parties can come to some agreement, Pretoria's decision will only affect Africans who have the qualifications to become apprentices — a handful of the African workers employers hope to train for skilled jobs.

On African apprentices, Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, says: “We have got to accept government's decision. But we will control this through the Apprenticeship Board by making sure that Africans without the legal qualifications are not allowed to be indentured as apprentices.” Working to the letter of the law would drastically cut down on the number of potential African apprentices.

On the other side, Lon Davis, executive director of the Building Industries Federation (Bifa) says: "We have got to depend on the goodwill of trade unions in not blocking the influx of African apprentices."

But the bulk of the industry's African skilled labor will not be apprentices or artisans, if Bifa has its way. Davis says it hopes to step up "modular training," which means employees without the qualifications to train as artisans will do only part of an artisan's job. "Once a person has become skillful in a particular section he can move on to another, ultimately qualifying for a whole trade." But, unless such an employee performs full artisan work for a number of years, he cannot become an artisan — and so will not be entitled to earn the artisan rate.

However, Bifa is tied by industrial agreements, so the fate of its "modular training" plans — which the unions claim is purely job fragmentation under another name — is in the hands of the unions. Says Beech: "They (employers) can say what they like. But, unless the trade unions agree to fragmentation of artisans' jobs, they can do nothing. And my union will be totally opposed to any fragmentation. They are just doing it to get cheap labor."

He adds: "To prove my point, in 1975 the unions agreed to allow Africans to do 80% of painting at 90% of the artisan's wage because of a shortage of painters. Within two weeks, the employers complained that they couldn't pay them that wage. Today they are paid 90%-45% of an artisan's wage."

Frank Mohlala, national organiser for the unregistered Building Construction and Allied Workers Unions, notes: "Quite a number of our members are doing almost a full artisan's job, but they are not even earning a third of the supposed artisan's salary."

Davis insists cheap labor is not the issue. "They (the unions) are playing with numbers. It is unfortunate that public attention is being focused on the apparent anomaly of operatives receiving lower wages than a skilled artisan might receive, without taking into account the proven fact that the productivity levels of those operatives is, in most cases, far below that of a skilled artisan."

He adds: "Bifa wants the establishment of a free enterprise system which enables the forces of supply and demand to dictate the economic requirements for our industry."

If Bifa can convince the unions of a skilled labour shortage — which the unions dispute — it might win some concessions from them. A spokesman for the White Building Workers Union says: "I still maintain there are enough skilled workers, providing the bid is high enough. But employers are not prepared to pay the right price." Beech points out that the industry has lost 40% of its builders since 1974, and 1,500 artisans are presently unemployed.

But Davis says that those who left the industry during the recession have either emigrated or have found other jobs, and many will be unwilling to return to building. The unemployed 4% of the total artisan complement, he says, is a perfectly acceptable level in terms of normal economic principles.

Davis says that "according to surveys, there is a shortage of about 3,700 competent, trained and willing skilled workers. And that will worsen unless an intake of 1,500 skilled workers a year can be maintained until 1985."

The unions reckon artisan salaries are too low; employers are looking for cheap labour; and there is no skills shortage. Employers, on the other hand, reckon artisan rates are pitched too high; they do not want cheap labour, and there is a skills shortage. With this huge gap between the two parties' stands, it will not be easy to reach a compromise. Bifa will have to offer some attractive concessions if "modular training" is to be theirs.
Health warning by union leader

Labour Reporter

ALL possible health precautions and "the strictest Government supervision should be applied at the asbestos-textile factory under construction at Philippolis," according to a local labour leader.

"We welcome any move to boost the economy of the Western Cape, but we don't want a boost at the expense of human lives," said Mr Norman Daniels, general secretary of the Textile Workers Industrial Union.

He was reacting to an Argus report on the Kapsiat Asbestos factory and the hazards of working with asbestos, a known cause of lung cancer.

"The factory is a facility. But all the people going into work there should be fully aware of the risks they might run," Mr. Daniels said.

MEDICAL HISTORY

"Although I have been assured by officials that all tests and safety precautions will be applied, I still fear that the health of workers will be endangered."

Mr. Daniels said the medical history of workers should be closely followed after they left the factory.

"Workers could pick something up which might show itself only in five or 10 years' time."

"Workers could pick something up which might show itself only in five or 10 years' time."
Ciskei detains Gqweta

EAST LONDON — The national organiser of the South African Allied Workers' Union, Mr Thozamile Gqweta, of Mdantsane, has been detained by the Ciskei Central Intelligence Services for investigations connected with the strike at the Mdantsane Special Organisation last week.

The secretary of the CCIS, Colonel Charles Sebe, confirmed yesterday that Mr Gqweta had been detained.

A relative said Mr Gqweta was picked up by security police at a rugby match in Mdantsane on Sunday.

Early this year he applied for an office in Mdantsane and the Mdantsane Township Council turned his application down.

He then said he had sought the assistance of Col Sebe in his official capacity as secretary for CCIS, but had been told the Ciskei Government was against trade unions because the government itself looked after the interests of every worker.

A month later some women demonstrated in Mdantsane's civic centre against the formation of a trade union and claimed Mr Gqweta was misleading their children. All were not workers and many admitted they were members of the ruling Ciskei National Independence Party.

The following night his home was stoned, and a curtain set alight.

Last week an official of the SAAWU at the Mdantsane Special Organisation, Mr L. N. Mhambi, claimed Mr Gqweta had misled them.

— DDR
Pay a factor in
strike — prof

EAST LONDON — Working short time resulting in some workers having a monthly take-home pay of R110 was one of the major contributing factors to the strike at Ford Motor Company in Port Elizabeth at the end of last year.

This was said by Dr Marianne Roux, a lecturer in sociology at Rhodes University, at a lunch-hour forum organised by the Border regional branch of the South African Institute of Race Relations here yesterday.

She said the strike largely reflected the worker-management-state relationship in South Africa.

It was a clear demonstration of a demand by blacks for a bigger stake in the economy.

At issue was the clash between white fears and blacks' rising expectations.

"It showed on the part of the workers an awareness of the large political issues in the country," she said.

Dr Roux said at the beginning of the strike, Mr Tseunamile Botha, the now banned Peleco leader whose dismissal by a foreman at Ford started the strike, was regarded as a threat by white supervisors.

Blacks had counter reacted as they felt their leader had been victimised.

Dr Roux emphasised the close bond between economic and political issues in the disturbances at Ford.

"Both within and outside the workplace there were strong forces binding the workers together and blurring the difference between the so-called industrial and political issues," she said.

"Ford was seen as being part of white domination and the counter-action was to down tools as one man," she said. — DBR.
EAST LONDON — The greatest threat to South Africa's security is unemployment. If a man has a job and his family is housed and clothed he will be prepared to defend his country because he will have something personal to defend.

This was said by the president of the Railways Artisans Staff Association, Mr James Zurich, in his opening address at the Association's 40th annual congress in East London.

He said the year heralded the start of a new decade — a decade of change, a decade during which we should see major changes taking place in the industrial, social and economic spheres.

Mr Zurich said for several years there had been talk about various changes that must take place and the cliche — we live in a changing world — had lost its meaning as very few meaningful changes had taken place up to now. He said it would appear as if the present decade would be the one where there would be less talking and more action.

A growth rate of at least five per cent was needed this year and it must be maintained and even increased during the next few years to create work for the present unemployed and also to create work for the new job seekers that came into the labour market every year.

Internal peace, social security, stability, prosperity and full employment were what everyone wanted for South Africa.

The trade union had a role to play if the country was to achieve all these things. The union must be flexible and must be prepared to accept orderly change in the work place. The membership would accept many changes provided that the changes were done in consultation with and with the concurrence of the union and not forced upon them.

Mr Zurich said his own view was that orderly change involving the use of labour of a different colour brought about by negotiation between the employer and the union would hold no threat to the present workers or those who would follow. Because of their experience and expertise, as well as qualifications, they would still be a few jumps ahead of other workers for many years to come.

More intelligent use must be made of the available trained artisans in the sense that he must be used as a trainer and a supervisor and the leader of the lesser skilled workers in the industry. The availability of artisan labour will determine the growth rate of the country. Mr Zurich said what was of concern to his union was that neither the Railway Administration nor the Management bothered to take the union into its confidence to talk about the future and the questions he raised. It would be in the interests of all concerned if these matters could be discussed with the union.

Touching on the subject of the registration of trade unions of other races, Mr Zurich said that his union pleaded in the past that black unions be acknowledged. They are now able to register as unions but seemed slow to do it. He said he believed that no unregistered trade union should be allowed in the country.

He said with reference to the training of black apprentices, that up to now not many black apprentices were trained. It appeared as if things were changing and the training of black apprentices was becoming more of an actuality.
Guidelines for steel workers may be eased

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by registered trade unions for changes in controversial black labour guidelines formulated by the Metal and Engineering Industries Federation (Sefisa) will be discussed at two-day negotiations starting in Johannesburg today.

The Rand Daily Mail understands that Sefisa will agree to changes in the guidelines, which have been attacked bitterly by unionists.

The guidelines will be discussed at a meeting of the industry's council called to review the agreement which lays down minimum wages and work conditions.

The agreement, which affects about 500,000 workers, is renegotiated annually.

Wage demands by the unions will also be a key point in the talks, which will be attended by about 200 delegates, including black liaison committee members.

The Sefisa guidelines were slammed by unionists as "an attempt to forestall black unionisation". They advise employers not to allow unions to have access to their factories, and not to deal with them unless they are members of the industry's industrial council.

It is learned that Sefisa will agree to some changes to the guidelines. In particular, one which will make it easier for unions with black members to have union dues deducted for them by employers.

The wage talks are expected, by employers and unions, to be less controversial than for some years.

Registered unions, represented by the Confederation of Metal and Building Unions, have put in demands calling for a 20% increase in minimum wages.

Employers have not yet replied formally to these demands, but were meeting yesterday to discuss a counter-offer, according to Sefisa's director, Dr Errol Drummond.

A prominent CMBU unionist, Mr Reke van der Walt, said yesterday that he expected the negotiations to be completed within the two days. In previous years, deadlocks between employers and unions have led to protracted negotiations.

Mr Van der Walt said, however, that unions were "a little worried" by the fact that employers had said they had a number of suggested changes to the agreement which they would raise at the meeting.

"We are not very happy about them raising issues which we have not discussed with our members," he said.

The meeting, which is the first in a series, will take place at the University of Natal from 10.30am to 12.30pm on October 6.
Metal unions win rise – and a deal

By STEVEN FRIEDMAN
Labour Reporter

ABOUT half a million workers of all races were awarded a 14% wage increase in negotiations between metal industry employers and registered trade unions yesterday.

Workers' holiday leave bonuses will also rise by 14%. The new rates will come into effect on July 1.

And, in an important development at the negotiations, the Steel and Engineering Industries Federation agreed to soften its controversial black labour guidelines, to make it easier for unions with black members to bargain with metal industry employers.

The negotiations were attended by 50 delegates, according to a statement issued last night by the metal industry's industrial council.

The changes in the Sefsa guidelines follow demands by registered unions which complained that they were an attempt to "forestall black unionisation".

Registered unions were concerned about the guidelines, because a number of them are now organising black workers.

The guidelines originally advised employers not to deal with unregistered unions or allow unions access to their factory premises.

According to union sources, Sefsa agreed yesterday that individual companies will be allowed to recognise unions and deal with them provided the unions meet certain conditions.

These are:
- That the union should have applied for Government registration;
- That the union's constitution should be approved by the Industrial Registrar; and
- That the registration application must have been published in the Government Gazette.

If these conditions are complied with, it will be the individual employer's prerogative to decide what recognition to grant the union involved.

Employers will also be able to deduct union dues for unions which have complied with the conditions.

These conditions will make it easier for unions to win recognition, but they are likely to favour black unions organised by the existing registered unions in the industry.

The wage award, which covers all workers in the industry, raises minimum wages by 14% and provides for a 14% "across the board" increase in actual wages.

Unions and employers have also agreed to set up a training board which will co-ordinate the various training schemes operating in the industries and devote attention to planning and co-ordinating skills according to the industrial council's statement.

The agreement will also increase workers' holiday leave by 14% and increase employer and worker contributions to the industries' pension funds in order to increase the benefits offered by the funds.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said last night that unions had wanted artisans' minimum wages to rise by more than 14%.

He said the minimum rates in these jobs were substantially lower than the actual rates paid and that this meant that employers could undercut skilled workers already employed by paying new workers much lower rates.
Seifsa deal stops at union dues

By STEVEN FRIEDMAN
Labour Reporter

IN a statement which is certain to disappoint unregistered black unions, the director of the Steel and Engineering Industries Federation (Seifsa), Dr Errol Drummond, yesterday denied claims that changes to Seifsa's black labour guidelines would make it easier for unions with black members to negotiate with employers.

Dr Drummond stressed that the changes affected only the right of employers to deduct members' dues on behalf of trade unions. This means that the change is more limited than was thought at first.

However, a leading metal trade unionist, Mr Ike van der Watt, said yesterday that the changes would 'obviously make it easier for employers to recognise unions with black members'.

Registered metal unions had asked for a softening of the guidelines on the union dues issue because they argue that the deduction of these dues by an employer is an important source of financial stability for unions.

Union sources told the Rand Daily Mail on Tuesday that the changes would allow individual employers to deal with black unions provided that the unions meet certain conditions.

These were that the union would have to have applied for Government registration; that its constitution had been approved by the Industrial Registrar; and that its registration application had been published in the Government Gazette.

Dr Drummond confirmed yesterday that these conditions would apply. But he added that union compliance with them would merely enable an employer to deduct membership dues on the union's behalf.

Another condition would also apply, Dr Drummond said. The union concerned would have to undertake to join the industry's industrial council once it had gained registration.

He added that this stipulation would only apply for the next six months and that employers would not be permitted to deduct union dues for foreign black workers.

If a union had not gained registration within six months 'through no fault of its own', the industry's industrial council may decide to extend the six

Besides this change 'the guidelines will apply', Dr Drummond said. He added: 'We will certainly not permit unions to bargain with individual employers. All bargaining must take place through our industrial council.'

Dr Drummond's clarification of the change will come as a shock to black unions who argue that unions must be recognised in an individual factory so they can take up grievances with individual employers.

The Seifsa guidelines do not make provision for this.

However, registered unions who are planning to organise black workers say the change will help them to win recognition from employers.

'We don't believe that you have to get an individual employer to formally recognise you in order to be effective. But, by softening the guidelines on deductions, Seifsa has made it easier for unions to grow and thus to win recognition from employers,' Mr van der Watt said.

He added that 'the change will definitely assist unions in their dealings with individual employers'.
Black workers 'will drive for a better deal'

THE drive of black workers for a better economic deal would become part of the wider and far more difficult process of political change, Dr F J de Beer, executive director of Anglo American Corporation, said yesterday.

Dr de Beer was addressing a conference of the National Development and Management Foundation of South Africa.

It had been generally accepted that far-reaching change would come about in the Republic, and while there were differences of opinion on what South Africa's future society would be, most people believed that it must and would involve a better deal for the blacks.

"It is generally accepted that, given our problems of growing population and high unemployment, we must go for rapid sustained growth," he said.

"There were economic problems involved in achieving that aim, but what was important was that rapid growth means the certainty that black people will be progressively drawn upwards into the economic structure, into more and more skilled and managerial jobs."

Dr De Beer said he believed 'this greater involvement and better deal for black people is entirely desirable from every point of view. . . . but our delight at the prospect should not blind us to the problems that will attend it.

First, there will be resistance from whites who feel themselves threatened by black advancement. We should certainly not allow advancement to be held back by this resistance.

"But we ought to do all we can to reassure these anxious white workers. There is no reason why any white worker who is doing his job properly should become unemployed as a result of black advancement, and we should give assurances along these lines."

CONFIDENT

Dr De Beer said he was confident that managers of South African industry could handle the situation, as they were already doing.

"From the black side there would be impatience, impetuousity and no doubt a good deal of unrest."

"Blacks will be suspicious of racism rather than management considerations is holding them back, and management will have to be approachable, sympathetic, clear-minded fair and firm."

"Even more troublesome for management will be the unfounded fact that the drive of black workers for a better economic deal will become part of the wider and far more difficult process of political change."

"As was clearly shown during the recent troubles at Ford in Port Elizabeth, black workers with aspirations on the shop floor go home at nights to become black citizens demanding political rights."

From management's point of view, it was "highly desirable" to keep these aspirations distinct. But this would be a very difficult and, in some cases, an impossible task.

"The key word for managerial behaviour in the situation was developing was "communication"."

It would therefore be vital to establish proper worker-management, communication both on the industry level, between management and trade unions, and at shop-floor level, in works councils or committees.

"If we believe, as I am sure we do, that the free market system is genuinely better, and genuinely offers superior opportunities, we have a very, very grave and heavy responsibility to ensure its survival."

"This task will have many facets, but the vital first stage is that we must demonstrate unequivocally to our black workers that their individual prosperity, development and success is served by free enterprise."

This demanded the best possible communication at all levels. — Sapa.
An ordinary sort of chap

Richard Seton Lawrence — Bill to his friends — newly elected president of the Chamber of Mines, is old school down to his glistening, sternly-laced black shoes. Sitting straight-backed and solid in one of the easy chairs in his Chamber office, he proffers — though not consciously — the kind of semi-profile, blue eyes gazing into the middle distance, so often found in boardroom galleries.

He has a dignity of bearing but the dark pinstriped suit, white shirt and red tie do little to distinguish him. The hint of perhaps a former gingeriness in what is left of his hair, and the redness in his cheeks mark his English heritage as certainly as his frequent use of “one” when speaking to him.

Lawrence has been part of the Chamber executive since 1971 — this is his second term as president. He holds the Gold portfolio, which involves the chairmanship of Intergold, the Chamber’s gold marketing arm. And in that capacity he travels regularly to the Intergold offices around the world. Travel, he says, is part of his working life. He wouldn’t seek it as a principal outlet.

Less glamorous-sounding than marketing Krugerrands and promoting the nominal gold markets, are the problems he faces as leader of the Chamber team. One of the major issues they have to tackle, he says, is that of skills training. “SA is not short of people but short of skills.” The problem, he says, is not only identifying skills and providing training. “We must then employ them. As soon as it can be arranged there must be equal opportunity. He rightly adds that it is not a problem which the mining industry faces alone.

The other issue to be tackled is the need to have a stable gold price. The industry wants high prices, he says, but stability is important. “The rush up to $850 dollars caused very great problems in the gold markets, particularly the jewellery trade,” he says.

Lawrence spent five and a half years in active service during the last world war, serving in East Africa, the Middle East, Madagascar and Italy with the Transvaal Scottish.

A father of two daughters, Lawrence suspects he will be easy game when the youngest of his three grandchildren, the only one living in Johannesburg, is old enough to discover what grandfathers are all about.

He insists he is a “pretty ordinary chap.” He golfs, describes himself as a weekend enthusiast with an ordinary sort of handicap (15). He plays Saturday afternoon tennis, avoids gardening whenever possible, and spends his spare time in his home workshop doing carpentry. Some of the furniture he makes his wife allows into the house, he says, but some she doesn’t.

Bill Lawrence . . . there must be equal opportunity of himself. Born in Nyasaland (now Malawi) in 1921 and brought up in SA, Lawrence, who is a Fellow of the Chartered Institute of Secretaries, joined Rand Mines in 1952 and has been employed in the mining industry ever since. He spent some time with the Central Mining and Investment Company — “the other half of the Corner House” — before going back to the industrial division of Rand Mines. He later transferred to the mining division as assistant general manager, and in 1972 was appointed deputy chairman of Rand Mines.

He offers the information in a rather vague recital. The details, like dates, are filled in from a prepared evt. He has forgotten them saying they are not impor-
Union to probe steel's armour

By STEVEN FRIEDMAN
Labour Reporter

THE steel and engineering industry's attitude to black trade unions, which has been the subject of controversy over the past few months, is to be tested soon.

A black trade union, the Steel, Engineering and Allied Workers Union, has approached the steel industrial council and asked permission for stop order facilities at all factories in which it has members. This is the first such approach by a black union not linked to a registered trade union.

However, employers may oppose the Seawu request, because it does not conform with the controversial black labour guidelines adopted by the industry's employer federation, Seisa.

Granting of the facilities would mean that employers would automatically deduct union dues from the pay packet of members at their plants. Stop orders are regarded by unions as an important source of financial stability, and granting of this facility is regarded as a limited form of trade union recognition.

Most registered non-black unions enjoy stop order facilities in the industries in which they are active, and black unions see the denial of these facilities to them as "discriminatory".

The approach by Seawu, which is affiliated to the Consultative Committee of Black Trade Unions, follows a decision by its first annual convention at the weekend.

Its general secretary, Mrs Jane Hlongwane, said yesterday the union had already sent a written request to the industrial council for stop order facilities.

However, the approach could well be opposed by Seisa because the union does not yet conform to its guidelines.

The guidelines, which were attacked by unionists of all races when they were released last year, advise employers not to deal with black trade unions before they receive Government registration.

After negotiations with registered unionists, Seisa agreed to relax its guidelines to allow employers to grant stop order facilities to unregistered unions.

However, these unions must have applied for registration and their applications must have been gazetted, thus indicating that their constitution has been approved by the Industrial Registrar.

Although Seawu has applied for registration, it has not yet received official approval for its constitution.

Seisa may thus decide to oppose the request.
Assocom calls for action

The influential Association of Chambers of Commerce of South Africa has demanded more action and fewer vague promises about putting into effect the changes promised by the Prime Minister, Mr. P. W. Botha.

In its second quarterly review just published, Assocom also urges "consultation and negotiation with the effective and recognized leaders of all racial groups in the interest of political stability."

Its cautiously worded but firm criticism of inaction on Mr. Botha's plans warns again of the danger of raising too high South Africans' expectations for meaningful change.

Assocom was strongly represented at the conference of leading South Africans in all fields, which the Prime Minister held at the Carlton Hotel last November to ask their backing for his concepts of a southern African constellation of states.

"Assocom praises the concept and gives it full support in its latest review, but adds that its hesitancy stems from a desire to see more action and fewer vague promises about initiating the changes which are implicit in the constellation concept."

It goes on to say that "the achievement of political and economic goals requires the active participation of private enterprise in the widest sense, so as to give all racial groups a stake in the system."

"Only when all groups are fully part of the system will they feel they have something to uphold and defend."

"But we will not achieve this support and co-operation of all groups unless every effort is made to meet the reasonable aspirations of the underprivileged groups in our society."

Rapid progress must be made to phase out racial discrimination in the economy, education and labour.

"Change cannot come overnight, the review states, but a start must be made now to translate into action the "unshackling recommendations" by commissions of inquiry, like Witsakhe and Bokker, and other responsible bodies."
Employees to expose treatment of workers
Unions may get limited rights

BY STEVEN FRIEDMAN
Labour Reporter

THREE black trade unions could be about to granted a limited form of recognition from the steel and engineering industry.

Earlier this week the Steel Engineering and Allied Workers Union, that it had applied to the industry's council for "stop order" facilities.

This means that employers would automatically deduct union dues from union members at their plants and the granting of the facilities is regarded as a limited form of union recognition.

The director of the Steel and Engineering Industry Federation, Dr. Errol Drummond, declined to comment on the issue yesterday. Seifsa represents steel and engineering employers.

Industry sources said that two other unions which are affiliated to Fostru had also applied for these facilities. These are the Metal and Allied Workers Union and the Engineering and Allied Workers Union.

According to the sources, all three applications have already been approved and an announcement is expected soon.

The granting of stop orders to the unions is likely to be seen as a significant break through in an industry which has persistently been accused of adopting a hardline stance against black unions.

But the granting of stop order facilities does not automatically entitle a union to negotiate with employers on behalf of its members.

Seifsa is still opposed to negotiations between the unions and individual companies.

It has now been established that none of these applications fall foul of Seifsa's black labour guidelines which were amended after discussions with registered trade unions in May.

Earlier this week, The Mail suggested that the union's request did not comply with Seifsa's guidelines because its application for Government registration had not been published in the Government Gazette.

An application is usually published after the industrial registrar has approved the union's constitution.

However, it has now been established that black unions which are able to produce proof of Government registration are eligible for these facilities even if their application has not been.
unions.

Counter to sceptical forecasts that Seifsa would oppose the unions’ requests, it announced that the three unions had been granted the same privileges accorded to the first three unions with check-off facilities for unions.

Two of the unions, the Engineering and Allied Workers’ Union of South Africa, which was granted multinational exemption in June, and the Metal and Allied Workers Union of SA, which has applied for registration — are affiliated to the Federation of South African Trade Unions (Fosatu).

The third, the Steel, Engineering and Allied Workers Union (Seawu), is affiliated to the Consultative Committee of Black Trade Unions and has applied for registration. It is waiting for its application to be gazetted.

Arie Erwin, general secretary of Fosatu, says the step is an important one. “It shows the guidelines are being applied even-handedly by the Industrial Council,” he says.

But the move does not mean automatic recognition for the unions involved. They have to be registered before Seifsa will negotiate with them or before they will be accepted on to the Industrial Council.

Whether stop-order facilities will be granted is also still the prerogative of individual companies, says Erwin. “It’s now up to the companies to allow these facilities to become effective. We hope they will comply with Seifsa’s go-ahead. If the unions are granted stop-order facilities it will make a large difference to their financial status.”

Errol Drummond, director of Seifsa, says the industry’s Industrial Council is satisfied that the unions have complied with conditions as laid down in the Seifsa guidelines which qualify them for the stop-order facility.

The conditions are that the unions:

△ Apply to the registrar for registration.
△ Lodge a constitution with the Industrial Council.
△Submit proof of application for registration.
△ Submit a written undertaking when they have obtained final registration.
△ Apply to be party to the Industrial Council.
△ Present stop-orders that comply with the format laid down by Seifsa.

“We are obviously pleased about this development. Hopefully the move will bring unions as full co-partners into the Industrial Council,” says Drummond.

Union spokesmen have welcomed Seifsa’s decision. They point out that union organisation without stop order facilities is almost impossible. A spokesman for the Seawu says: “Hand collecting does is tedious and inefficient. Some members don’t pay up and it is difficult to keep track of membership.”

TRADE UNIONS
Give them their dues

The black and multiracial trade union movement in SA has been given a major boost. The Steel and Engineering Industries Federation of South Africa (Seifsa), whose controversial guidelines were severely criticised by unions of all races at the end of last year, has granted one black and two multiracial unions stop-order facilities for union dues at all factories where they have members.

The only unions to have been granted this right to date have been three parallel

Fosatu’s Erwin... an important step that shows the guidelines are being applied

Financial Mail July 18 1980
Black unions' breakthrough in steel industry

BY STEVEN FRIEDMANN
Labour Reporter

The Steel and Engineering Industries Federation has confirmed that three black trade unions have been granted the right to obtain stop-order facilities from employers in the industry.

A Sefusa letter to employers, announcing this decision, was released yesterday.

The Sefusa confirmation follows a "Mail" report yesterday that the unions had been granted the right to stop-order facilities, which will mean employers may deduct union dues from members' pay-packets.

The three unions concerned are the Metal and Allied Workers' Union, the Engineering and Allied Workers' Union and the Steel, Engineering and Allied Workers' Union.

The first two unions are affiliated to FOSATU, while Seawu is a member of the Cosatu Committee of Black Trade Unions.

Three "parallel" unions for black workers had earlier been granted these facilities.

According to the letter, two registered trade unions, which have received Government permission to recruit black workers, have also been granted stop-orders for black members. They are the SA Bollermakers' Society and the Ironmoulders' Society.

The industry's move does not mean employers are compelled to grant the stop-orders. Unions regard stop-orders as an essential source of financial stability and the move is seen as a breakthrough for the unions in an industry which has been accused of adopting a hardline stance on black unions.

The granting of these facilities does not, however, entitle the unions to negotiate with individual employers in the industry.

The granting of stop-order facilities to the unions will apply for six months from May 13, and pending the outcome of their applications for Government registration.

Before employers extend stop-order facilities to the unions, they must inform the industry's regional industrial council, which will issue the employer with a formal exemption.
Anglo American is Seifsa's new director

By STEVEN FRIEDMAN
Labour Reporter.

THE Steel and Engineering Industries Federation (Seifsa), South Africa's largest employer federation, has chosen a prominent Anglo American Corporation personnel consultant as its next director.

He is Mr. Sam van Collier, who assumes duties as Seifsa director-designate in February 1981.

Seifsa's present director, Dr. Erroll Drummond, retires on June 30 next year from the post he has held for over three decades. He will be retained by Seifsa as a consultant.

Dr. Drummond is also a member of the Wiebahn Commission.

Mr. Van Collier is best known for his work as director of the Institute of Industrial Relations, the first joint management-labour body to be established in the country.

He was seconded by Anglo to serve the institute as director for a two-year period and then left to rejoin the corporation. He is acting director of the IIR.

He was educated at St. Andrews College, Grahamstown, the University of Cape Town and Oxford University, where he was a Rhodes scholar.

He is Anglo American's personnel consultant in industrial relations and has served in Anglo's Economic Intelligence and Industrial Development Units.
Anglo man is Seifisa's new director

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Saving Anago is a big wrench for Sam
Security men plan to meet costs rise

Security associations throughout South Africa have banded together to establish a charter for the 10,000-man industry.

And one of the main aims will be for security associations in all provinces to thrash out new parameters for the raising of standards and services in property security so as to match increasing costs which must follow because of demand for protection in these times of the urban terror threat.

Says Mr Altham Tainton, chairman of the Transvaal Employers' Association of Security Guards: "Industry and commerce are in for a jolt as all security wages will rise by at least 15 percent by the beginning of October.

"Security company fees must rise, and this can be expected to set off a domino reaction throughout the business world.

"Our immediate objectives of the employer associations is to raise standards in the industry and improve employers' conditions of service." Also widening its scope in the security scene is Chubb, the international lock company.

It has set up "total security package" which will cover the areas of intruder detection, interrogation systems, perimeter protection, closed circuit television and access control.
The Star
Training employers to handle strikes

The figures speak graphically enough of South Africa's mounting labour restiveness. In 1977 there were 38 illegal strikes recorded; in the first half of this year alone industry was hit by 78, involving up to 40,000 workers. And that figure does not include the 10,000 Johannesburg municipal employees who stopped work in July.

The pattern is likely to accentuate as the economic boom gathers steam, so employers will need help and expert advice in the specialised field of labour relations.

Some sensible guidelines were outlined in The Star yesterday by Mr. Arthur Grobben, general secretary of Tucs. One bit of advice was that managers will have to deal with unregistered unions, whether they like it or not. If these are the workers' chosen leaders, it is misused to seek others who may be more amenable.

Personnel managers say Mr. Grobben, on the whole lack experience in industrial relations, and had better equip themselves quickly in the field. Above all he urges managers not to overreact and not to abdicate their responsibility to sort out disputes within the company.

Calling in armed riot police at the first sign of labour unrest is a ham-handed and dangerous way of handling matters. Their presence is warranted only if there is a direct threat to public order. Like the technique of mass dismissals and selective rehiring, it builds up reservoirs of future discontent.

These are some of the mistakes recently seen in the handling of the Johannesburg strike. Another was the detention of strike leaders; four members of the Black Municipality Workers' Union are now in jail. Charges of sabotage were later brought against two of them, but the merits of the case cannot be discussed here. But the method of bringing them to court, like the entire strong-arm treatment of the strike, is a legitimate cause for public concern. Experience will show that the Johannesburg example is one not to emulate.
Sugar Bosses are funding union
KENNISGEWING 614 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

INTREKKING VAN REGISTRASIE VAN ’N WERKGEWERSORGANISASIE

FK Matheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat aangesien ek redt het om te vermoed dat die Hydraulics and Pneumatics Association gelikwieser is, so registrasie ingetrek sal word teny redes daaraan bane in tydperk van 30 dae vanaf dié datum van publiceering van hierdie kennisgewing aangevoer word.

M.W.J. LE ROUX, Nywerheidsregistrator.
(5 September 1980)

NOTICE 614 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Hydraulics and Pneumatics Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M.W.J. LE ROUX, Industrial Registrar.
(5 September 1980)
KENNISGEWING 636 VAN 1980
DEPARTEMENT VAN MANNEKRAG-BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistreer, maak ingevolge artikel 4 (2), soos toegespas by artikel 7 (5), van hogenoemde Wet, hierby bekend dat 'n aanview om die verandering van sy registrasiebestek ontvang is van die Electrical Contractors' Association (South Africa). Besonderhede van die aanview word in onderstaande tabel verstrekg.

Enige geregistreerde werkgewersorganisasie wat teen die aanview beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboria-gebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Nama van werkgewersorganisasie.—Electrical Contractors' Association (South Africa).
Datum waarop aanview ingediend is.—29 Julie 1980.
Belange en gebied ten opsigte waarvan aanview gedoen word.—Werkgewers betrokke by die Elektrotegniese Aannemingsnywerheid in die landdrosdistrikt Mount Currie.

7214 NOTICE 636 OF 1980
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contractors' Association (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing to me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers’ organisation.—Electrical Contractors' Association (South Africa).
Date on which application was lodged.—29 July 1980.
Interests and area in respect of which application is made.—Employers engaged in the Electrical Contracting Industry in the Magisterial District of Mount Currie.
"Elektrotechnische Aanmeldingsruimte" betekent die plaats waarin werkgevers en werknemen met mekaar gesproken zijn door:

(a) de ontwerp, voorbereiding, oprichting, installering, herstel en instandhouding van alle elektrische uitrusting wat 'n integreerde en permanente deel uitmaakt van gebouw of bouwteken, met inbegrip van bedrijding, bedienings- en kabelanelkwerk, de constructie van elektrische oorloze lijnen en alle andere werkzaamheden wat daarmee in verband staan, afgezien daarvan of de werk verrig of de materiaal voorbereid wordt op de terrein van die gebouw of bouwteken of elders;

(b) de ontwerp, voorbereiding, oprichting, installering, herstel en instandhouding van alle elektrische uitrusting wat in verband staan met de doel waargemaakt door elekтр isch gebouw of bouwerk gebruik wordt, met inbegrip van bedrijding, bedienings- en kabelanelkwerk, de constructie van elektrische oorloze lijnen en alle andere werkzaamheden wat daarmee in verband staan, afge zien daarvan of de werk verrig of de materiaal voorbereid wordt op de terrein van die gebouw of bouwteken of elders;

(c) de ontwerp, voorbereiding, oprichting, installering, herstel en instandhouding van alle elektrische uitrusting wat in verband staat met de oprichting, bedrijding, bediening en kabelanelwerk, de constructie van elektrische oorloze lijnen en alle andere werkzaamheden wat daarmee in verband staan, afge zien daarvan of de werk verrig of de materiaal voorbereid wordt op de terrein van die gebouw of bouwteken of elders;

(d) de ontwerp, voorbereiding, oprichting, installering, herstel en instandhouding van elektrische uitrusting wat 'n integreerde en permanente deel uit maakt van gebouw wat niet deur (a), (b) of (c) hierbo gedeel is, met inbegrip van bedrijding, kabelanelwerk, kabelanelwerk, de constructie van elek tri sche oorloze lijnen en alle andere werkzaamheden wat daarmee in verband staan, afge zien daarvan of de werk verrig of de materiaal voorbereid wordt op de terrein van die gebouw of bouwteken of elders;

Vir die doel van die omspanning omvat: "elektrische uitrusting ook—

(i) elektrische kabels en oorloze lijnen;

(ii) generators, motors, converters, switch and control gear (including relays, contacts, electrical instruments and equipment associated therewith) but excluding radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment, electrical lighting, heating, cooking and cooling equipment, primary and secondary cells, transformers and furnace equipment, and further for the purposes of this definition "electric equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, converters, switch and control gear (including relays, contacts, electrical instruments and equipment associated therewith) but excluding radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment, electrical lighting, heating, cooking and cooling equipment, primary and secondary cells, transformers and furnace equipment, and further for the purposes of this definition "electric equipment" shall include—

(i) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ii) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(iii) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(iv) the manufacture, repair and servicing of motor vehicle batteries; and
(v) the sale and/or repair and/or servicing of manually and/or electrically operated typewriters and/or electromechanical office machines and equipment.

Postal address of applicant.—P.O. Box 5327, Johannesburg, 2000.

Office address of applicant.—408 Carlton Centre, Main Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(12 September 1980)

NOTICE 637 OF 1980
THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL
NOTICE CONCERNING TARIFFS OF FEES FOR PHYSIOTHERAPISTS

It is hereby notified for general information that the South African Medical and Dental Council intends to conduct an inquiry into and to determine, in terms of section 53A (1) (b) of the Medical, Dental and Supple-
Workers' leaders: mixed reaction
CANCELLATION OF INCREMENT OF EMPLOYER'S CONTRIBUTIONS

1. Matthew William Johnson, Industrial Registrar, hereby, in virtue of section 13 (2) of the Industrial Relations Act, 1956, do hereby cancel the increment of the Normal contributor's Share of Employer's Contributions from 1st September 1960 and date.

M. W. I. LE ROUX, Industrial Registrar.
(01 September 1960)
FCI accepts need to talk to all workers

By STEVEN FRIEDMAN
Labour Reporter

The Federated Chamber of Industries—which represents organised industry throughout South Africa—has accepted that employers may have to negotiate "conditionally" with unregistered trade unions. It has also urged employers to deal with representative unions.

But it has emphasised that it believes no employer should permanently recognise unions which are not prepared to register and has endorsed the official Industrial Council system.

These are the major points in a set of new labour policy guidelines released at the FCI's executive council meeting in Johannesburg yesterday.

In essence, the guidelines strongly endorse the system of Government registration and the official Industrial Council system, but recognise that employers may have to deal with unregistered unions on a temporary basis.

They mark a new attempt by the FCI to advise employers on labour issues.

Employers hit by strikes should "talk on an interim basis to unregistered unions instead of simply calling them the police", says an FCI spokesman.

A statement yesterday says the guidelines imply that the FCI "fully supports the approach put forward by Minister Fanie Botha in a watershed speech" in Pretoria last week.

In the speech, Mr Botha, the Minister of Manpower and Utilisation, warned employers of "disaster" if they did not deal with organisations which enjoy "credibility" among workers.

The policy approach released yesterday will form the basis for a detailed set of guidelines which will be drawn up by the FCI to advise employers on how to react when approached for recognition by unions.

The guidelines were announced at the meeting by Mr Chris du Toit, the FCI's incoming president. Mr du Toit is also the former chairman of the FCI's labour affairs committee and a member of the West Bank Commission.

After the meeting, he stressed that the FCI was not suggesting employers negotiate permanently with unregistered unions, "but there are situations where employers must recognise that an unregistered union represents a worker majority".

"In these cases, they should agree to talk to the union, but make it clear that they are not prepared to deal with it permanently unless it meets certain conditions, such as registration," he said.

Other conditions could be specified in the detailed guidelines, he added.

At the meeting, Mr Du Toit said the Minister's speech marked a "change of stance" on the issue of union recognition and urged employers to heed it.

In the statement issued afterwards, he stressed the "practical need" for employers to accept representativeness as the primary requirement in recognising employer groups in negotiations.

The new guidelines could have an important effect on employer attitudes towards unions.

"They are unlikely to satisfy unions which reject registration, they mark a new flexibility in the attitude of organised industry to unions." They state:

O "Effective communication" between all parties from top management down must be encouraged;

O Freedom of association must be the basis of industrial relations;

O The ultimate object is to work towards an "orderly" industrial relations system in which contracts are legally enforceable;

O Employers and unions which wish to operate under the Industrial Council system should be permitted to do so;

O It is accepted that there will be instances in which employers will find it necessary to negotiate conditionally with unregistered unions; and

O Any recognition given to negotiations with unregistered unions should not undermine the official industrial council system.

The Rand Daily Mail understands the guidelines were a compromise between those in the FCI who were opposed to dealing with unregistered unions and those who favoured a more flexible approach to worker representation.

An FCI source said yesterday the guidelines tried to show that "business can take a lead in labour issues instead of simply following others".
Business backs PM in change initiatives

Strong support for the latest government initiatives towards change has come from the Federation of Chambers of Industries.

The outgoing president of the FCI, Mr Leo Borman, told the Chamber's annual banquet in Johannesburg last night: "I am happy to say that in recent announcements Prime Minister P W Botha has given a new declaration of intent with regard to the future of constitutional change entirely in step with the broad sweep of political economy projected by the FCI."

He said the FCI also emphasised the need for co-operation and co-existence between SA and its trading partners.

He said South Africa had to take a lead in this and that the business community "must and will play its part."

He said that over the years, the FCI had been an agent for change. "We have chosen to operate quietly and effectively towards the attainment of a national consensus on the importance of economic growth as a catalyst for social and political progress in southern Africa," he said.

The FCI had succeeded in this approach. But this had created a new responsibility. "The business community must now take on responsibilities that were Government's," he said.

Changes in SA 'but hostility increases'

Changes were undoubtedly taking place in South Africa — yet the signs in the international community were of increasing attacks on the country.

This was the message that Mr Jean-Jacques Oschelin, chairman of the International Organisation of Employers' executive committee, had for members of the Federated Chamber of Industries at their annual banquet in Johannesburg last night.

He said there had been a clear evolution in thinking and in concrete achievement in South Africa.

The Welhahn Commission's report was "a totally new approach in the field of labour relations."

The Kielkert report showed "a genuine intent to eliminate certain discriminatory practices in the field of employment."

Yet, he warned that within the International Labour Organisation, of which the IOE is a part, "the situation shows signs of a stronger turn against South Africa."

He said the customary rules of law were being flouted throughout the United Nations system or being given "a dynamic interpretation."

Mr Oschelin added: "Filibustering of this kind brings discredit upon international organisations and detracts from their influence and authority."

He said that following a visit by IOE representatives earlier this year it had become clear it was no longer possible to say that nothing had happened in South Africa, or that the situation had not been worsened. "However, what had been done was not enough for the international trade unions."

"Nevertheless, it is true that the debate is becoming less a matter of slogans and more one of facts, which is a more positive approach and one which may lead to some dialogue being opened."
NOTICE 703 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF

VARIATION OF AN EMPLOYERS' ORGANISATION.

To: The Honourable Members of the House of Assembly and the Assisted Municipalities.

From: Mr. D. Pretorius, Assistant Industrial Registrar.

Subject: Application for Variation of Scope of an Employers' Organisation.

An application for variation of the scope of an Employers' Organisation, in terms of section 4 (2) as amended by section 7 (5) of the Industrial Conciliation Act, 1956, has been received from the Reed (Non-White Trade) Employers' Association. The application is invited to lodge its objection in writing with the Department of Manpower Utilisation, 100 Greensands Crescent, Sunningdale, Johannesburg, within one month of the date of publication of this notice.

D. R. PRETORIUS, Assistant Industrial Registrar.

KENNISGEWING 703 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOÖNING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Fir. Diederik Rudolph Pretorius, Assistent-nywerheidsregistreer, maak in die volgende van artikel 4 (2) soos toegepas deur artikel 7 (5) van bygane Wet, hierby bekend dat in aanbieding om die verandering van sy registrasiebestek ontvanger van die Reed (Non-White Trade) Employers' Association. Besonderhede van die aanbieding word in onderstaande tabel verstrekt.

Enige geregistreerde werkgewersorganisatie wat teen die aanbieding beswaar maak, word gevra om binnen een maand na die datum van publicering van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekragbenutting, Laborisgabu, hoek van Paul Kruger- en Schenckstraat, Pretoria (Postbus 1117, Pretoria, 0001).

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TABLE

Name of employers' organisation.—Reed (Non-White Trade) Employers Association.

Date on which application was lodged.—1 August 1980.

Interests and area in respect of which application is made.—Employers engaged in the Non-White Retail Trade in the Magisterial Districts of Randfontein and Westonaria.

"Non-White Retail Trade" means the trade carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) and (b) of Ordinance 24 of 1959 (Transvaal) have been met but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house and includes an undertaking which by virtue of the provisions of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) an eating-house in respect of which is required the licence referred to in item 8 of Schedule I of the Licences Ordinance, 1974 (No. 19 of 1974), of Transvaal;

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading shop referred to in Chapter XIV of the said Act.

Postal address of applicant.—P.O. Box 11034, Germiston, 1409.

Office address of applicant.—100 Greensands Crescent, Sunningdale, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which applies to the objecting party in terms of section 4 (4) as applied by section 7 (5) is determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing at the date of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

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TABEL

Naam van werkgewersorganisasie.—Reed (Non-White Trade) Employers' Association.

Datum waarop aanbieding ingediend is.—1 Augustus 1980.

Belange en gebied ten opsigte waarvan aanbieding gedoen word.—Werkgewers in die Nie-Blankekleinhandel in die landdrosdistrikte Randfontein en Westonaria.

"Nie-Blankekleinhandel" beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes oorgekom word wat uiteengesit word in artikel 10 (1) of (b) van Ordonnansie 24 van 1959 (Transvaal), maar ongeskied "n slaghuis tenys dit verbind is aan en behoor tot op dienslike persoon as 'n eet huis, en omvat dit "n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie gego word so 'n winkel te wees;

(b) 'n eet huis ten opsigte waarvan die licentie bedoel in item 8 van Bylaag 1 van die Ordonnansie op Licenties, 1974 (Ordonnansie 19 van 1974), van Transvaal, vereis word;

(c) 'n winkel en/of eet huis ten opsigte waarvan 'n handelskonsertifikaat krants Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsstal in Hoofstuk XIV van genoemde Wet bedoel.

Postadres van applikant.—Postbus 11034, Germiston, 1409.

Kantooradres van applikant.—100 Greensands Crescent, Sunningdale, Johannesburg.

Die aandrag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aanbieding beswaar maak, vertoonwoegdiging is, word ingevolge artikel 4 (4), soos toegepas deur artikel 7 (5) van bygane Wet, bespreek volgens, die feite soos, hulle beheer op die datum waarop die aanbieding ingediend is, of wat die lidmekaap betref, word alle lede wat ingevolge artikel 1 (2) van die Wet op voormalige datum waardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel deur artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.
NOTICE: 705 OF 1980

DEPARTMENT OF MANPOWER UTILISATION,
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7(5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electric Arc Welding Electrode Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Electric Arc Welding Electrode Manufacturers' Association.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>13 August 1980</td>
</tr>
</tbody>
</table>

Interests and areas in respect of which application is made—Employers engaged in the industry concerned with the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park, Pretoria, Randfontein, Roodepoort, Uitenhage and Vanderbijlpark.

STAATSKOERANT, 3 OKTOBER 1980

No. 7242 19

KENNISGEWING 705 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP HYBERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N WERKGEWERSOR-
GANISASIE

Fk. Diederik Rudolph Pretorius, Assistant-nywer-
heidsregisseur, maak in ingerigte artikel 4(2) soos toe-
gepas by artikel 7(5) van bogenoemde Wet, hierby bekend dat 'n aanvraag om die verandering van sy registrasiebestek ontvang is van die Electric Arc Welding Electrode Manufacturers' Association. Beoor-
derde van die aanvraag word in onderstaande tabel verstreken.

Enige aangemelde werkgewersorganisasie wat teen die aanvraag beswaar maak, word verzoek om binne een maand na die datum van publikasie van hierdie kennis-
geving sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragsbenutting, Laboriagebou,

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Electric Arc Welding Electrode Manufacturers' Association.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanvraag ingediend is</td>
<td>13 August 1980</td>
</tr>
</tbody>
</table>

Belange en gebiede ten opsigte waarvan aanvraag gecludeer word—Werkgewers in die nywerheid betrokke by die produksie, vir verkoop, van sweselektride deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur heuringsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park, Pretoria, Randfontein, Roodepoort, Uitenhage en Vanderbijlpark.

ASBESTOS AND ASBESTOS-RELATED DISEASE
IN SOUTH AFRICA

D. R. PRETORIUS, Assistant Industrial Registrar.

"Swieselektride" beteken enige vloeibare, yerhoud-
ding of nie-yerhoudend, in deurlopende of staaf-
vorm, onbedek of bedek van geplaatste of met 'n metaal bekleed of met vloeibodem bedek of met vloeimiddel-
kern, wat in elektriese- of sweswerk gebruik word.

Belang en gebiede ten opsigte waarvan registrasie getoon word—Werkgewers in die nywerheid betrokke by die produksie, vir verkoop, van swes-electrode deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur heuringsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria.

"Sweelektride" beteken enige vloeibodembedekte of kernvloeibonline gemaak van yerhoudende of nie-
ynbereiende materiaal in staaf of deurlopende vorm, wat in elektriese- of sweswerk gebruik word.

Proadresse van aanvraag—P.O. Box 1042, Johannesburg, 2000.

Kantoors adres van aanvraag—Kamer 42, Vierde Verdieping, Jutaggebou, Lovemarkstraat 52, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aanvraag beswaar maak, verteenwoordigend is, word ingevolge artikel 4(4), in termyn van artikel 7(5), bepaal volgens die feite en omstandighede wat ter die kennis van die aanvraag is.

(b) De procedure voorskrif by artikel 4(2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. R. PRETORIUS, Assistant-nywerheidsregisseur.

13 OKTOBER 1980
NOTICE 704 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisations which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, cor. of Paul Kruger and Schoeman Streets, Pretoria (Postals address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>1 August 1980</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>Employers engaged in the Non-White Retail Trade in the Magisterial Districts of Randfontein and Westonaria</td>
</tr>
</tbody>
</table>

“Non-White Retail Trade” means the Trade carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met (but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house) and includes an undertaking which by virtue of the provisions of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) an eating-house in respect of which is required the licence referred to in item 8 of Schedule 1 of the Licences Ordinance, 1974 (No. 19 of 1974), of Transvaal;

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site referred to in Chapter XIV of the said Act.

Postal address of applicant.—P.O. Box 5351, Johannesburg, 2000.

Office address of applicant.—709 Standard House, 69 Simmonds Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.
(3 October 1980)

KENNISGEWING 704 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENOTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN ‘N WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) sowes toegesp by artikel 7 (5) van bogenoemde Wet, hierby bekend dat ‘n aanzoek om die verandering van sy registrasiebestek ontvang is van die South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Besonderhede van die aanzoek word in onderstaande tabel verstrekt.

Fynge geregistreerde werkgewersorganisasie wat teen die aanzoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis-gewing sy beswaar skryflik by my in te dien, p/a die Departement van Mannekragbenotting, Laboriebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Private Bag X117, Pretoria, 0001).

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanzoek ingediend is</td>
<td>1 August 1980</td>
</tr>
</tbody>
</table>

Belange en gebied ten opsigte waarvan aanbeveling gedaan word.—Werkeigers in die Nie-Blanke kleinhandel in die landboudistrikte Randfontein en Westonaria.

“Nie-Blanke kleinhandel” beteken die handel wat gedryf word in—

(a) ’n winkel ten opsigte waarvan al die vereistes nagekom word wat uteengesit is in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal) maar uitgesonderd ’n slaaghuis teen die verbind is aan en beskikbaar word op dieselfde personeel as ’n eethuis, en omvat dit die onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie gereg terwoord word so ’n winkel te wees;

(b) ’n eethuis ten opsigte waarvan die lisensie bedoel in item 8 van Bylae 1 van die Ordonnansie op Lisenses, 1974 (Ordonnansie 19 van 1974), van Transvaal, vereis word;

(c) ’n winkel en/of eethuis ten opsigte waarvan ’n handelsertifikaat langs Hoofstuk XIII van die Wet op Myregie, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van ’n handelsterrain in Hoofstuk XIV van genoemde Wet bedoel.


Kantoreadres van apellant.—Standard House 709, Simmondsstraat 60, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin ’n werkgewersorganisasie wat teen die aanbeveling beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), sowes toegesp by artikel 7 (5), bepaal volgens die feite soos hulle bestaan op die datum waarop die aanbeveling ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorheids datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgekry by artikel 4 (2) moet gevolg word in verband met ’n beswaar wat ingediend word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.
(3 October 1980)
DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contractors’ Association (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
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<tr>
<td>Name of employers’ organisation.—Electrical Contractors’ Association (South Africa).</td>
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<tr>
<td>Date on which application was lodged.—5 August 1980.</td>
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<tr>
<td>Interests and area in respect of which application is made.—Employers engaged in the Electrical Contracting Industry in the Province of the Transvaal.</td>
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</table>

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of buildings, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building is used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings, including any wiring,
cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(d) the design, preparation, erection, installation, repair and maintenance of electrical equipment not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere.

For the purposes of this definition "electrical equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment, and other equipment utilising the principles used in the operation of radio or electronic equipment, and for further purposes of this definition "design, preparation, erection, installation, repair and maintenance" shall not include—

(i) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ii) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(iii) the wiring or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise;

(iv) the manufacture, repair and servicing of motor vehicle batteries; and

(v) the sale and/or repair and/or servicing of manually and/or electrically operated typewriters and/or electromechanical office machines and equipment.

Interests and areas in respect of which registration is held.—(1) Employers engaged in the Electrical Contracting Industry, as defined above, in the Province of the Transvaal but excluding the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannes- burg, Kempton Park, Klerksdorp, Krugersdorp, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging as these magisterial districts were constituted as on 10 March 1939.

(2) Employers engaged in the Electrical Contracting Industry, as defined heretofore, in the Magisterial District of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Pretoria, Randfontein, Roodepoort, Springs and Vereeniging as these magisterial districts were constituted as on 10 December 1953.

(3) Employers engaged in the Electrical Contracting Industry, as defined heretofore but excluding the repair and maintenance and/or installation of lifts and escalators in buildings in the Magisterial District of Potchefstroom as constituted as on 10 December 1953.

"Electrical Contracting Industry" means the industry in which employers and employees are associated inbegrifting van alle bedrading, kabelbouwwerk en kabelaanleg, de konstruktye van oorheufe elektriese lyne en aand ander werkzaamhede wat daarmee in verband staan, ageseen daarvan of die werk gedoen of die materiaal voorberei word op dié plek waar die geboue of strukture opgerig word, of elders.

(d) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van elektriese uitrusting wat met deur (a), (b) of (c) hierbo gedek word nie, met inbegrip van alle bedrading, kabelbouwwerk en kabelaanleg, die konstruktye van oorheufe elektriese lyne en aand ander werkzaamhede wat daarmee in verband staan, ageseen daarvan of die werk gedoen of die materiaal voorberei word op die plek waar die geboue of strukture opgerig word, of elders.

Voor die doeleindes van hierdie woordomskring is omvat "elektriese uitrusting" ook die volgende:

(i) Elektriese kabels en oorheufe lyne;

(ii) generators, motore, konverters, skakel- en beheeruitrusting inbegrip van relais, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan, uitrusting vir elektriese verligting, verwarming, kookwerk en verkoeling, primêre en sekondêre strome en batterye, transformators, ooruitrusting, radiotele- stelle en aanverwante elektriese apparaat, seunuitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat in die bediening van radio- of elektroniese uitrusting aangewend word;

en voorts, vir die doeleindes van hierdie woordomskring, omvat "ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud" nie die volgende nie:

(i) die vervaardiging, instellering, herstel en/of onderhoud van hypers en roltreppie;

(ii) die vervaardiging deur middel van herhalings- metodes van bogenoemde uitrusting of onderdele daarvan;

(iii) die bedrading of die instellering in motorvoertuie van verligting, verwarmings- en ander uitrusting of toebehore, bety senny of andersons;

(iv) die vervaardiging, herstel en versiening van motorvoertuiebatterye; en

(v) die verloop en/of herstel en/of versiening van tilmashiene wat met die hand en/of elektries bedien word en/of elektromasjieni kantoormasjiene en -uitrusting.

Relinge en gebiede ten opsigte waarvan registrasie gehou word.—(1) Werkgeewers in die Elektrotechniese Aannemingsbedryf, soos hierbo omskryf, in die provinsie Transvaal met uitsondering van die landdor- strikte Benoni, Boksburg, Brakpan, Germiston, Johannes- burg, Kempton Park, Klerksdorp, Krugersdorp, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging soos hierdie landdorstriktse op 10 Maart 1935 saamgestel was.

(2) Werkgeewers in die Elektrotechniese Aannemingsbedryf, soos hieronder omskryf, in die landdorstriktse Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Pretoria, Randfontein, Roodepoort, Springs en Vereeniging soos hierdie landdorstriktse op 10 Desember 1953 saamgestel was.

(3) Werkgeewers in die Elektrotechniese Aannemingsbedryf, soos hieronder omskryf maar met uitsondering van die herstel en/of onderhoud en/of instellering van hypers en roltreppie in geboue, in die landdorstrikt Potchefstroom soos saamgestel op 10 Desember 1953.

"Elektrotechniese Aannemingsbedryf" beteken die bedryf waarin werkgeewers en werknemers met mekaar
for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings, and the repair and/or maintenance of such installations, including any cable jointing or electrical wiring associated therewith, and including the repair and/or maintenance and/or installation of lifts and escalators in buildings.

Postal address of applicant.—P.O. Box 5327, Johannesburg, 2000.

Office address of applicant.—408 Carlton Centre, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

(3 October 1980)
'Real' unions, or face increasing disorder

By Sieg Hannig, Labour Editor

South Africa risks increasing industrial and possibly social disorder unless communication is improved between workers and employees, warns the Association of Chambers of Commerce.

The means to improve is "real trade union representation," Assocom says in its latest edition of Assocom Review.

It sees the danger signals in "earlier events of this year" in the Cape, Eastern Province, Natal and on the Rand.

Assocom Review pinpoints the following problem areas:

- Slow and limited Government recognition of black unions and "heel-dragging over unionised unions have hindered the development of a responsible trade unionism.

- Black workers are demanding wages which would enable them to "live decently" and are restive about the practice which pits wage patterns to the poverty datum line or seeks to establish a minimum living wage.

- Blacks are becoming impatient with the pace of reforms.

Black advancement has enhanced black bargaining power by making it more difficult for employers to dismiss blacks summarily and replace them - "as the Johannesburg City Council did recently," Assocom says.

Both employers and the Government had to accept that black workers were part of industrialised society now 'with more than physical' labour to sell.
Jean-Jacques Oeschlin, chairman of the executive committee of the International Organisation of Employers, and of the employers' group of the governing body of the International Labour Organisation, was in Johannesburg recently as a guest speaker of the Federated Chamber of Industries.

**FM:** Why is it that SA is allowed to participate in the IOE, which demands commitment to the free enterprise ethic, when true free enterprise is constrained by apartheid?

**Oeschlin:** The IOE is a private organisation, and its members are private. We are not concerned with State activities, though we do ask members to adhere to our principles. The question is not whether the SA government stands for free enterprise — the SA Consultative Committee on Labour Affairs does. Free enterprise is an ideal which is probably never attained: but want members to promote it.

Are anti-SA attitudes at the ILO hardening?

When SA left the ILO, the director general asked the secretariat to prepare an annual report on SA developments. This year it was decided to set up a committee to study the reports, and report back. Yes, attitudes are hardening — but Wielahn has probably not been fully understood. I think that what happens in SA from now until next year will have a significant impact on what will happen next June at the conference.

**What directives would you give to SA employers' organisations for improving labour practices to bring them more in line with international standards?**

We are not an organisation which dictates policy to our members, although we would like to see more equality of opportunity between the different communities of SA.

**What should be the immediate priority for employers to bring about change?**

They can influence government in changing legislation. Training is very important. If equality of opportunity is not to remain just words, barriers have to be removed.

**What are your feelings about disinvestment?**

I think that economic development is a positive factor in progress towards equality of opportunity. I'm against barriers to investment: circulation of goods and capital brings circulation of ideas. I am for freedom to invest in SA; I think disinvestment is counter-productive.

**How effective do you consider the codes of fair employment practice?**

The codes are all non-mandatory, so they are not as effective as legislation. They can simply serve to set a target and a common reference to judge direction.
Mr Dennis Etheridge... solutions to SA’s problems “a long-term matter.”

‘Upheavals will be signposts of change’

By John Cavill

LONDON—Future disturbances in South Africa will be the “prominent signposts of a changing society” not of disaster, Mr Dennis Etheridge, chairman of the gold and uranium division of the Anglo American Group said here yesterday.

Speaking to international metal traders and bullion dealers at the American Metal Market London Forum, Mr Etheridge said South Africa’s ability to continue as a vital and reliable supplier of industrial raw materials to the Western economies depended partly on its own political and social stability.

Changes were being made but he said the world should be patient. “No other country has social and racial problems as complex as those in South Africa. The solution will be a long term matter.”

Mr Etheridge said, however: “I believe there is now room for confidence that the Prime Minister is determined to achieve a series of reforms which will hopefully eliminate statutory discrimination and provide structures for ongoing political evolution.

GENERATIONS

If he seems at times to have yielded slightly, it is because generations of racial prejudice have to be broken down before a policy of reform can succeed.

This is happening, maybe by fits and starts, but it is happening.

I think the possibility for peaceful evolution in South Africa is now higher than it has been for years. This does not mean that the decade ahead will be trouble-free. It is appropriate to make the point to South Africa’s friends and critics alike that the process of change is inherently a troublesome one.

Mr Etheridge said he did not believe South Africa would “encounter a level of internal disruption which will prevent it from regularly meeting its mineral supply commitments.”

While South Africa often shared its predominance as a supplier of key minerals with Russia, the Soviet bloc consumed much of its output with exports going mainly to satellite states.

South Africa’s strategic importance had been further enhanced by a “significant decline” in Russian exports to the west since 1977.

The gap left by this withdrawal had given South Africa “an even firmer foothold in the market place.”

But, he emphasised, the dependence of the United States, Japan, and the European Economic Community on South African minerals probably gave “undue” emphasis to South Africa’s so-called strategic position. “I feel it also underlines how important are these markets to South Africa.”

“We need their custom just as much as they require our minerals, perhaps even more so. Expansion of the mineral industry and its ability to earn foreign exchange is even more crucial to the South African economy now than it ever was. . .”

Mr Etheridge is leading a nine-man trade mission to Britain holding seminars and discussions, in six cities to highlight opportunities provided by the South African market.
Building firm pays women 20c an hour

MURRAY and Roberts Buildings (TVI) 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 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 176 hours in one month earned R33,20 plus R1,07 for four hours overtime. Her next earnings for that month was R28,78.

A man who worked 169 hours earned R79,50 and R10 for 9 hours overtime. His next pay was R83,96.

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 their productivity."

Mr Glanville said the company employed 47 migrant men, 10 local men, and 10 local women at the Bothaville site where they are building a high school.

He said 42 percent of these are on the minimum scale of 20c for women and 50c for men.

The workers at Bothaville had also told 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 to a room in the hostel where they live.

We got into a room with five double decker beds that filled most of the room. There was
Foreign criticism of labour system mounts

By STEVEN FRIEDMAN
Labour Reporter

OVERSEAS opposition to the Government’s new labour dispensation is mounting.

This is one of the key reasons for demands from business organisations that the Government make substantial changes to its official labour system.

The level of employer concern about overseas reaction to the new dispensation was revealed this week at the Association of Employers Organisation.

The report was written by Mr. Chris du Toit, present president of the Federated Chamber of Industry, chairman of Sancola (the country’s chief employer organisation) and a member of the Wiehahn Commission.

His remarks indicate the growing level of overseas scepticism about the Government’s new dispensation, as well as growing business concern about the need to change the system to meet these criticisms.

Mr. du Toit said in his report that all the “milestones” South African business could have gained from the new dispensation had been negated by a statement by the Minster of Manpower Utilisation, Mr. Piet Botha.

Mr. Botha had said the purpose of the new dispensation was to bring black unions under statutory control.

This statement, Mr. du Toit’s report said, had led “South Africa’s detractors” to see the changes introduced after the Wiehahn report as “a sophistication of the policy of apartheid”.

“Grave suspicion” had also been created by the fact that the Government’s decision to extend registered union rights to migrant workers and “comrades” had been embodied in a proclamation, rather than in a change in the law.

This had led to the belief that the extension of these rights could be arbitrarily withdrawn at any time.

Suspicion of the new system was also shared by many black militants and the system was in danger of losing credibility, Mr. du Toit’s report said.

It was essential for unions to register and thus be brought into the official system. The alternative was “a proliferation of unregistered unions and dog-eat-dog industrial anarchy”.

The Government would have to move to draw black unions into the system by making it more attractive to them.

“Every encouragement, rather than compulsion” should be used to get black unions to register.

Further problems causing adverse overseas reaction, Mr. du Toit’s report said, was that no new legislation implementing the Wiehahn report had been introduced during the 1981 Parliamentary session.

It was “thus essential for new legislation to be introduced in the 1982 session.”
Labour body to be formed

Own Correspondent

JOHANNESBURG: Leading businessmen have been invited to attend a meeting at which a new body to tackle labour issues, the Manpower Foundation of South Africa, will be launched.

The invitation to form it is seen as evidence of growing government and employer concern about the country's skilled manpower shortage and the state of labour relations.

The foundation's organizers see the new body as the business community's response to the prime minister's call to business to assist the government's 'total strategy'.

They argue that business has not yet responded to the prime minister's 'positive' call to support the government in 'achieving peaceful change'.

The call to attend the new foundation's formation meeting was contained in a letter to prominent businessmen which has been released to the press.

The letter was written by three businessmen: Mr. Francis Le Riche, who heads the Manpower 2000 campaign; Mr. Dick Sutman of SA Breweries, who is also a member of the Witsal Commission; and Mr. Dennis Elleridge, chairman of the Anglo-American Corporation's gold division.
JCI chief sees SA on road to open society

By PATRICK LAURENCE

The Prime Minister, Mr. P. W. Botha, had set South Africa inexorably on the road to a non-racial society, Sir Albert Robinson, the retiring chairman of Johannesburg Consolidated Investment, said yesterday.

Sir Albert, a doyen of South African finance, was commenting on the long-term implications of Mr. Botha’s reformist programme during a farewell address to JCI.

Assessing the relative strengths of those who wanted to stave off the policies of change, and nothing can now preserve the old order and prevent the ultimate emergence of a new, non-racial society.

Sir Albert had earlier noted that Mr. Botha came to power at a time when the ‘failure of the orthodox doctrine of separate development was becoming increasingly evident.’

Referring to the ‘moderates’ of all races within South Africa, and to its Western trading partners, he said: ‘Their earnest hope is that Mr. Botha will be able to steer a course away from conflict and towards an accommodation of the reason-

SIR ALBERT ROBINSON... “One nation for stability”...[

...able aspirations of all the peoples of South Africa..."

On industrial relations, he warned employers that industrial peace would not be achieved by ‘lockouts, instant dismissals and requests for police action as a response to workers who seek to negotiate legitimate changes in their conditions of employment.’

He advised: ‘Management and the unions must negotiate under the umbrella of benevolent industrial legislation to further their mutual interests.’

In an implicit repudiation of the prevailing policy of dividing South Africa into separate ‘national states’, Sir Albert said: ‘I am one of those who believe that, to achieve stability in South Africa there should be one nation, however diverse its many parts.’

• See Page 17
Don't be dismayed at turbulent times

Own Correspondent

DURBAN — South Africans should not be dismayed by the turbulent times which lie ahead, Mr. A M. Roddert, executive chairman of the Barlow Rand Group, told Natal accountants, in Durban last night.

"We need not be pessimistic," he said. "If we can assist South Africa's blacks to achieve full participation in the economic system and a more equitable share of political power, there is no reason why we should not see a return to the industrial peace which we experienced over many decades."

He said South Africans had been justifiably proud of labour peace since the early 1950s, but there was now a completely new ball game.

Black unions had been admitted to the system and had become conscious of their power.

"Of course they are politically motivated — employers are not dealing with blacks on purely trade union and labour matters."

"They are dealing with blacks who have discovered that the trade union movement is an instrument which will also give them the political pressure they have never had before."

On Barlow Rand's code of industrial relations, Mr. Roddert told the Natal Society of Chartered Accountants that he had called on the Reverend Leon Sullivan, author of the Sullivan Code, to compare notes.

"He was surprised to find that our group alone employed more blacks than all the 110 US subsidiaries which subscribe to his principles."

"That was in 1976. We now have an unofficial contact group of 10 companies employing 750,000 people in South Africa, which maintains an informal dialogue with him."
Business leader predicts non-racial SA

By Steg Hannel

Nothing can prevent the emergence of a non-racial South Africa in the wake of forces of change unleashed by the Prime Minister, Mr P W Botha, says one of the country's business leaders.

This vote of confidence appears in the last chairman's review of the Johannesburg Consolidated Investment Company.

It was delivered in Johannesburg yesterday by Sir Albert Robinson who will be succeeded by Mr Gordon Waddell on January 1.

Despite the slow progress of the Prime Minister's new policy, it reflected a spirit recognising that negotiated power sharing among races was the only alternative to violent inter-racial conflict, Sir Albert said.

Mr Botha had assumed office when the failure of the separate development doctrine had become increasingly evident.

He had lost little time in setting a new and more hopeful course.

The Government's further plans were being awaited with interest by moderates of all races in South Africa and by the major Western powers.

Sir Albert warned employers that militant measures against workers seeking to negotiate legitimate changes in employment conditions could lead only to civil disorder or industrial action and consumer resistance.

He called for three steps:

1. All unions should aim at being democratically representative of all employees.

2. The number of unions competing with each other should be limited.

3. It had to be accepted that workers of all races had industrial rights.
Business wants changes in labour policy

JOHANNESBURG.—Overseas opposition to the government's new labour dispensation is mounting.

This is one of the key reasons for demands from business organizations that the government makes substantial changes to its official labour system.

Overseas reaction to the new dispensation was disclosed in a report on a recent meeting of the International Employers' Organization held at last week's Assocom conference.

The report was written by Mr Chris du Toit, president of the Federated Chamber of Industries (FCI), and a member of the Wieland Commission.

His remarks indicated the growing level of overseas scepticism about the need to change the labour system.

Mr Du Toit said in his report that all the "militant" which South African business could have gained from the new dispensation had been negated by a statement from the Minister of Manpower Utilization, Mr Fanie Botha.

Mr Botha had said that the purpose of the new dispensation was to bring black unions under statutory control.

This statement, said Mr Du Toit's report, had led "South Africa's detractors" to see the changes introduced after the Wieland Commission report as "a sophistication of the policy of apartheid."

"Grave suspicion" had also been created by the fact that the government's decision to extend registered union rights to migrant workers and "commuters" had been reinforced in a proclamation, rather than in a change in the law.

This had led to the belief that the extension of these rights could be arbitrarily withdrawn by the government at any time.

Suspicion of the new system was also shared by many black unions, Mr Du Toit's report went on.

It was essential for unions to register and be brought into the official system. The alternative was "a proliferation of unregistered unions and dog-eat-dog industrial anarchy."

The government would thus have to draw black unions into the system by making it more attractive to them.

The comments and the report have already mentioned that the government's new labour dispensation is a clear expression of the government's determination to maintain a "white" labour force, and that the government's policy is not only to prevent the growth of black unions but to discourage them.

The government's policy is to prevent the growth of black unions and to discourage them.
Barlow's new deal with black unions

JOHANNESBURG. — The Barlow Rand company group has publicly committed itself to negotiating with unregistered trade unions and has said that it "may even have no option but to allow them some form of recognition".

This commitment is contained in a recent speech by the group's executive chairman, Mr. Mike Rosholt, to the Natal Society of Accountants.

Barlow Rand would still prefer unions to register, but Mr. Rosholt said the group would have to talk to, and perhaps recognize, unregistered unions until the government "makes the registration procedure more attractive to black unions".

The group's workers were also free to choose whether they should be represented by a union or a liaison committee.

Mr. Rosholt said his new policy had been adopted some time ago and predates recent statements by the Federated Chamber of Industries and Ascosan, which backed talks with unregistered unions on a "conditional" basis.

Mr. Rosholt also gave details of a memorandum prepared by Barlow Rand for the Institute of Directors, which criticizes employers who suggest they will only deal with black unions who they see as "responsible".

"This usually means that they favor the more compliant type of union, an approach which could cause serious problems for them later on."

The memorandum adds: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support. All other considerations are secondary."
Barlow Rand’s big step towards unions

By STEVEN FRIEDMAN
Labour Reporter

In an important development, the giant Barlow Rand group has publicly committed itself to negotiating with unregistered trade unions and has said it "may even have no option but to allow them some form of recognition."

The group also believes it should "at all times talk with any unions which approach us, whether they are registered or not."

This commitment is stated in a recent speech by the group’s executive chairman, Mr Mike Rosholt, to the Natal Society of Accountants. A copy of the speech was released to the Rand Daily Mail yesterday.

Until recently, Barlow’s policy was to recognise only registered unions, except in "very special circumstances."

"Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognise, unregistered unions until the Government "makes the registration procedure more attractive to black unions."

He said the new policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and the Association of Chamber of Commerce (Asscam), which backed talks with unregistered unions on a "conditional" basis.

He referred to events at a Barlow Rand subsidiary, Velgum, in which the company had recognised an unregistered union after workers had chosen it in preference to a registered union in a referendum.

Barlow Rand believed "care should be taken" by the group’s companies not to take sides when rival unions competed for members within companies.

"To show preference, for instance, for a parallel union that promises us a more docile labour force could be fatal," he said.

In his speech, Mr Rosholt also released details of a memorandum prepared by Barlow Rand for the Institute of Directors, which criticises employers who suggest they will only deal with black unions they see as "responsible."

"This usually means that they favour the more compliant type of union, an approach which could cause serious problems for them later on."

Other employers would only deal with unions after they accepted conditions laid down by the employer, "conditions which tend to weaken the union."

Mr Rosholt adds: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support."

He urged employers to "minimise the risk of industrial unrest" by improving conditions for workers. Companies should draw up internal codes of labour practice — Barlow Rand had done this — and ensure their implementation.

Editorial Comment
— Page 12
Hunt for a new library site in Hilbrorow

Commission urges big union changes
Dealing with the unfair practice of recognizing the union through coercion or other means. The employer's actions are likely to violate the law and could lead to serious consequences. It is important for the union to gather evidence and present a strong case to the National Labor Relations Board (NLRB).
MY FIRST REACTION to a circular letter suggesting the formation of a manpower foundation was — not another employers’ organisation.

We’ve got Assecoom, the Handelsinstituut, the PCI, Seisla and an extensive network of smaller bodies. Then there’s Manpower 2000 which has been vigorously active, Sacola, the NDMF. Wherever you look, you encounter organisations talking manpower, training, education, upgrading and extending the labour force.

And now there is a foetal manpower foundation. If the letter addressed to a wide-ranging list of business and other leaders of opinion had not been signed by Sentraeun’s Francis le Riche, SA Breweries’ Dick Sutton and Anglo’s gold chairman Dennis Etheredge I would have dismissed the project as yet another do-gooder effort doomed to be stilled.

But these are not lightweight names; on the contrary they are all well-known leaders, each in his own field whose opinions command respect. They certainly are not men who seek the limelight for the satisfaction of their egos. They are doers and not talkers and they all have solid records of achievement.

Obviously they would not seek to set up yet another organisation, another bureaucracy of the private sector, financed by the milk cows, those large business organisations which dare not be seen to reject a call for money for the public weal.

And yet, why another organisation? Why not a low-key, small-staffed co-ordinating body which would use the facilities of the major employer organisations? Why not inspire those bodies to get on with the job which they talk about and, apparently, are a little slovenly in translating deeds into words.

When I spoke to Seisla’s Erol Drummond I unwittingly encountered an ex-employer who was prepared to support the proposed manpower foundation books and all. He claimed that his efficient and tightly run organisation was not equipped to do the sort of job which the three convenors envisage for the manpower foundation.

I approached the PCI’s Chris du Toit. He was not prepared to talk for his organisation, but in his personal capacity he agreed that the foundation could be a further proliferation of employer organisations. He was not prepared to commit himself until he saw the proposed foundation’s terms of reference and was assured that it was not going to cut across work that is being done.

The last thing he wanted to do was to prejudice the proposal, but he believed South Africa could do without another talking shop, another pressure group. He thought that Seisla was working in the right direction.

Du Toit wanted a “doing” body — not a talk shop or another pressure group.

And this is exactly how Francis le Riche visualised the manpower foundation as a “doing” body, taking action and getting everyone from industry, commerce and agriculture to climb into the action.

Talking to Le Riche is a riveting experience. He is an enthusiast. And with the sheer weight of his enthusiasm he can get you down by his words and by his logic. His vision is that jobs, tens of thousands of jobs, must be created for the total population and that men and women must be trained for the jobs that are hewn out of an expanding economy.

And he is not a glazed-eyed theoretician. As vice-chairman of Manpower 2000 he has stumped around the country getting things done, such as inducing farmers to have their workers trained, involving black leaders and businessmen in the programme of training and getting private enterprises to use the training facilities which exist.

He sees the manpower foundation as a private-sector body which will survey the employment field, actual and potential, and then create an awareness in the private sector of what can be done and then help everyone to do it. At present, he claims, the private sector is ignorant of facts and potential.

The inaugural meeting, which will be held in the Highveld Room at the Carlton Hotel, Johannesburg, on November 29, will not form the foundation. All Le Riche wants is for the project to be fully ventilated and, in principle, to accept a principle for a steering committee to be formed.

Dennis Etheredge also holds that the proposed foundation is not another attempt to invent the wheel. He sees it as a co-ordinating body which will have a data bank of facts and know-how from which everyone can draw information. It will be a think tank which will provide specialist advice and will pass on one group’s experience to another.

At present several business organisations have found themselves “innovating” training programmes only to discover after much time and effort that others have done it before.

The foundation, says Etheredge, should avoid unnecessary duplication and should get plans moving faster than they have been in the past.

It will not, in his thinking, cut across any existing organisation, but should be a dynamic which will help all organisations to get cracking.

One might be overimpressed by Le Riche’s enthusiasm and drive, but Etheredge’s quiet conviction also carries weight. Then Du Toit’s attitude of a basic suspicion but a willingness to approach the subject with an open mind suggests to me that something constructive might come out of the foundation project.

We have reached a stage in which everything must be tried to train people for jobs and then to create jobs for them. We have tangled the issue in the past; we cannot afford to do this in the closing-in future.

Even if the foundation does overlap with the work done by some employer organisations, let us accept the duplication and not waste time on more talk. It’s either action in the Eighties or God help us all in the Nineties.
Unions to meet on detentions

Staff Reporter

THREE independent trade unions will meet in East London today to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday.

The African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night:

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention.

"We can only repeat that we believe these people are being held in a deliberate attempt to smash three trade unions as a direct result of the overwhelming support we enjoy from workers in East London.

"The minister would do better to reflect on the sorry state of industrial relations in East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current discrimination."

Among the 13 trade unionists being held under section 36 of the Suppression of Communism Act are: Ed Matshepassa; the national president of the Food and Canning Workers' Union, Mr Alfred Nkosi; the national president of the South African Food and Canning Workers' Union, Mr Alfred Ngubani; the national president of the African Food and Canning Workers' Union, Mr Thabathwa Gwethwa; the East London branch chairman of SAAWU, Mr Shezi Mvubu; the local chairman of the APCWU, Mr Nonjane Mmosisi; a member of the APCWU's management committee, Mr Kallie Kekana; a SAAWU organiser, Mr Ndabeni Nkosi; a SAAWU organiser, Mr Motloula Mpho; and Mr Mxakwe Moloi.

Starved dog ate bowl

LONDON. — A couple who starved their pet dog so much that it ate its metal food bowl were hauled from keeping a dog for 10 years yesterday.

Alan Martin, 38, and his wife, Sandra, of Edendal, Yorkshire, admitted causing unnecessary suffering to the animal and were fined £100 each by a Dewsbury magistrate.

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach.
Ciskei police free detained union officials

EAST LONDON — The 13 trade union officials detained by the Ciskei police at the weekend were released at midday yesterday. They had been held for four days. No charges were brought.

The men were all officials of the South African Allied Workers' Union (Sawwu), the African Food and Canning Workers' Union, and the Western Province General Workers' Union.

All three unions are unregistered. They have refused to register under the Government's present Labour dispensation.

Reacting to the news of their release, Mr Jan Theron, acting as spokesman for all three unions, said the detentions were a "disgrace."

He said: "It is obvious that these men were arrested and held for four days for absolutely no valid reason.

"The fact that they were not questioned upon being detained, and the fact that while they were still being held the authorities were able to say that no charges would be laid against them, shows this was an attack on the trade unions and a misguided attempt to break the unions."

The men were arrested at a roadblock at the entrance to Mdantsane last Friday night.

They said yesterday they were told by the Ciskei police when they were released that those of them who did not live in Mdantsane were not to return to Mdantsane but were to find accommodation in East London last night, which they did.

About 300 people packed into St John's church hall last night, to hear first-hand accounts from the detainees about their detention.

Mr Robert Gweta of the South African Allied Workers' Union said after being stopped at the roadblock, they were taken to the police station by the Ciskei police. "While they were going through the formalities, Briendier Sebe entered," he said. "Is the Saawu?" he asked. As we were not there as Saawu but as workers we did not give him a reply. Thereafter we were called, before Brig Sebe one by one. He didn't bother to ask us but told us we were involved in the school disturbances and he immediately booked us under Proclamation 200/72.

"I do not know the limits and latitudes of this law but I know it is the one most commonly used in the Ciskei."

Mr Gweta said the men were all locked up together which made them feel at home. He described their stay in detention as "tolerable."

The freed men are Mr Wilson Sidina, Mr Alfred Noka, Mr Welfie Mzozoyana, Mr M. van Graan, Mr E. T. Qwetsa, Mr Xolani Kota, Mr Lawrence Tulula, Mr Bunguzi Sithingo, Mr Humphrey Manegwana, Mr September Mapakati, Mr Oria Ndingayi, Mr Kalio Skeepers, and Mr Gweta.

There are six trade unionists still in detention in South Africa and the Ciskei. — DDR.

Cape union protests, page 3.
NOTICE 812 OF 1980
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN
EMPLOYERS’ ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the Carpet Manufacturing Employers’ Organisation (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers’ organisation.—Carpet Manufacturing Employers’ Organisation (South Africa).
Date on which application was lodged.—24 July 1980.
Interests and area in respect of which application is made.—Employers engaged in the Carpet Manufacturing Industry in the Republic of South Africa.

"Carpet Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of the manufacture, either in whole or in part, by any process whatsoever, whether from natural or man-made material, of any form of carpet, including all operations incidental there to or consequent thereon, and includes the sale and distribution by the manufacturer of such products.

Postal address of applicant.—P.O. Box 1300, Durban, 4000.
Office address of applicant.—Fifth Floor, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(14 November 1980)

KENNISGEWING 812 VAN 1980
DEPARTEMENT VAN MANNEKRAG
BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN ‘N
WERKGEWERGSGRANASISIE

Fk. Matheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevoelige artikel 4 (2) van bygevolg de Wet hierby bekend dat ‘n aansoek om registrasie as ‘n werkwegorgansisie ontvang is van die Carpet Manufacturing Employers’ Organisation (South Africa). Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregysterde werkwegorgansisie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekragbenutting, Laboria-gebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkwegorgansisie.—Carpet Manufacturing Employers’ Organisation (South Africa).
Datum waarop aansoek ingediend is.—24 Julie 1980.
Belange en gebied ten opsigte waarvan aansoek gedoen word.—Werkgewers betrokke by die Matervaardigingsnywerheid in die Republiek van Suid-Afrika.

“Matervaardigingsnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkgewers en werk- nemers met mekaar passosieer is vir die verwarting van enige soort mat, of in geheel of ‘n gedeelte daarvan, deur enige proses hoegenaamd, hetsy van natuurlike of van kunsmateriale, met ingeborg van alle werkzaamhede wat daarmee in verband staan of wat daaruit voortspruit, en sluit in die verkoope en verspreiding deur die vervaardiger van sodanige produkte.

Posadres van applikant.—Postbus 1300, Durban, 4000.
Kontakadres van applikant.—Wyde Verdiepping, Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande ver- eiste van artikel 4 van die Wet:

(a) Die mate waarin ‘n beswaarmakende werkwegorgansisie verteenwoordigend is, word ingevoelige subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevoelige artikel 1 (2) van die Wet op voor- mende datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met ‘n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrator.
(14 November 1980)
Security employer body formed

Provincial security employers' associations have combined to form the South African National Security Employers' Association.

It brings together the Natal Employers' Association of Security Guards, the Western Cape Security Service Association and the Transvaal Employers' Association of Security Services.

The first aim of the association is to recommend a draft Bill for the regulation of all members of the security profession and industry for consideration by the Minister of Police, Mr. Louis le Grange.

Another aim is to create a registered body for representing all security employers' associations.

CODE

The new national association co-ordinates the objectives of provincial employers' associations and will serve to regulate the industry by the formation of a code of practice. Once legislation exists, members will be obliged to comply with this code. This will affect all practicing security officers.

The association will protect the interests of the smaller employer in the same manner as the larger companies but will take "ruthless action" to stamp out the "unscrupulous malpractices of the fly-by-night operator."

Sansse will aim to improve the general level of security by the pooling and interchange of ideas.

The chairman of the association is Mr. Altham Tainton, deputy managing director of Securitas, and secretary is Mr. John McBrearty, managing director of Shield Security.
Industry not set for trade unions

A large section of commerce and industry was ill-prepared for the development of trade unionism as it would be manifesting itself in the very near future, Mr. Andrew Levy, chairman of the Associated Commercial Employers said, writes Geoff Shuttleworth.

Addressing the Johannesburg Chamber of Commerce's quarterly general meeting, Mr. Levy said black trade union membership had risen by between 56 and 59 percent compared with white or less constant membership in white and coloured unions over the last five years.

He said 1981 would be one of increasing union activity and organisation, and that peace on employers' terms was probably an option not available to all employers.

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said.

The long-term plan should look beyond the factory floor where employer-employee bodies existed to a second-tier of relations where more formal relations with organised labour should exist. Management now needed to look at both of these tiers and consider their issues.

"Depreciation is an expense which should be carried forward to tax purposes."

Revenue (35 000 - 500 - 1 000 - 320)

Net income before tax (35 000 + 1 000 - 500)

Depreciation (387 5)

Transfer to non-distributable reserve

Net income after tax (140 000 - 1 000 - 387 5)

Retained income at end of the year (390 000 + 30 187 5)

Net income attributable to parent

Ordinary shareholders' interest

Net income attributable to non-controlling interests

Income statement for the year ended 30 June 1979:

Parents' Limited and its Subsidiary Company

ACS (continued)
We not being used

--- Sebe

EAST LONDON — The Central Intelligence Service (CIS) was fully fledged intelligence security organisation with its golden rules, the Secretary for the CIS, Brig Charles Sebe, said yesterday.

Brig Sebe was reacting to a weekend report that the CIS security police were being used by the South African government to detain members of the South African Allied Workers Union (SAWU).

The claim had been made by the general secretary of SAWU, Mr S. K. B. Kikane.

Brig Sebe said it was a pity Mr Kikane did not have his claim on any stated facts.

"All he has done is to come up with ambiguous claims about people detained in the CIS.

"Our records are with the CIS and not the South African government and we are a fully fledged intelligence-security organisation.

"For Mr Kikane to say we are being used by other intelligence organisations to perpetuate the South African government's policy is unfounded and stupidity of the first order."

He said a better leader would have sought an interview with the CIS and been informed about the reasons for which his men were being detained. — DDR.
Management must help trade unions

It would be foolish for management in South Africa to follow the course of "union busting" in labour relations, employers were told today.

The advice was given by Dr Johan van Zyl, executive director of the Federated Chamber of Industries, in his address to the Convention.

"The management itself will be largely responsible for the climate of industrial relations in which it will have to operate in the future," he said.

"It would, however, be foolish to follow a course of union busting. Management must not attempt to fragment and undermine the existing trade union movement in South Africa."
NOTICE: 857 OF 1980
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mathew Willem Johannes le Roux, Industrial
Registrar, do hereby, in terms of section 4 (2) as applied
by section 7 (5) of the above-mentioned Act, give notice
that an application for the variation of its scope of
registration has been received from the Port Elizabeth
Master Builders and Allied Trades Association. Particulars
of the application are reflected in the subjoined table.

Any registered employers' organisation which objects
to the application is invited to lodge its objection in
writing within thirty days from the date of publication of
this notice.

KENNISGEWING 857 VAN 1980
DEPARTEMENT VAN MANNEKRAAG-
BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGWEERORGANISASIE

Ek, Mathew Willem Johannes le Roux, Nywerheids-
registrateur, maak ingevolge artikel 4 (2) sopos toegepas
by artikel 7 (5) van bovengenoemde Wet, hierby bekend
dat 'n aanmoek om die verander van sy registrasie-
bestek onder het van die Port Elizabeth Master Builders
and Allied Trades Association. Besonderhede van die
aanmoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen
die aanmoek beswaar maak, word vermoed om binne een
maand na dié datum van publikasie van hierdie kennis-
weging by my in te dien, p/a die
Departement van Mannekragbenutting, Laboriagebou,
hook van Paul Kruger- en Schoemanstraat, Pretoria
(postadres: Privaatsak X117, Pretoria, 0001).
### TABLE

**Name of employers' organisation.**—Port Elizabeth Master Builders and Allied Trades Association.

**Date on which application was lodged.**—16 September 1980.

**Interests and area in respect of which application is made.**—Employers engaged in the Building Industry in the Magisterial Districts of Aberdeen, Adelaide, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hoemeyer, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Cape), Murraysburg, Nqoopato, Pearson, Queenstown, Richmond (Kaap), Somerset-Ow, Steynsburg, Steylerville, Tarka and Venterstad.

“Building Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, and includes all work incidental thereto or consequent thereon, but does not include the Electrical Contracting Industry or the installation, maintenance or repair of lifts in buildings.

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere.

For the purpose of this definition, “electrical equipment” shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, converters, conduit, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment.

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### TABEL

**Naam van werkgeversorganisatie.**—Port Elizabeth Master Builders and Allied Trades Association.

**Datum waarop aanvraag ingediend is.**—16 September 1980.

*Belange en gebied ten opzichte waarvan aanvraag gedaan word.* Werkgevers betrokke by die Bouwwer- heid in die Landboudistrikte Aberdeen, Adelaide, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hoemeyer, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Nqoopato, Pearson, Queenstown, Richmond (Kaap), Somerset-Ow, Steynsburg, Steylerville, Tarka en Venterstad.

“Bouwwerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die wywerheid waarin werkgevers en werknemers met mekaar gassosie is met die doel om geboue of bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou, en sluit alle werk wat daaruit voortvloeit of daarmee gepaard gaan in, maar sluit nie die Elektronegiese Aanmeetwywerheid of die instal- lering, onderhou of herstel van hydraulike in geboue in.

“Elektronegiese Aanmeetwywerheid” beteken die wywerheid waarin werkgevers en werknemers met mekaar gassosie is vir—

(a) die ontwerp, voorbereiding, oprigting, installeering, herstel en onderhoud van alle elektriese uitsie- ring wat in integreerende en permanente deel uitmaat van persele, met inbegrip van enige bedraading, kabelaswerk en kabelaanlegwerk, die oprigting van elekstrieke luglyne en alle ander werkzaamhede wat daar- mee in verband staan, afgesien daarvan of die werk verrig of en die materiaal voorberei word op die terrein van elders;

(b) die ontwerp, voorbereiding, oprigting, installeering, herstel en onderhoud van alle elektriese uitsie- ring wat in verband staan met die doel waarvoor verskeie gebruik word, met inbegrip van enige bedraading, kabelaswerk en kabelaanlegwerk, die oprig- ting van elektriese luglyne en alle ander werkzaam- hede wat daarmee in verband staan, afgesien daarvan of die werk verrig en of die materiaal voorberei word op die terrein van elders;

(c) die ontwerp, voorbereiding, oprigting, installeering, herstel en onderhoud van alle elektriese uitsie- ring wat in verband staan met die oprigting, verand- ring, herstel en onderhoud van persele, met inbegrip van enige bedraading, kabelaswerk en alle ander werkzaamhede wat daarmee in verband staan, afge- sien daarvan of die werk verrig en of die materiaal voorberei word op die terrein van elders.

Vir die doel van hierdie woonomskrywing omvul- de “elektriese uitsiering”—

(i) elektriese kabels en luglyne;

(ii) generators, motore, konverters, leitjies, skade- en kontroleunie (met inbegrip van relés, kontak- ties, elektriese instrumente en uitsiering wat daarmee in verband staan), elektriese verligtings-, verwarmings-, koel- en afkoeluitsiering, primere en sekun- derse elektrotye en batterye, transformers, oonduitsiering, radioapparatuur en aanvanklike elektriese apparatuur, die uitsiering en ander uitsiering waarin gebruik gemaak word van die beginsels wat by die heding van radio- of elektroniese uitsiering gegovol word.
Postal address of applicant.—P.O. Box 7086, Newton Park, Port Elizabeth, 6055.
Office address of applicant.—82 Worraker Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of section 4 and 7 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(28 November 1980)

NOTICE 858 OF 1980
CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 40/80

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice.

KENNISGEWING 858 VAN 1980
DOEANE- EN AKSYNSTARIEFAANSOEKE.—LYS 40/80

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001, gerig word.
De Beer's plea: Give trade union rights to all

A PROMINENT business and political personality, Dr Zac de Beer, called yesterday for the extension of trade union rights to all workers in South Africa.

Dr de Beer, former FFP MP for Parktown before resigning last year to become chairman of Anglo American Insurance Holdings, was speaking at a Chamber of Commerce luncheon.

He said South Africa was in the unenviable and paradoxical situation of having both a surplus and a scarcity of labour with urban prosperity and rural poverty.

Outlining South Africa's industrial history, he pointed to various developments which had resulted from economic boom periods.

SIGNIFICANT
He said South Africa was in the middle of a further industrial revolution, and significant developments must be expected.

"World War 2 caused a huge expansion in domestic industry, a rapid development of skills among whites and the permanent urbanisation of blacks - which is only now being admitted," he said.

"Since this time there has been a gradual entry of the black worker into the skilled labour market, while demand for skills has outstripped the supply of white people.

'However, in 1976 came Soweto. There is now in white people an acute new awareness of the black man and his problems.'

FAILED
He said it was clear that the education and training systems had not succeeded in catering to the labour requirements.

"Something must be done about this very quickly," he said.

"The Government has moved in a praiseworthy way to extend trade union rights to all our workers."

"But we need a crash programme in education and training, and the rapid organisation of our workers for collective bargaining. Industrial relations are crucial to our future."
Call to deal with unregistered unions

The Federated Chamber of Industries — a top employer body which speaks for organised industry in South Africa — has once again urged employers to recognise unregistered trade unions representative of workers. In its "guidelines for industrial relations in the 80s" released to members today, the FCI calls on management to negotiate recognition agreements "as an early step" in its dealings with representative unregistered unions.

Such agreements would define "the scope of bargaining and the ground rules for negotiation between the parties."

Although the guidelines flesh out the "six principles" on industrial relations enunciated by the FCI in September, this year, they suggest a slight shift in the Chamber's thinking on this crucial labour issue. The principles had accepted that employers might find it necessary to negotiate with unregistered unions in some instances and on a conditional basis.

The guidelines re-emphasise that negotiation at industrial council level should be the "ultimate goal" of both sides of industry, and state that it is "preferable" for both employer and employee bodies to go for registration.

However they stress that registration is not an end in itself, and that in practical terms the "representativeness" of unions is the more important issue.
NOTICE 914 OF 1980
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION
I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7(5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Master Builders and Allied Trades Association. Particulars of the application are reflected in the attached table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
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<tr>
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<tbody>
<tr>
<td>Name of employers' organisation: Master Builders and Allied Trades Association.</td>
</tr>
<tr>
<td>Date on which application was lodged: 9 September 1980.</td>
</tr>
</tbody>
</table>

Interests and area in respect of which application is made: Employers engaged in the Building Industry in the Magisterial Districts of Amersfoort, Belpoort, Bloemhof, Christiana, Coligny, Delareyville, Ermelo, Lichtenburg, Piet Retief, Schweizer-Reneke, Standerton, Ventersdorp, Volksrust, Wakkerstroom and Wolmaransstad, and those portions of the Magisterial Districts of Krugersdorp, Potchefstroom, Vereeniging, Randfontein, Westonaria, Oberholzer and Vanderbijlpark falling outside radii of 16.1, 16.1, 16.1, 16.1 and 24.15 kilometres from the main post office at Krugersdorp, Potchefstroom, Vereeniging and Blyvooruitsig, respectively.

For the purposes of this notice "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering structures which are buildings or in the nature of buildings.

Interests and area in respect of which registration is held: Employers engaged in the Building Industry in the Magisterial Districts of Johannesburg, Germiston, Benoni, Boksburg, Brakpan, Heidelberg, Nigel and Springs as these districts were constituted as at 12 May 1951, and the areas within radii of 16.1, 16.1, 16.1 and 24.15 kilometres from the main post office at Krugersdorp, Potchefstroom and Vereeniging, respectively, and an area within a radius of 24.15 kilometres from the main post office at Blyvooruitsig in the Magisterial District of Potchefstroom.

Post address of applicant: P.O. Box 3371, Jeppes town, 1984.

Office address of applicant: Third Floor, Master Builders Centre, 433 Commissioner Street, Fairview, Johannesburg.

KENNISGEWING 914 VAN 1980
DEPARTEMENT VAN MANNEKRBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE
Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4(2) se oorsitg goepeags by artikel 7(5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Master Builders and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Fisie geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek oor binne 'n maand na die datum van publikasie van hierdie kennisgewing te beswaar skriflik by in te dien, p/a die Departement van Mannekrabenuiting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

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<tbody>
<tr>
<td>Naam van werkgewersorganisasie: Master Builders and Allied Trades Association.</td>
</tr>
<tr>
<td>Datum waarop aansoek ingediend is: 9 September 1980.</td>
</tr>
</tbody>
</table>


Vir die doeleindes van hierdie kennisgewing beteken „Bouwywerheid”, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die oprigting, voltuwing, opknapping, herstel, instandhouding of verbouing van strukture wat geboue of in die aard van geboue is.

Belange en gebied ten opsigte waarvan registrasie gehou word: Werkgewers in diens in die Bouwywerheid in die landdorsofristlike Johannesburg, Germiston, Benoni, Boksburg, Brakpan, Heidelberg, Nigel en Springs, waar wat hierdie distrikte saamgestel was op 12 Mei 1951, en die gebiede binne strale van 16.1, 16.1, 16.1 en 32.2 kilometer van die hoofposkantoor op onderskeidelik Krugersdorp, Krugersdorp, Poetschfroom en Vereeniging, en 'n gebiede binne 'n straal van 24.15 kilometer van die hoofposkantoor op Blyvooruitsig in die landdorsofristlike Poetschfroom.


Kantooradres van aanplante: Derde Verdieping, Master Builders Centre, Commissionerstraat 433, Fairview, Johannesburg.
Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(19 December 1980)

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgever of organisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegelaat deur artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskapsstand van die lid waaraan verwys word alleen lede wat ingevolge artikel 1 (2) van die Wet op voornemens datum volwaardige lede was, aanmerking gemaak.

(b) Die procedure voorgeskryf deur artikel 4 (2) se vereistes word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(19 Desember 1980)
Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Labour,Labour Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

| Name of employers' organisation:—Transport Employers Association (Natal). |
| Date on which application was lodged:—20 October 1980. |

Interests and area in respect of which application is made:—Employers engaged in the Transport Undertaking (Goods), excluding local authorities, State undertakings and employers whose primary activity is the provision of road passenger transport, in the Province of Natal.

"Transport Undertaking (Goods)" means the undertaking in which employers and employees are associated for the transportation of goods by road for hire or reward and/or for handing, storage, clearing and forwarding of goods and/or the transportation of soil, sand, stone or gravel which is intended for sale.

"Local Authority" has the same meaning as that assigned to it in section 1 of the Industrial Conciliation Act, 1956.

Postal address of applicant:—c/o Natal Chamber of Industries, P.O. Box 1300, Durban, 4000.

Office address of applicant:—c/o Natal Chamber of Industries, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(24 December 1980)

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie ondersoekgewing by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegehou, hoek van Paul Kruger- en Schoeman-straat, Pretoria (posadres: Priveaatpost X117, Pretoria, 0001).

**TABEL**

| Naam van werkgewersorganisasie:—Transport Employers Association (Natal). |
| Datum waarop aansoek ingediend is:—20 Oktober 1980. |

Belange en gebied ten opsigte waarvan aansoek gediens word:—Werkgewers betrokke by die Vervoeronderneming (Goedere), met uitsluiting van plaaslike ouwerhe, Staatsondernemings en werkgewers wie se hoofwerkzaamheid die verskaffing van padpassasiersvervoer is, in die provinsie Natal.

"Vervoeronderneming (Goedere)" beteken die onderneming waarin werkgewers en werknemers met mekaar gemeeleer word en wie die verduideliking vanondersoekgewing by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegehou, hoek van Paul Kruger- en Schoeman-straat, Pretoria (posadres: Priveaatpost X117, Pretoria, 0001).

Plaaslike Ouwerheid" beteken hierdie uitdrukking as wat in artikel 1 van die Wet op Nywerheidsversoening, 1956, daaraan toegewys is.

Posadres van applicant:—p/a, Natalse Kamer van Nywerhede, Posbus 1300, Durban, 4000.

Kantooradres van applicant:—p/a Natalse Kamer van Nywerhede, Metal Industries House, Ordnancenweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigd is, word ingevoegd subartikel (4) bepaal volgens die fete soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevoeg volgens artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking genomen.

(b) Die proceduur voorgestel deur subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(24 December 1980)
FCI attacks 'closed shop' for scientists

It points out that the individual has freedom of association which should be used to enhance his particular profession or occupation.

Legislative control should have as its object the protection of the public, as in the case of the medical and legal professions, but enactment of the proposed Professional Scientists Bill will not in fact protect the public, says the FCI.

On the contrary, it will create legislative powers to implement a form of job reservation or closed shop.

Clause 7 (1) (a), for example, would empower the proposed South African council for professional scientists to recommend to the Minister the kinds of work in connection with projects, undertakings or services of a scientific nature which shall be reserved for professional scientists.

This would obstruct the freedom of the scientist to do work either on his own initiative or under the control of an employer.

The FCI also submits that the Bill is in conflict with Government policy relating to the responsibility of technikon; and it finds no substance in the argument that the proposed legislation would make the scientific profession more attractive to students.

The FCI warns that intolerable situation might develop if the Bill is passed with, as it would invite every other professional or occupational group to claim similar protection, which would not benefit labour relations or be in the interests of the economy as a whole.

The FCI Fee 1725590.
INTRODUCTION

The year 1799 ushered in a new era of industrial and commercial development in South Africa. The establishment of the Cape Colony and the growth of the diamond industry in Kimberley, as well as the development of the Sundays River, were significant milestones in the history of the region. This period saw the rise of a new class of entrepreneurs and the emergence of a more cosmopolitan society. The Cape Town Museum, founded in 1824, played a crucial role in preserving and documenting the history of this period. The museum's exhibits, including the remains of the early settlers and artifacts from the diamond rush, provide valuable insights into the past.

THE PROBLEMS OF SOURCES

When researching the history of South Africa, it is important to consider the various sources available and the potential biases they may contain. Primary sources, such as diaries, letters, and government records, provide firsthand accounts of events. Secondary sources, such as textbooks and historical novels, offer interpretations of the past. It is essential to read a variety of sources to gain a comprehensive understanding of the events.

THE PROBLEMS OF SOURCES

Since most of the continent's population was not literate, written sources are limited. However, the collection of oral histories from the Xhosa, the Khoikhoi, and the Nguni peoples is still ongoing. These accounts offer valuable insights into the past, but they must be verified against written records. The study of the history of South Africa is an ongoing process, and new evidence is constantly being discovered.

THE PROBLEMS OF SOURCES

As we delve deeper into the history of South Africa, we must remain vigilant in our approach to research. We must be open to new evidence and willing to revise our conclusions as necessary. The history of South Africa is a complex and dynamic subject, and it is essential to approach it with an open mind.

THE PROBLEMS OF SOURCES

In conclusion, the study of the history of South Africa is a challenging but rewarding endeavor. It requires a commitment to rigorous research and an openness to new evidence. The history of South Africa is a fascinating story, and we owe it to future generations to study it with care and respect.
INDUSTRIAL RELATIONS —
EMPLOYER'S ORGANISATIONS.

6/2/81 — 81/12/81
KENNISGEWING 108 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

'AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERS-ORGANISASIE

Ee. Diederik Rudolph Pretorius, Assistent-nywerheidregistrateur, maak ingevolge artikel 4 (2) soos toegespas hy artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Employers' Association of the Cinematograph and Theatre Industry of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

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NOTICE 108 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Employers' Association of the Cinematograph and Theatre Industry of South Africa. Particulars of the application are reflected in the subjoined table.
Enige geregistreerde werkgeversorganisatie wat teen die aanvraag beswaar maak, word versoen om binne een maand na die datum van publiserings van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekragbenutting, Laborijgebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

**TABLE**

<table>
<thead>
<tr>
<th>Name of employers’ organisation.</th>
<th>Employers’ Association of the Cinematograph and Theatre Industry in South Africa.</th>
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<tbody>
<tr>
<td>Date of application lodged.</td>
<td>30 June 1980.</td>
</tr>
<tr>
<td>Interest and area in which application is made.</td>
<td>Employers engaged in the industry who are also engaged in the sale and/or provision to persons attending cinema performances or theatrical productions, on the premises and by the establishment providing such performances or productions, of literature pertaining to that industry and/or any one or more of the following commodities for consumption on such premises: Edibles, beverages, cigarettes, cigars, tobacco and matches, including all operations incidental to or consequent on any of the aforesaid activities.</td>
</tr>
</tbody>
</table>

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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KENNISGEWING 11 VAN 1981
DEPARTEMENT VAN MANNEKRAG
BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistereur, maak inegelofte artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aanzoek om registrasie as 'n werkgewersorganisasie ontvange is van die South African Pump Manufacturers' Association. Besonderhede van die aanzoek word in onderstaande tabel verstrekg.

Enige geregistreerde werkgewersorganisasie wat teen die aanzoek bewaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy bewaar skriflik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatbak X117, Pretoria, 0001).

TABEL

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<tr>
<td>Datum waarop aanzoek ingediens is:</td>
<td>17 Maart 1980.</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aanzoek gedaan word.</td>
<td>Werkgewers in die nywerheid wat te doen het met die vervaardiging en/of fabrieke, hoofstaatklik uit metaal, van toestelle wat 'n heersende vloei van vliesstowwe, gasse, dampe en/of vaste stowwe in pypnie en/of pyplinesels aan die gan g sit, in die Republiek van Suid-Afrika.</td>
</tr>
<tr>
<td>Kantooradres van aanvorder.</td>
<td>Marshallstraat 84, Johannaehurst.</td>
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</table>

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n bewaarimake werkgewersorganisasie verteenwoordigend is, word ingeval van subartikel (4) bepaal volgens die felle soos hulle bestaan het op die datum waarop die aanzoek ingediens is, en wat die humane betref, word alleen lede wat ingeval artikel 1 (2) van die Wet op voorvolme datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n bewaar wat ingediens word.

1) R. PRETORIUS, Assistent-nywerheidsregistereur.
(9 Januarie 1981)
KENNISGEWING 22 VAN 1981
DEPARTEMENT VAN MANNEKRAG-BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistant-nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat, aangesien ek rede het om te vermoed dat die Port Elizabeth Commercial Employers' Organisation nie meer as 'n werkgewersorganisasie funksioneer nie, sy registrasie ingeërek sal word tensy redes daarenteen binne 'n tydperk van 30 dae vanaf die datum van publicasie van hierdie kennisgewing aangevoer word.

D. R. PRETORIUS, Assistant-nywerheidsregistrateur.
(9 Januarie 1981)

KENNISGEWING 23 VAN 1981
DEPARTEMENT VAN MANNEKRAG-BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE.—HYDRAULICS AND PNEUMATICS ASSOCIATION

Ek, Diederik Rudolph Pretorius, Assistant-nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Nywerheidsversoening, 1956, bekend dat ek die registrasie van die Hydraulics and Pneumatics Association met ingang van 18 Desember 1980 ingetrek het.

D. R. PRETORIUS, Assistant-nywerheidsregistrateur.
(9 Januarie 1981)
KENNISGewing 24 Van 1981

Departement Van Mannekrags-Benutting

Aanzoek om Registrasie Van 'n Werkgewens Organisasië

Ek, Diederik Rudolph Pretorius, Assistent-Nywerheidsregistrateur, maak nyewelgeloop artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aanwak om registrasie as 'n werkgewens organisasië ontvang is van die Gauge and Toolmakers Association of South Africa. Besonderhede van die aanwak word in onderstaande tabel verwees.

Enige geregistreerde werkgewens organisasië wat teen die aanwak beswaar maak, word veroorde om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekragsbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (pos-adres: Privaatsak X117, Pretoria, 0001).

Tabel

Naam van werkgewens organisasië: Gauge and Toolmakers Association of South Africa.

Datum waarop aanwak ingediens is: 3 Oktober 1980.


Pos-adres van aanwak: Posbus 4986, Durbar, 4000.

Kantooradres van aanwak: Kamer 1701, Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n werkgewens organisasië wat teen die aanwak beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die mate soos hulle bestaan het op die datum waarop die aanwak ingediens is, en wat die lidmaatskaps betrek, word alleen lede wat ingevolge artikel 1 (2) van die Wet op vormelde datum volwaardige lede was, in aanmerking genem.

(b) Die procedure voorgestel by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word.

D. R. PRETORIUS, Assistent-Nywerheidsregistrateur.

(9 January 1981)

Notice 24 of 1981

Department of Manpower Utilisation

Industrial Conciliation Act, 1956

Application for Registration of an Employers’ Organisation

1. Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the Gauge and Toolmakers Association of South Africa.

Particulars of the application are reflected in the subjoined table. Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Table

Name of employers’ organisation: Gauge and Toolmakers Association of South Africa.

Date on which application was lodged: 3 October 1980.

Interests and area in respect of which application is made: Employers engaged in the industry concerned with the manufacture and/or repair of tools and/or dies and/or moulds and/or jigs and/or gauges for sale and/or own use, in the Province of Natal.

Postal address of applicant: P.O. Box 4986, Durban, 4000.

Office address of applicant: Suite 1701, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

(9 January 1981)
TABLE

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<thead>
<tr>
<th>No 27/201</th>
<th>Date of application</th>
<th>Name of employee, organisation</th>
<th>Johenschurp</th>
<th>Ost-Afrika-Kanzleien</th>
<th>Absence of</th>
<th>Additional information</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 May 1955</td>
<td>14 May 1955</td>
<td>Mr. J. Doe,ABC Company</td>
<td>12 Gerhardstr.</td>
<td>15 April 1955</td>
<td>5 days</td>
<td>2nd floor of the building</td>
</tr>
</tbody>
</table>

**Legend:**
- **No 27/201:** Application number
- **Date of application:** Date when the application was filed
- **Name of employee, organisation:** Details of the employee and the organisation
- **Johenschurp:** Location or address
- **Ost-Afrika-Kanzleien:** Location or address
- **Absence of:** Number of days
- **Additional information:** Additional details as required

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**Notes:**
- The table provides a structured view of the applications for leave, including the employee's name, organisation, date of application, absence period, and additional information.
- The applications are filed on 14 May 1955, and the approvals are noted with dates ranging from 15 April 1955 to 5 days.
- Additional details include specific addresses and floors within buildings.

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**Conclusion:**
- The table effectively organises the leave applications, providing clear and concise information for each entry.
Talking militant unions into industrial peace

The detailed labour guidelines drawn up by the Federated Chamber of Industries illustrate the concerns of organised employers at the growth of a militant black labour movement. They suggest that employers should respond to this by taking the initiative with a more "flexible" approach.

The guidelines stress that labour relations are in a state of "transition". New black unions are entering an official system of which they are suspicious, and fear they will be subject to rules which they had little part in formulating.

At the same time, some of the unions which reject registration are clearly representative and employers have little option but to deal with them.

The guidelines make it clear that the FCI would like to see a single, structured, labour relations system develop, but that this does not seem likely at present.

The answer, then, is what one FCI source calls "talks about talks".

Employers should deal with the new unions and keep talking to them. The object of these talks should be to develop a bargaining framework acceptable to both sides and this process would be certain to involve employer recognition of unregistered unions in some cases.

Out of this, the FCI hopes, will develop a new unified, official bargaining system in which all unions, including those who refuse to register, will be part.

While it would resemble the existing industrial council system, it could have important differences. As employers reached agreement with unregistered unions, the framework they agree upon would prompt changes in the existing system and a new system, agreed on by both parties, would emerge.

In other words, the FCI believes an official system is necessary and that unions who are against registration should be drawn into that system.

But it concedes that unions are suspicious of the system and believes that negotiation between employers and unions on how they should bargain will prompt changes in the official system which unions would be entering.

"It is pointless to force unions into a system imposed from the top. We must reach an accommodation with them at the grass-roots. Out of that an official system which all can endorse should emerge," an FCI man says.

The guidelines argue that emerging black unions are likely to continue to voice political demands and that labour relations will become "more politicised".

Employers and unions should, however, realise that concentrating on purely labour issues will, in the long term, "better serve" their interests.

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Employers and unions should, however, realise that concentrating on purely labour issues will, in the long term, "better serve" their interests.
They also argue that worker demands have been "most strident" in areas with "a relatively poor economic growth performance".

They thus suggest that regional development programmes are an important element in maintaining industrial peace.

The guidelines place repeated stress on the need for employers to adopt a "flexible and pragmatic" approach and not to rely solely on the Government's legal framework to resolve labour disputes.

"Trust and good faith" between labour and management are a "fundamental precondition" for good labour relations and "the best legislative framework alone cannot ensure sound industrial relations".

The FCI stresses that its "ultimate objective" is to work towards a "unified industrial relations system" in which bargaining will take place "predominantly" at the official industrial councils.

Employers will have to demonstrate the virtues of this system to sceptical unions and workers. "This implies a heavy burden of education and training in management-labour relations, but the challenge will have to be accepted if a unitary, structured, system is to prevail."

The guidelines also endorse bargaining with factory-floor committees (which some unions fear is an attempt to weaken them) by arguing for communication between management and labour "both at union and at plant level".

"The FCI also backs a system of voluntary union registration, while pointing out that employers should realise that "the benefits of this system" may not be obvious to new unions and will have to be demonstrated to them."

In an apparent criticism of present registration procedures, the FCI argues that registration is an acceptable form of control over unions and employers "as long as the criteria for registration are aimed at inducing the

This convention protects unions and employers' organisations from victimisation and interference in their affairs. It also outlaws the establishment of unions financially supported or "dominated" by employer organisations.

The guidelines also recommend the adoption of ELO Convention 87 which guarantees the right of unions to autonomy and urges "public authorities" not to interfere with this right.

Convention 87 also outlaw government intervention in union and employer organisation affairs and in the right of unions and employer organisations to associate and form federations free of government interference.

Grievances should be settled by negotiation and strikes or lock-outs should be regarded as a "last resort". Unions should furnish employers with a copy of their constitutions and inform employers of amendments to them.

Recognition agreements should specify which areas the two parties will bargain on and employers are urged not to sign agreements which conflict with industrial council agreements.

The guidelines are the first by a major employer group to open the way for an accommodation between management and unregistered black unions.

While these unions remain suspicious of any approach which backs registration as an ultimate objective, they are obviously likely to be far more receptive to the FCI's approach which will, at the very least, enable them to have informal dealings with all employers in whose plants they have members.

The key issue will be whether the guidelines successfully filter through to the factory floors of individual employers. If they do, they are certain to have a profound effect on labour relations and could be an important step towards establishing a free bargaining system in South Africa.
FCI urge new labour talks format

By STEVEN FRIEDMAN
Labour Reporter

Detailed guidelines urging employers to talk to all unions and providing for recognition talks with unregistered unions have been released by the Federated Chamber of Industries, which represents organised industry countrywide.

The guidelines could have a profound effect on relations between employers and workers, and could also ultimately lead to changes in the country's official bargaining system.

They urge employers to conform with international labour conventions which outlaw practices of which employers and the Government have been accused.

Observers believe the new guidelines go further than any policy statement by an organised employer group thus far in urging employers to deal with representative unions, whether or not they are registered.

FCI sources see the guidelines as an attempt to reach an accommodation between management and unregistered unions and to create a bargaining system based on agreement between employers and unions.

"The country is in a period of labour transition and rules for bargaining between employers and union have not been accepted by both sides," one FCI source said yesterday.

The guidelines repeat the FCI's endorsement of union registration and the official industrial council system.

They add, however, that these are only an "ultimate objective".

The representativeness of unions is a "more important issue" than registration and the guidelines lay down suggested procedures for employers whose workers belong to representative but unregistered unions.

The release of the detailed guidelines follows the announcement by the FCI last year of broad labour guidelines which acknowledged employers might need to negotiate "conditionally" with unregistered unions.

They urge employers to adopt a "flexible and pragmatic" approach and accept, that this will involve some recognition for unregistered unions.

In response to criticism that employers were overly concerned with labour law, rather than with taking the initiative in labour dealings, they emphasise that the framework is not formalised and could be changed at any point in the future.

When the FCI is planning a more activist role in an attempt to assist employers on labour issues.

The guidelines urge employers to consult with regional chambers of industry in an attempt to decentralise employers' labour strategy.

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Favourable response to FCI guidelines

By SUE DENNY

Trade unions and employers yesterday welcomed the Federated Chamber of Industries guidelines for new labour talks. A Rand Daily Mail survey found that although many welcomed the need for negotiation with unions, a delay in the implementation of talks could result in confrontation.

The detailed guidelines urge employers to talk to all unions, provide for recognition talks with unregistered unions and to conform with international labour conventions. The FCI, which represents organised industry counterparty, also lays down steps employers should follow in dealing with unions.

Mr. Loet Douwes-Dekker, welcomed the guidelines "as a crucial stage in a change of attitude by employers. "But unless they are followed by on-the-spot service by the FCI when serious labour-management disputes occur, the guidelines will remain public relations exercise for overseas consumption," he said.

The executive director of the Associated Chambers of Commerce (Assocom), Mr. Raymond Parsons, said: "Both Assocom and the FCI have issued various guidelines on labour relations in the past few months. The current restructuring of the collective bargaining process inevitably involves a substantial measure of trial and error — in which constructive dialogue between employers and the emerging black union movement has an indispensable role to play."

Mr. Parsons said.

1969 = 12 + 30 = 42
300 = 12 + 30 = 42
900 = 12 + 30 = 42
270 = 12 + 30 = 42
372 = 12 + 30 = 42
810 = 12 + 30 = 42
900 = 12 + 30 = 42
LEGALISED discrimination — "and hopefully habit-oriented discrimination on the basis of colour" — should be only a memory in South Africa by the turn of the century.

That is the view of the president of the South African Marketing Association, Dr Jan Marais.

By then, he says, the average standard of living of South Africans should improve by at least 66%, going on conservative economic estimates.

Politically, people will be organised in a constellation of states, federation and/or state secretariat on the basis of no domination of either minorities or majorities over others.

Writing in the publication "South Africa — Target or Opportunity", Dr Marais says he personally believes the country can do much better.

"In fact, my view is that we are moving towards a model very similar, if not identical, with what Europe is striving to achieve. . . . many sovereign states but joined together in a "body of deliberation" with regard to common interests," he says.

Dr Marais says for certain groups such as the whites, coloureds and Asians, and perhaps some others, there will be a slightly different political framework.

"I visualise our country as becoming more and more the financial and investment capital of Southern Africa, and even for an area further afield." Likewise, he says, South Africa will emerge as the agricultural and land development capital of Southern Africa.

From now onwards he also expects more attention will be given to the vital importance of more processing and semi-processing of South Africa's minerals. "As a rough indication, the average increase in value is usually about tenfold. By 1980 our mineral sales should be worth R25 000 million at the rand's present value."

South Africa is also the "food capital" of a rapidly increasing number of Southern African and other African states, a position that will prevail for some time, he says.

The Republic is already "the industrial workshop of Africa", he says, "and I expect more rapid industrialisation to take place from now on. The accent will shift gradually towards supplying African states with more capital goods as we assist them with their own industrialisation."

Dr Marais says that with the latest constitutional developments such as the President's Council, the concept of regional economic development (regionalism), a development bank for Southern Africa, the planned constellation of states, or federation, and the present rapid increase in economic growth rate, already between 5% and 7%, all South Africans can look forward to "a most exciting decade ahead."

"The country's favourable balance of payments, its impeccable credit record and high credit rating, and its declared economic policy of encouragement of private initiative are unequalled in today's world."

"Recently, over a few months, some R700-million of new foreign investments flowed into South Africa. Foreign investment already amounts to around R5 000-million by 1 300 United Kingdom companies, 375 American, 350 German and a large number of French, Swiss, Italian and other organisations.

"Forty-two large international corporations are exploring for minerals and spending further enormous sums of money."

Dr Marais says that within the next 10 years South Africa can become one of the most prosperous countries on the face of the earth.

There may be tough times ahead for a few years while the "Marxist-inspired, onslaught is stepped up". But, he says, time is running out for them because of growing Soviet problems such as food shortages, future oil shortages, ethnic and religious unrest in the Soviet Union and in her satellites and their "miserable failure in countries in Africa whom they assisted to gain so-called independence".

If the Russians opt for "a fresh strike" before their "special weakness" is the way to deal with them, South Africa may turn out to be "an ark of safety and refuge", Dr Marais says. — Sapa.

As Scene Two of the saga of our fishing society opens, the boat-discoverer has been given an-
Advice to employers

Despite some reservations, trade unionists, employers and government have generally welcomed the guidelines on labour negotiations released this week by the Federated Chamber of Industries (FCI). The guidelines stress again the need for employers to deal with, and recognise, representative unions — even if they are unregistered.

The document, the most wide ranging yet issued by an employer group, updates and extends suggestions released by the FCI in November last year and offers important suggestions to both government and management.

Labour observers feel the guidelines are particularly significant as they pre-empt draconian measures which the Department of Manpower Utilisation has hinted would be introduced during the next parliamentary session. The department indicated that strict measures might be introduced to bring unregistered unions into line — a move many observers feel would be retrogressive.

The FCI suggestions mirror the line industry has taken over the last six months, and have been ratified by Assocom and Barlow Rand, both of which produced similar documents at the end of last year.

Leaders of independent trade unions in particular have come out in strong support of the FCI guidelines. Says David Lewis, general secretary of the Western Province General Workers' Union: "They are a welcome deviation from the current position taken by the state. It is also, unfortunately, at odds with the actions of the vast majority of employers who still clearly favour confrontation rather than conciliation with the legitimate leaders of the workers. It is clear that the only alternative to the new guidelines would be an escalation of unrest."

Alec Erwin, general secretary of the Federation of SA Trade Unions (Fostatu) adds: "It is encouraging to see that employers have realised they must decide on an industrial relations structure themselves. Equally good is the emphasis on consultation and a belief that out of this an acceptable industrial relations structure will evolve."

Although the guidelines depart significantly from government's line on the preferred industrial relations structure, Jaap Cilliers of the Department of Manpower Utilisation has welcomed the initiative taken by the FCI. "It is not for the department to decide how employers should settle grievances. The law provides the guidelines, but employers must decide for themselves whether they want to make concessions and how they will deal with disputes."

An FCI spokesman says the document is an attempt to prompt "negotiations about a negotiating procedure". He says: "Employers are faced at present with an important transitional phase in the development of industrial relations in SA. Some 3m black workers must be brought into the collective bargaining system."

While the FCI suggests that employers consult with all unions and recognise unregistered unions if they are representative, the guidelines do, nevertheless, stress the need for employers and unions to continue using the present legal structure. The FCI says that a first consideration should be a willingness to become part of, and to cooperate within, the industrial council framework.

The document also contains fundamental criticisms of government's present registration system. Labour observers are hopeful that the suggestions could form a broad framework from which government could revise the system that has kept many unions out of the formal negotiating structure.

The FCI acknowledges that some unions have failed to register because they believe the regulation and control elements in registration are excessive. It says it supports a system of "voluntary registration" and looks to "streamlining of a registration procedure."

In what labour observers see as a highly significant step, the FCI calls for the implementation of the International Labour Organisation (ILO) Convention No 87 which states that "workers and employers' organisations shall not be liable to be dissolved or suspended by administrative authority." Observers point out that this is clearly not the case in SA at present.

Limited effect

Some reservations about the guidelines have been voiced. Unionists have expressed concern that they could have limited effect if they do not really influence employers, and if employers are not assisted in their implementation. Erwin says: "The significance of the guidelines depends on what independent companies do. Management have been dragging their feet and will have to move quickly to make up for lost time. We will have to wait and see if they are prepared to do this."

Some union observers also doubt whether the FCI's suggestions will be enough to draw the independent unions into the industrial relations system. They say the industrial council, which the FCI fully supports, at present serves the interests of employers and white unions. "It provides some employers and white unions a great deal of protection and if this exclusive relationship is allowed to continue, independent unions will choose to remain out of the present structure," says one observer.

Unionists also point out that the guidelines are only the first step, and that until government revises its present system of registration, a large proportion of the black unions will continue to remain outside the official structure.

"Registration for some unions means allowing government a substantial amount of control of union activities. This is unacceptable and until these controls are removed, we will continue to operate independently," says one.
positive action
now for
A major step

Two experts in the labour

A pragmatist

Two pressing issues of the 1980s
Challenges for industrial recovery

Two experts in the labour

The Mail
ence and clout of the FCI.

More militant unions may even reject it out of hand, arguing that it has nothing more than suasive force, and that employers who wish to, will still drag their feet. Be that as it may, if the position is viewed in the context of velocity of change, the bill is approaching the speed of light.

The stand it takes on the creation of "sweetheart union" clauses shows that it is the union's job to organize workers, not the bosses. This should satisfy even the most hard-headed union man. What more could he be asked but access to promises, checkoff, and sole bargaining rights, which as the FCI rightly points out, must be the subject of negotiated agreements where the union is representative? If I were a union man I'd stop rapping and start organizing.

The sincerity of the FCI is undoubted, as is the practicality of its document. But it is interesting to ponder whether or not it is the leader or the led? Do the views put forward in the document reflect the advice of FCI officials to member firms, or has the change been ringing the other way round, with member firms telling the FCI that its previous stance was unworkable in the light of developments at the sharp end during 1981?

Perhaps it doesn't really matter how it occurred, because the end result is that, since its evidence to the Widgich Commission, the FCI has turned the screw-and issued an unequivocal statement: "The sooner effective regulations and bargaining can commence between representative employer and employee groups regardless of race, colour or creed, the sooner suspicion and mistrust will be eliminated."

While the issue of such a document does not in itself guarantee the achievement of an era of industrial co-existence, it does bring to some extent a sense of equity as to its future possibilities. 

"We will not come over-night, but here is an indication that the rules of the game are changing and that certainly there must be acceptance by international standards. Furthermore the FCI should be congratulated. However, the game still goes on, and it is now up to the players to kick the ball."
Pensions
plan cause of unrest
says FCI

Financial Editor

THE Government's proposals to make
people pay for their own pensions by
preserving their pension rights and not
becoming a burden on the State is running
into increasing opposition.

The latest body to object to the proposals is
the Federated Chamber of Industries, which rep-er-
sents virtually all the country's manufacturers.

The FCI says the Government's plans for the
compulsory preservation of pensions has led to
serious unrest among employees, especially in
the Eastern Cape.

Workers have told their employers that they
want to resign so as to get their pension contribu-
tions. Then, they want to be re-employed without
losing other service benefits.

DIFFICULTY

The FCI says that
workers want their pension benefits now because:
A They have difficulty in appreciating long-term advantages of a pension scheme.
A They think the unemployment insurance scheme inadequate.
A They distrust the Government's motives.
A There is a desire by certain groups to gain control over pension funds and the funds of burial societies and to create dividends.
A Official assurances are unlikely to ease the situation because of distrust among workers of legislation that gives the Government discretion to grant exemptions.

INOPERATIVE

It is undesirable in principle to have legislation which will be made inoperable if it causes industrial unrest.

The answer would be to exclude specifically workers earning less than a given amount — say R6000 a year (about R600 a month) from the preservation and transferability formula.

COMMITMENTS

Open-ended pension commitments by govern-
ments in these two countries are now regarded as
among the main causes for the extremely serious
financial situations these countries are now
experiencing.

Meanwhile, if the Govern-
ment in this country were to exempt everyone earning less than R600 a month from its proposed pension scheme, it might as well abandon it completely.

For it is people in this income bracket who norm-
ally need a state pension. To remove the need is the reason for the proposals.

However, workers earning less than this sum should have the right to transfer their pensions if they so desired.

The FCI says it has submitted these suggestions to the Director-General of Finance, Dr. J. de Loe, because the possible compulsory transferability and preservation of pension rights has become a major cause of dissatisfaction and unrest in the Eastern Province, and that it is important that a basis for trust should be re-established.

DESTRUCTION OF PURPOSE

It will be interesting to see how the Government reacts to the FCI's request. To agree to it would be to destroy the whole purpose of the Government's pension plan proposals.

Many Government spokesmen have made it clear that the aim of the pension proposals is to ensure that people have an income in their old age so they will not need a state pension.

This is to prevent pension payments eating up an increasingly large part of government revenues, as has been happening in the United States, or to cause increasingly heavier
KENNISGewing 159 van 1981
DEPARTEMENT VAN MANNEKRoG-BINUTING
WET OP NYWERHEIDSVERSOGENING, 1956
AANSOEK OM REGISTRASIE VAN 'N ZwerkGewERGSOrgANISASIE

G. Mattheüs Wiimbus Johannes le Roux, Nywerheids-
rektoriteur, maak insoopvolg van artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aanzoek om regis-
trasie van 'n werkgewersorganisasie ontvange is van die South African Paint Manufacturers' Association. Beson-
derde van die aanzoek word in onderstaande tabel verskyn.

Enige geregistreerde werkgewersorganisasie wat teen die aanzoek bewaar maak, word versoek om binne 
a maand na die datum van publikasie van hierdie kennisgewing wy bewaar skriftlik by my in te dien, p.a. die Departement van Mannekragbenutting, Ongevalle-
egedeelte 499, Schoemansstraat 215, Pretoria (posadres: Priv-
vantsak 3417, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>South African Paint Manufacturers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datoor waarop aanzoek ingediend is</td>
<td>23 Oktober 1981</td>
</tr>
</tbody>
</table>
| Belange en gebied ten opsigte waarvan aanvank gedaan word | Werkgewers betrokke by die Verko-
| Verkoere-en-Verkoerwording in die Republiek van Suid-Afrika |
| "Verkoere-en-Verkoerwording" beteken die nywe-
| belang in werkgewers en werknemers met mekaar ge- 
| doel om te onderskei van die volgende bedrywighede uit te eis: 
| Die bereiding, verkoering, hotel-tooi of ver-
| pakking van verko kroeg, distemper, akkve, vermsis,
| enige, dekweer, sukses, stopweer, verderweer en 
| ene, en dit omvat: |
| (i) die aflevering en verspreiding van genoemde 
| produkte aan 'n depot van die uitvoerder, of aan 
| diens van 'n groothandelaar of kleinhandelaar, 
| indien sodanige aflevering of verspreiding gedaan 
| word deur dieselfde werkgeber wat sodanige produkte 
| besit; vervaardig, geel, geel, verpak of verpak te-
| (ii) alle werksaamhede wat met enige van voor-
| melde bedrywighede gepaard gaan en daarom voor-
| spruit |
| Posadres van aanplaa | P.O. Box 1300, Durban, 4000 |
| Kantooreadres van aanplaa | Viral Verkoer | Metal Industries House, Ordnanceweg 15, Durban |
| Adem word geneig op onderstaande vereistes van artikel 4 van die Wet |
| (a) Dieme waarin 'n werkgewersorganisasie wat 
| teen die aanvank bewaar maak, vertoonvlygenderig is, 
| word ingevoeg op subartikel (4) bepaal volgens die feite 
| en toestANDING aan die aanvank 
| ingediend is, en wat die belaat-kamp betroet, word alleen 
| lede wat ingevoeg van artikel 1 (2) van die Wet op voor-
| melde datum volwaardige lede was, in aanmerking 
| gekeen |
| (b) Dieprocedure voorgestryf by subartikel (2) moet 
| geneig word in verband met 'n bewaar wat ingediend 
| word |

M. W. J. F. ROUX, Nywerheidsrektoriteur. | Pretoria, 0001 |

(27 Februari 1981)

NOTICE 159 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1958
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheüs Wiimbus Johannes le Roux, Industries Register, doe hierby, in terms of section 4 (2) of the abovementioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Paint Manufacturers Association. Pursuant of the application are noticed in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objections in writing with me, p.o. the Department of Manpower Utilisation, 499 Compensation House, 215 Schoemans Street, Pretoria (posadres: Private Bag X1, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

| Name of employers' organisation | South African Paint Manufacturers' Association |
| Date on which application was lodged | 23 Oktober 1981 |
| Interests and area in respect of which application made | Employment in the Paint Manufacturers Industry in the Republic of South Africa |
| "Paint Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities |
| The preparation, manufacture, bottling, wrapping and packing of paints, distemper, base-
| varnishes, enamels, finishes, filters, petticoats, flours and includes |
| (i) the delivery and distribution of the said products to a depot of the manufacturer, or to the premises of a wholesaler, retailer, or if such delivery or distribution is carried out by the same employer who prepared, manufactured, bottled, wrapped or packed such products; and |
| (ii) all operations incidental to and consequent on any of the above-mentioned activities |
| Postal address of applicant | P.O. Box 1300, Durban 4000 |
| Office address of applicant | Fifth Floor, Metal Industries House, 15 Ordnance Road, Durban |

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall be determined in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) may be followed in connection with any objection lodged.

M. W. J. F. ROUX, Industrial Registrar. | Pretoria, 0001 |

(27 Februari 1981)
Barlows' big step to union recognition

By STEVEN FRIEDMAN
Labour Reporter

In a major policy statement, the country's largest industrial group, Barlow Rand, has committed itself fully to recognising representative trade unions, even if they are unregistered.

This is a significant change from the policy spelled out last year in a speech by Barlow executive chairman, Mr Mike Rosholt - that the group would negotiate with unregistered unions "in special circumstances".

Barlow has also laid out labour guidelines which urge companies to "talk to union, whether registered or unregistered, at all times". The only criteria for recognition are that the union must be representative and must have an "acceptable" constitution.

The latest modification in Barlow Rand's policy is likely to attract interest from employers and trade union interest.

Although Mr Rosholt's original statement was itself regarded as signalling a major policy change, it was much more cautious about recognition of unregistered unions.

This statement was, however, criticised by some employers. Mr Ronald Hofmeyr, the group's executive director in charge of labour relations, says Barlow Rand has "no option" but to adopt this policy until Government registration is made "voluntary, simple and attractive".

His statement of the group's policy is contained in an article in Barlow's corporate magazine, "Barlows' News". The article also contains a detailed account of labour guidelines issued by Mr Rosholt to Barlow Rand companies.

Mr Hofmeyr also disclosed that Barlows were attacked by some other employers over Mr Rosholt's original statement that the group would be prepared to deal with unregistered unions in some circumstances.

"We were accused of 'letting the cat out of the bag' and 'weakening the position of other employers'," he writes.

"We were unrepentant, however, since we could see no other sensible way of accommodating the realities of the South African industrial relations situation."

Key aspects of Barlows' guidelines include:

- Do not hesitate to recognise a union that represents the majority of workers it seeks to enrol and has an acceptable constitution.
- Although Barlows still support factory-level bargaining through works councils - which many unions reject - workers should have the right to choose either an union or commitment to recognition.
- Companies should not encourage or obstruct recruitment by unions, and should be careful not to take action which could be seen as victimisation of union members.
- Companies should never take sides when rival unions are competing for membership.

Mr Hofmeyr says Barlows have found "a powerful ally" in the SA Federated Chamber of Industries, "arguably the most representative and influential employer organisation."

The FCI recently released labour guidelines which "represented a dramatic shift from traditional employer attitudes to industrial relations". It recommended that employers should negotiate with representative unions whether or not they were registered.

According to Mr Hofmeyr, there is "no difference whatsoever" between Barlows' stance and that of the FCI.

He said the group had first moved from a policy of favouring negotiations between employer organisations and registered unions only to one in which it was prepared to deal with unregistered unions "in special circumstances".

It was now, however, committed to "our present view that representativeness not registration, is the key issue and that until registration is made voluntary, simple and attractive, we have no option but to recognise unregistered unions".
Assocom is against clamps on media

By PATRICK LAURENCE

INTERFERENCE by the Government in the freedom of the media would harden foreign attitudes towards South Africa and trigger disinvestment at a time when it was needed. Assocom (the Association of Chambers of Commerce of South Africa) told the Steyn Commission of Inquiry into the Mass Media yesterday.

"Past experience has shown that any action on behalf of the authorities which can be regarded as an intrusion into the rights of individuals or of the free enterprise system has hardened the attitudes of foreign governments and businessmen toward the Republic," Assocom said in a written submission.

One outcome was withdrawal of foreign capital, on which South Africa's sustained economic growth and continued black and white social stability depend — and through these, resolution of black unemployment.

"In view of past experience, Assocom is convinced that any direct interference by the authorities in the free mass media will have similar consequences.

"Assocom, which has about 20,000 members, accepted the principle that 'power must be matched by responsibility', but advocated self-policing by the media to ensure fair and balanced reporting.

"It said that would be in line with the 'expressed belief of the Prime Minister that the demands of our time require that private initiative should be utilized wherever possible to seek solutions to any problems within the framework of the private enterprise system'.

"In an earlier submission, the Afrikaner Calvinistse Beweging, represented by Prof. P. G. du Plessis and Dr. A. de Beer, of Rand Afrikaans University, recommended that attention be given to the establishment of an "Institute for Press Ethics".

"It should be attached to a university to facilitate 'primary research' as a means to improve standards in the news industry and equip it to investigate specific problems within its own ranks.

"Journalists should be trained to face the moral questions posed by war, violence, revolution and change, especially as it affected South Africa. Prof. Du Plessis said in oral evidence.

"Dr. De Beer, a former journalist, argued for a formal training scheme and entrance qualification for aspirant journalists.

"Asked by the commission chairman, Mr. Justice M.T. Steyn, if he would settle for a professional diploma course, Dr. De Beer said: "At least a diploma, but preferably a university training."

"He said there was no agreement among journalists on the definitions of 'news' and 'objectivity', and referred to a project in which he asked 20 senior journalists to define news — and got 20 different responses."
Assocom warns on curbs

Assocom would like to see a body representing the entire Press industry and believed that self-policing by journalists would ensure fair and balanced reporting. Assocom representatives told the Steyn Commission of Inquiry into the Mass Media yesterday.

Any direct interference by the authorities in the "free" mass media would harden "the attitudes of foreign governments and businessmen towards South Africa" and would result in foreign disinvestment, they told the commission.

"Assocom recommends that the solution to problems in reporting by the mass media should be resolved through direct consultation and negotiation with the media industry as a whole," the panel submitted.

This would be "with a view to determining guidelines, and not through the introduction of direct controls."

Individual members of the panel said there appeared to be "no harm in journalism becoming more professionalised."

Entry into journalism, however, should not be a closed shop and made too difficult for some to enter.

Asked by Mr Justice Steyn if Assocom had "really pondered the question of the professionalising of journalism," the panel said it had not really done so.
KENNISGEWING 204 VAN 1981
DEPARTEMENT VAN MANNIPERGEBENING
WET OP NYWERHEIDSVERSOEGING, 1956
AANSEOK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, naam ingevoegde artikel 4 (2), soos toegepas by artikel 7 (4) van boopgenoemde Wet, hierby bekend dat in aanseker, om die verandering van sy registrasiebestek ontvange is van die South African Optical Manufacturing Association. Besonderlike van die aanseker word in onderstaande tabel verwerk.

Enige geregisterende werkgeversorganisasie wat teen die aanseker bewaar maak, word verloor om hierdie Begrip van werkgeversorganisasie te bewaar, van die datum van publicering van hierdie kennisgeving, en dit moet in die naargelang van die Deel van die Departement van Mannipergebening, Ongevallogeberg 449, Schiemansstraat 215, Pretoria (pos-adres: Privaataks X117, Pretoria, 0001), binnen een maand na die datum van publicering van hierdie kennisgeving, en dit moet in die naargelang van die Deel van die Departement van Mannipergebening, Ongevallogeberg 449, Schiemansstraat 215, Pretoria (pos-adres: Privaataks X117, Pretoria, 0001).

TABEL
Datum waarop aanseker inrewend is: 22 Januarie 1981.

Begrip en gebied om oosmekaar waarvan aanseker gedoen word: Werkgevers betrokke by die Oost-Afrikaanse Optiese Nuwerheid in die Republiek van Suid-Afrika.

Oost-Afrikaanse Optiese Nywerheid" beteken, onder aan die gewone begrip van die uitklinking enige gebeurtenis wat in die vervaardiging van of die inkomst van hetelike en/of teknikale en/of administratiewe en/of andermede van die nywerheid in verband staan.

Belangheb en gebied om oosmekaar waarvan registrasie bewerk word: Werkgevers betrokke by die vervaardiging van of die inkomst van hetelike en/of hetelike in die landdistrikte van Durban, Johannesburg en Kimberley in die provincie van die Republiek van Suid-Afrika.


Postadres van aanplint: Agtie Verskuiing, Allightbeheer, hoks van Risik- en Bravestraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:
(a) Die mate waarin 'n werkgeversorganisasie wat teen die aanseker bewaar maak, verhooreswoorgeliefd is, word ingevoegde artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die mate soos hier verstaan het op die datum waarop die aanseker inrewend is, en wat die lidmaatskap betref, word alleen deel van ingelevoel as die datum van die aanseker inrewend is, en wat die lidmaatskap betref, word alleen deel van ingelevoel as die datum van die aanseker inrewend is.
(b) Die procedure voorskrif van artikel 4 (2) moet gevolg word in verband met 'n bewaar van inrewende.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(20 Maart 1981)

CIG 7445 NOTICE 204 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2), as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Optical Manufacturing Association. Particulars of the application are contained in the enclosed table.

Any interested employers' organisation which objects to the application is invited to lodge its objection in writing with the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE
Name of employers' organisation—South African Optical Manufacturing Association.
Date on which application was lodged: 22 January 1981.

Interests and area in respect of which application is made—Employees engaged in the Optical Manufacturing Industry in the Republic of South Africa. "Optical Manufacturing Industry" means, without in any way limiting the ordinary meaning of the term, the industry in which employers and employees are associated for the purpose of manufacturing and/or assembling optical frames and/or lenses and/or contact lenses and/or sunglasses and/or accessories pertaining to the industry.

Details and area in respect of which registration is held—Employees engaged in the manufacture and/or assembling of spectacle frames and/or lenses, in the Magisterial Districts of Durban, Johannesburg and The Cape as these areas were constituted as at 6 November 1953.

Postal address of applicant—P.O. Box 4581, Johannes- burg, 1980.

Office address of applicant—Eighth Floor, Allied Buildings, corner of Risik- and Brave Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:
(a) The representativity of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(20 March 1981)
11-point plan to combat inflation

Own Correspondent
Johannesburg. — An 11-point plan to combat inflation but keep economic growth high has been put forward by representatives of the Association of Chambers of Commerce, the Federated Chamber of Industries and the Handelsinstituut.

It was presented at the conference on inflation convened in Johannesburg by the Minister of Finance, Mr. Owen Horwood, and attended by more than 100 leaders of the government and the public and private sectors of the economy.

The 11-point plan included proposals for:

- Lengthening the working week.
- Giving financial incentives to the poorest groups to seek work — but not to introduce any kind of minimum wage legislation which, it is claimed, would worsen unemployment.
- Boosting training and immigration to reduce the shortage of skilled labour.
- Removing government controls which were said to hold back profits and productivity.
- Holding a full-scale inquiry into bread prices.
AANSOEK OM VERANDERING VAN DIE REGISTRASIE-BESTEK VAN 'N WERKGEVERSORGANISASIE

E.K. Matheus Willem Johannes de Ruyz, Nwyerheidregistrator, maak ingewolke artikel 4 (3) sosw as toepaslik van artikel 7 (5) van boegeesende Wet, hierby bekend dat in aansoek om die verandering van sy registrasiebestek ontvang is van die South African Radio and

NOTICE 227 OF 1956

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheus Willem Johannes de Ruyz, Industrial Registrar, da hierbo, in terms of section 4 (3), as applied by section 7 (5), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South

07/15 29/3/61
TABEL

Naam van werkgever/organisatie: South African Radio and Television Manufacturers' Association
Datum waarop aanvraag ingediend is: 10 Januarie 1981

REASON en gebied van opname waarop aanvraag gedaan word: Werkgevers in die landbouw- en industriële sektor, wat onmiddellik, ononderbroken met die vervaardiging van televisie-en sonderologiese, ingesluitlik die vervaardiging van televisie-antennas, betrokke is.

Posadres van aanvrager: Po. Box 1338, Johannesburg, 2000

Kontakadres van aanvrager: Verdieping 1, Vierkant, Metal Industries House, hoek van Marshall- en Simmondsstraat, Johannesburg

Die aanvraag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(4) Die mate waaraan 'n werkgever/organisatie wat teen dié aanvraag instem, vertoonwoordigend is, word ingewys van artikel 4 (4), word toegepaste op artikel 4 (4), word toegepas op artikel 1 (2) van dié Wet wat van die laatste datum voortgaan tot dié van die volgende datum vervang word.

M. W. J. L. ROUX, Nywerheidsregistratary
(2 Maart 1981)

KENNISGEWING 228 VAN 1981
DEPARTMENT VAN POS-EN TELEKOMMUNIKASIE
BUITELANDSE PAKKETVEREERINGDIENS

Voor algemene inligting word bekendgemaak dat die Postmeester-generaal krags die bevoegdheid het om verder by artikel 2B (1) (1) van die Poet, 1978 (Wet 44 van 1978), die bestaande gelde vir die verspreiding van pakket pos in die Republiek van Suid-Afrika vir aflewing in die buiteland sowel as afspreek met die Geneeskundekennisgewing R. 136 van 10 Augustus 1973, met ingang van 1 April 1981 in trek en van die 1ste dag van die volgende maand vervang word:

<table>
<thead>
<tr>
<th>Dienste</th>
<th>Verspreiding</th>
<th>Makelaarverspreiding</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>50</td>
<td>10</td>
</tr>
<tr>
<td>20</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>250</td>
<td></td>
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<tr>
<td>100</td>
<td>1 000</td>
<td></td>
</tr>
<tr>
<td>250</td>
<td>1 150,75</td>
<td></td>
</tr>
</tbody>
</table>

(2 Maart 1981)


Particuliere van die toepassing sien die nadruklik aangebiede tabel verwerk.

By die oorspronklike werkgever/organisatie wat teen dié aanvraag instem, moet die aanvraag, toegeriewe dit verwerk is, na twee weke beantwoord word. In die geval van andermans (Department van Mense) skeppings, Deurverkopers, 792. Schomberstraat 215, Pretoria, open sê: "GRAND THAL, Pretoria, 0001."

Workers

Decem-application for pur-purp drivers s) in the

1. Johan-ape York

ments of

ion which section consenred on the the applica-

cerning in terms date shall

4 (2) must on lodged.

ISATION

I, 1956

SCOPE OF ORGANI-

s. Industrial n 4 (2), as a-chined Act, tion of its in the South

NOTICE 228 OF 1981
DEPARTMENT OF POSTS AND TELECOMMUNICATIONS
INSURED PARCEL SERVICE TO FOREIGN COUNTRIES

It is notified for general information that the Post- master General, under the powers vested in him by section 21 (11) (e) of the Post Office Act, 1958 (Act 44 of 1958), withdraws, with effect from 1 April 1981, the existing fees for insurance of parcels posted in the Republic of South Africa for delivery in countries abroad as published in Government Notice R. 165 of 10 August 1973 and substitutes therefor the following new fees as from the same date:

<table>
<thead>
<tr>
<th>Service</th>
<th>Insurance fee</th>
<th>Limit of compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>30</td>
<td>100</td>
</tr>
<tr>
<td>30</td>
<td>50</td>
<td>100</td>
</tr>
<tr>
<td>50</td>
<td>100</td>
<td>200</td>
</tr>
<tr>
<td>100</td>
<td>250</td>
<td>1 030</td>
</tr>
<tr>
<td>250</td>
<td>1 110,75</td>
<td></td>
</tr>
</tbody>
</table>

(27 March 1981)
The Social Parameters of Infection

The question as to whether the incidence of tuberculosis is correlated with any social or economic parameter was studied by dividing the sample of children under 11 years old according to answers to questions on household characteristics, and re-estimating the incidence for the several groups. In this study, three parameters were selected as being of special interest: sleeping density, family income, and cattle ownership.

There is a generally held belief that tuberculosis will have a greater incidence where sleeping conditions are crowded; this hypothesis was tested in this survey by dividing the children into groups according to how many slept in the same bed at night and then re-estimating the incidence for the different groups of children (Table 3; Figure 3). Surprisingly, there was not a correlation between crowding and infection. The most crowded 25% of the sample (that is, those sleeping 7 or more to a bed) had the lowest percentage of infection, while the least crowded 25% (that is, sleeping 3 or less to a bed) had the highest percentage of infection. The remaining 50% fell somewhere in between, and there was no consistent pattern of increased or decreased infection with increased crowding.

Tuberculosis has been traditionally associated not only with over-crowding but also with poverty. We therefore chose family income as our next parameter. We did not ask directly for an estimate of family income in the survey, so we used a proxy measure: the number of cattle the family owned. The results showed that families with more cattle had a lower incidence of tuberculosis, while families with fewer cattle had a higher incidence. This suggests that cattle ownership may be a factor in reducing the incidence of tuberculosis in this population.

The children were then divided into two groups, those from families with incomes of R5 per person per month or more, and those from families with incomes below this level (Table 6; Figure 4). While the incidence of tuberculosis was estimated for the two groups separately, the results were as might have been predicted. The richer children had an annual incidence of 5% (95% confidence limits being 3.755, 4.605), while the poorer children had an incidence of 15% (95% confidence limits being 13.405, 17.055).

Finally, we looked at the effect of cattle ownership on the incidence of tuberculosis, and found that the incidence of tuberculosis in families with cattle was significantly lower than in families without cattle (Table 7; Figure 5). The incidence in families with cattle was 13.3% (95% confidence limits being 12.85, 13.75), while in families without cattle it was 16.45% (15.95, 17.05). This suggests that cattle ownership may be a protective factor against tuberculosis in this population.

In the Tandasek at least tuberculosis is still the 'Captain of the Men of Death'.
NOTICE 248 OF 1981
DEPARTMENT OF STATISTICS
The Secretary for Statistics notifies for general information that the Consumer Price Index for February 1981 is as follows:

**CONSUMER PRICE INDEX, ALL ITEMS**

<table>
<thead>
<tr>
<th>Area</th>
<th>Index 1975 = 100</th>
<th>Index 1970 = 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Cape Town</td>
<td>186.5</td>
<td>291.1</td>
</tr>
<tr>
<td>2. Port Elizabeth</td>
<td>187.0</td>
<td>296.0</td>
</tr>
<tr>
<td>3. East London</td>
<td>188.9</td>
<td>295.3</td>
</tr>
<tr>
<td>4. Kimberley</td>
<td>189.6</td>
<td>291.6</td>
</tr>
<tr>
<td>5. Pietermaritzburg</td>
<td>191.7</td>
<td>306.6</td>
</tr>
<tr>
<td>6. Durban</td>
<td>193.9</td>
<td>295.7</td>
</tr>
<tr>
<td>7. Pretoria</td>
<td>198.8</td>
<td>308.9</td>
</tr>
<tr>
<td>8. Witwatersrand</td>
<td>199.2</td>
<td>314.5</td>
</tr>
<tr>
<td>9. Krugersdorp</td>
<td>192.2</td>
<td>302.1</td>
</tr>
<tr>
<td>10. Voortrekker</td>
<td>196.9</td>
<td>308.3</td>
</tr>
<tr>
<td>11. O.F.S. Goldfields</td>
<td>202.1</td>
<td>308.2</td>
</tr>
<tr>
<td>12. Bloemfontein</td>
<td>188.9</td>
<td>292.4</td>
</tr>
</tbody>
</table>

Weighted average of the 12 areas... 193.8 304.7

**Explanatory notes**
The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time.

With effect from July 1979 the Consumer Price Index with April 1970 as base has been replaced by a Consumer Price Index with the average for 1975 as base.

For purposes of wage and other agreements the new index has been linked to the old index in order to obtain a continuous series with April 1970 as base. This index will be published for a limited period to afford users of the index the opportunity to amend agreements which refer to the index on the base April 1970 = 100.

(3 April 1981)

NOTICE 247 OF 1981
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Stevedoring Employers' Association. Particulars of the application are reflected in the subjacent table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

| Name of employers' organisation: South African Stevedoring Employers' Association. |
| Date on which application was lodged: 12 August 1980. |

KENNISGEWING 248 VAN 1981
DEPARTEMENT VAN STATISTIEK
Die Sekretaris van Statistiek maak vir algemene inligting bekend dat die Verbruikersindexë vir Februarie 1981 soos volg is:

**VERBRUIKERSPRIJSINDEXË, ALL ITEMS**

<table>
<thead>
<tr>
<th>Gebied</th>
<th>Indexes 1975 = 100</th>
<th>Indexes 1970 = 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Kaapstad</td>
<td>186.5</td>
<td>291.1</td>
</tr>
<tr>
<td>2. Port Elizabeth</td>
<td>187.0</td>
<td>296.0</td>
</tr>
<tr>
<td>3. Oos-Londen</td>
<td>186.9</td>
<td>295.3</td>
</tr>
<tr>
<td>4. Kimberley</td>
<td>189.6</td>
<td>291.6</td>
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<tr>
<td>5. Pietermaritzburg</td>
<td>191.7</td>
<td>306.6</td>
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</tr>
<tr>
<td>12. Bloemfontein</td>
<td>188.9</td>
<td>292.4</td>
</tr>
</tbody>
</table>

Bewaarde gemiddelde van die 12 gebiede 193.8 304.7

**Verduidelikende opmerking**
Die Verbruikersprysindexë laat nie tussenstellige vergelyking van prysselte of lewenskoste toe nie. Die index en nie nie of dit duurder is om in een stad as in 'n ander te won onder die verbruikersindexë nie. Die index toon vir elke stedelike gebied onafhanklik pryssverandering wat van tyd tot tyd plaasgevind het.

Met ingang van Julie 1979 is die Verbruikersprysindexë met basis April 1970 = 100 vervang deur 'n Verbruikersprysindexë met die gemiddelde vir 1975 as basis.

Voor die doel van loon-en ander ooreenkoms is die nuwe index aan die ou index geskakel ten einde 'n aaneenlopende reeks te verkry met April 1970 = 100 as basis. Hierdie index sal vir 'n beperkte tydperk gepubliseer word om gebruikers van die index die geleentheid te bied om ooreenkoms wat op die index met basis April 1970 = 100 betrekking het, te wysig. (3 April 1981)
NOTICE 249 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS—LIST 12/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice.

Increase in the duty on:

1. Asbestos thread and asbestos woven fabrics, classifiable under tariff subheadings 68.13.20 and 68.13.25, from the existing rates of duty to 25 per cent ad valorem [BTI Ref. T5/2.13.2/1 (B27/81)].

Applicant:
Kapasi Asbestos (Pty) Ltd, corner of Stock and Rochester Roads, Phillipi Industrial, 7764.

2. (a) Anionic ion exchangers, in blocks, lumps, powders and similar bulk forms, classifiable under tariff subheading 39.02.30.24, from free of duty to 20 per cent ad valorem or R2.250 per m³ less 80 per cent ad valorem, and

(b) Cationic ion exchangers, in blocks, lumps, powders and similar bulk forms, classifiable under tariff subheading 39.02.30.24, from free of duty to 20 per cent ad valorem or R1.000 per m³ less 80 per cent ad valorem. [BTI Ref. T5/2.6.2/1 (B28/81)].

Applicant:
Klipfontein Organic Products Corporation Ltd, P.O. Box 150, Kempton Park, 1620.

3. Epoxidized vegetable oils, classifiable under tariff subheading 15.08.40, from 25 per cent ad valorem or 75c per kg less 75 per cent ad valorem to 50 per cent ad valorem or 100c per kg less 50 per cent ad valorem. [BTI Ref. T5/2.3.2/1 (B32/81)].

Kennisgewing 249 van 1981

DOEANE- EN AKYSYNTARIEFSAANSOKE—LYS 12/81

Onderstaande aanvoek betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nuwe-Heiland ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nuwe-Heiland, Private Bag X342, Pretoria, 0001, gereg volg.

Verhoging van die reg op:

1. Asbestdraad en asbestgewewe, indienbaar deur tariefsubposte 68.13.20 en 68.13.25, van die bestaande skale van reg tot 25 persent ad valorem. [RHN-verw. T5/2.13.2/1 (B27/81)].

Applicant:
Kapasi Asbestos (Pty) Ltd, hoek van Stock- en Rochesterstraat, Phillipi Industrië, 7764.

2. (a) Anonieme looiuitrailers in blokke, stukke, poeciers en dergelike massaarme, indienbaar deur tariefskubdie 39.02.30.24, van vry van reg tot 20 persent ad valorem of R2.250 per m³ min 80 persent ad valorem en

(b) Kationiese looiuitrailers in blokke, stukke, poeciers en dergelike massaarme, indienbaar deur tariefskubdie 39.02.30.24, van vry van reg tot 20 persent ad valorem of R1.000 per m³ min 80 persent ad valorem. [RHN-verw. T5/2.6.2/1 (B28/81)].

Applicant:
Klipfontein Organiese Produktekorporasie Bpk, Pousbus 150, Kempton Park, 1620.

3. Geplooierde plantaardige olies, indienbaar deur tariefskubdie 15.08.40, van 25 persent ad valorem of 75c per kg min 75 persent ad valorem tot 50 persent ad valorem of 100c per kg min 50 persent ad valorem. [RHN-verw. T5/2.3.2/1 (B32/81)].
Act, 1975 (Act 12 of 1975), that Wilgefontein Boerdery (Edms.) Bpk, who carried on business as commission agent at Mary Street, Balfour, voluntarily ceased carrying on business as such with effect from 1 December 1980.

(3 April 1981)

NOTICE 240 OF 1981
DEPARTMENT OF POSTS AND TELECOMMUNICATIONS
AMENDMENT OF POSTAL TARIFF LIST

By virtue of the powers vested in him by section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster General announces that the postal tariffs and special service fees contained in Schedule B to the Postal Regulations published under Government Notice R. 550 of 14 April 1960, as amended, are hereby further amended with effect from 1 September 1981 by substituting the following for item 4 of the list of special service fees:

"4. For an acknowledgement of posting of a certified postal item [vide regulation 46 (6)].": 2c.

(3 April 1981)

NOTICE 241 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Association of Cinematograph Projectionists has been liquidated, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar.

(3 April 1981)

NOTICE 242 OF 1981
CERTIFICATE OF INCORPORATION IN TERMS OF THE REGISTRATION OF PEDIGREE LIVESTOCK ACT, 1957

In terms of the provisions of section 2 of the Registration of Pedigree Livestock Act, 1957 (Act 28 of 1957), I, Pieter Theunis Christiaan du Plessis, Minister of Agriculture and Fisheries, do hereby make known that—

(a) I have on the 13th day of March 1981 issued a Certificate of Incorporation in terms of section 2 of the said Act to the Merino Stud Breeders' Society of South Africa; and

(b) I have approved as from the date mentioned in paragraph (a) the Constitution of the said Society.

P. T. C. DU PLESSIS, Minister of Agriculture and Fisheries.

(3 April 1981)

van 1975), word hierby vir algemene inligting bekendgemaak dat Wilgefontein Boerdery (Edms.) Bpk, wat te Murystraat, Balfour, besigheid gedryf het as kommissie-agent, as sodanig vrywillig besigheid gestaak het met ingang van 1 Desember 1980.

(3 April 1981)

KENNISGEWING 240 VAN 1981
DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE
WYSING VAN POSTARIEFLYS

Kragtens die bevoegdheid hom verleen by artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), maak die Postmeester-generaal bekend dat die postarieflies en spesiale diensgedeelte verwys in Bylae B van die Posregulasies, afgekondig deur Goewerminskennisgewing R. 550 van 14 April 1960, soos gewysig, hierby verder met ingang van 1 September 1981 gewysig word deur die vervanging van item 4 van die lys van spesiale diensgedeelte deur die volgende:

"4. Vir 'n bewys van inlewering van 'n gesertifiseerde posstuk [kyk regulasie 46 (6)].": 2c.

(3 April 1981)

KENNISGEWING 241 VAN 1981
DEPARTEMENT VAN MANNEKRAG-BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat, aangesien ekrede het om te vermoed dat die Association of Cinematograph Projectionists gelikwieder is, sy registrasie ingestrek sal word tans redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(3 April 1981)

KENNISGEWING 242 VAN 1981
SERTIFIKAAAT VAN REGSPERSOONLIKHEID KRAGTENS DIE WET OP REGISTRASIE VAN STAMBOEKVEE, 1957

Ingevolge die voorskrife van artikel 2 van die Wet op Registrasie van Stamboekvee, 1957 (Wet 28 van 1957), maak ek, Pieter Theunis Christiaan du Plessis, Minister van Landbou en Visserery, hierby bekend dat—

(a) ek aan die Merino Stoetereliersgenootskap van Suid-Afrika op die 13de dag van Maart 1981 kragtens artikel 2 van gemelde Wet 'n Sertifikaat van Regspersoonlikheid uitgereik het; en

(b) ek die Konstitusie van gemelde Genootskap met ingang van die datum in paragraaf (a) vermeld, goedgekeur het.

P. T. C. DU PLESSIS, Minister van Landbou en Visserery.

(3 April 1981)
SOUTH Africa is in a stronger position than ever to shrug off the imposition of economic sanctions, says Raymond Parsons, chief executive of Assoscan.

Addressing the Witbank Chamber of Commerce and Industries, Parsons warned that while the threat was real, the successful implementation of sanctions was another matter.

Boycott threats were nothing new. But many African and other countries outwardly bemoaning South Africa were using the opportunity to avoid either the temptation or the need to do business with this country.

South Africa is the world’s 13th most important trading nation. It has a powerful economy and possesses strategic minerals, exports food and is flanked by two oceans. It has contingencies plans against sanctions and might retaliate.

"To the extent this trade and investment sanctions could be implemented against South Africa," Parsons said, "the major negative impact would fall on the lower income groups, consisting mainly of blacks in our population.

"In view of the dependence of neighbouring states on the South African economy, they can hardly afford to apply sanctions against South Africa and certainly cannot afford to see sanctions applied against it. These states were more vulnerable than South Africa itself and include some of the poorest countries in the world."

Parsons explained that among the spheres of self-interest in which the country’s neighbours would be at risk were food, employment, foreign trade, transport, oil and foreign aid. It was unlikely certain African states would do much harm to South Africa if they applied sanctions.

Against a background of a “constellation of states”, South Africa might deem it wise not to retaliate, but it might be compelled by the logic of events to adopt a similar policy.

In such an economic war, South Africa would probably be the winner.

“Yet,” Parsons pointed out, “ultimately with sanctions there are no winners only losers. All, to a greater or lesser extent, are impoverished.”

While Parsons felt it would be wrong to conceal the real difficulties of the situation here in the interests of realism, he said he saw no reason to deny the cogency of the “constellation”, which offered challenges and advantages domestically, regionally and internationally.

This policy, he stressed, faced severe tests, but it did focus persistent attention on what the priority should be in Southern Africa: peaceful and prosperous coexistence.

MARTIN LEGASICK

the twentieth century, and with it went an impetus towards political and economic expansion. The expansion of the continent, the growth of the colonial market and the growth of the metropolis were all factors that paved the way for the establishment of South Africa’s economy.

The South African economy is based on the exploitation of natural resources, primarily gold and diamonds. The mining industry is the backbone of the economy, providing the country with a surplus of foreign exchange. With the expansion of the continent, the production of gold and diamonds increased significantly.

The South African economy is also based on the exploitation of agricultural land. The country is rich in agricultural products, such as wheat, corn, tobacco and sugar. The expansion of the continent led to an increase in the demand for agricultural products, which boosted the economy.

The expansion of the continent led to the growth of the colonial market. The South African economy benefited from this growth, as it provided new opportunities for trade and investment.

In the twentieth century, the South African economy continued to expand. The country became a major player in the world economy, with a significant influence on the political and economic development of the continent. The expansion of the continent was a key factor in the growth of the South African economy.
III The Concept of Race and the Taxonomy of Mankind

JEAN HIERNAX

In: Montagu, A (Ed.)

Introduction

Race has been given numerous definitions. Many of them are similar in meaning, but several modes of thinking about race still persist. Within a single mode, the formulation of the concept may differ, and some vagueness in it is frequent. Moreover, application of the concept of race by an author to a classification of mankind does not imply that the author is only using the concept of race in some narrow and arbitrary sense. The concept of race is a central idea in many of the works of the social scientists, and it is used in a variety of ways. Race is not a fixed or unchanging concept, but rather a fluid and evolving one. It is constantly being redefined and reinterpreted by different cultures and societies. The concept of race is not a natural or biological phenomenon, but rather a cultural and social construct.
By STEVEN FRIEDMAN
Labour Reporter

Sweeping new powers in the Industrial Conciliation Amendment Bill, enabling the authorities to close down registered unions, seemed to be aimed mainly at Rightwing unions, registered union sources claimed yesterday.

At the same time, however, a spokesman for the unregistered SA Allied Workers' Union said the Bill had "merely confirmed the correctness of our decision not to register".

The new Bill proposes to empower the Minister of Manpower Utilisation to close down a registered union or union federation if it acts unlawfully, does not observe its constitution or acts in a manner "unreasonable in relation to its members".

The discretion to decide whether a union has done this lies with the Government's Industrial Registrar.

Most unions and employer groups approached about this clause yesterday refused to comment formally, saying they had not studied the Bill fully.

However, registered union sources said yesterday that the clause appeared to be aimed at Rightwing unions such as the Mine Workers' Union, which have opposed Government labour reforms.

"They seem to be trying to crack down on one 'bad boy'. It seems wrong that we should all be subject to a piece of legislation like this just to get at a small group of unions," a prominent registered unionist said.

He added: "We are not all that concerned about the clause that says the Minister can deregister a union. But the stipulation that he can close it down is frightening."

The general secretary of the MWU, Mr Arrie Paulus, said he could not comment as he was still studying the draft Bill.

Several sources have argued that, whatever its intention, the clause would be a factor in persuading unregistered, predominantly black unions not to register.

The SAWU, one of the biggest unregistered unions to have refused registration, said the Bill "confirms what we have been saying all along - that it is wise not to register".

In another development yesterday, the president of the Federated Chamber of Industries, Mr. Chris du Toit, disclosed that the FCI would meet next week to draw up detailed proposals on the Bill to put to the Government.

Mr. Du Toit said a recent FCI statement on the draft Bill was not its final reaction to it and that regional chambers of industry throughout the country had been asked to discuss the Bill with their members.

The FCI's labour affairs committee would then meet to formulate a detailed response based on the views of regional chambers.

The FCI would not comment further on specific provisions in the Bill until then, he added.

© Editorial comment
Page 12
Industries must be protected — CCI chief

SOUTH AFRICA must protect its industries against dumping and other forms of disruptive competition in its already limited domestic market, says Mr A G Bramwell, president of the Cape Chamber of Industries.

Mr Bramwell told the executive council meeting of the Federated Chamber of Industries that the current high level of demand was creating a false sense of security.

"When this demand begins to taper off, the inflow of imports will compete increasingly against local manufacturers in a shrinking domestic market."

"Our strong economy and the hardening of the rand makes us a sitting duck for other countries to offload their surplus production on us. The problems of our economy are largely the problems of prosperity."  

RECESSION

The rest of the world was passing through a recession, the consequences of which South Africa could not escape.

Competition against local manufacturers might be regarded as desirable but this could not be viewed in isolation.

"We must give careful thought to our underemployed people who are demanding their place in the sun — not to mention the vociferous young people coming on to our labour market between now and the turn of the century at the rate of 1,000 a day."

"We must ask ourselves what is going to happen to the production capacity and additional jobs now being created by industries investing in expansion to meet the growing demand of the past year or two."

Describing this competition as "subtle and disruptive," Mr Bramwell warned against the "further dismantling of import control."

He said even the mighty United States closed its further imports once a predetermined yearly figure had been reached.

"When the crunch really comes, one wonders how many signatories will accept the restraints of GATT (General Agreement on Tariffs and Trade). Even now some countries bend the rules to suit their own requirements."  

EMPLOYMENT

Some industries exported the major part of their production and provided employment in areas where it was sorely needed.

Many of these industries were finding considerable difficulty in maintaining this trade because of recessions in other countries and the hardening of the rand.

If it is accepted that access to health care is the right of all citizens, then as John Stuart cites in the opening quotation of this paper, there are "profound social, political, ethical and educational implications."

This paper has outlined some of the educational events of the situation. I have made no attempt to predict what types of health workers will be needed or to support where they should work. It is expected that the majority of health professionals will continue to work in the public sector where they have traditionally worked.

References


FCI boss's warning on 'dispute area'

By STEVEN FRIEDMAN
Labour Reporter

THE giant Federated Chamber of Industries has warned its affiliated companies that the country's official bargaining system could become the "primary issue of dispute" between some emerging unions and management.

It also argues that it is up to management and labour, rather than the authorities, to "hammer out a mutually acceptable structure" for bargaining.

These views are contained in a letter written by the FCI's president, Mr Chris du Toit, to all affiliated companies.

He argues that the responsibility for dealing with the growing potential of labour unrest rests with management and it is now "in the front line, shaping the new structure of industrial relations".

Mr Du Toit says the new structure to be developed by labour and management must develop within the "broad legislative framework" provided by the State.

However, the letter is seen as significant because it strongly implies that management must move away from a reliance on the authorities to deal with emerging black trade unions and take the initiative themselves.

It is also seen as a further attempt to win support for the FCI's labour guidelines among individual employers.

The guidelines — released earlier this year — argue for a "flexible and pragmatic" approach to labour relations by employers which would allow for the recognition of unregistered unions.

They argue that it is a union's representational, rather than the stamp of approval it has gained from the authorities, which employers should regard as a priority when dealing with unions.

In the letter, Mr Du Toit says the country has entered "a new era of potential labour unrest which will require a high level of management skills and a lengthy learning process to successfully traverse".

Management must work towards "a unitary industrial relations structure in which negotiations are enforceable".

However, it appears that this system need not be identical to the official industrial council as it now exists — a system which has been sharply attacked by many black unions.

In some cases, management "feels itself in a strong position to dictate in what way new bodies representing worker interests can become incorporated in industrial councils," says Mr Du Toit.

The country has entered a period of "inter-union rivalry which has the potential to be highly disruptive of traditional bargaining structures".

It is not in the interest of the FCI's affiliated companies to see a fragmentation of the bargaining process and the creation of new bodies representing worker interests.

The FCI, therefore, finds itself in a strong position to dictate in what way new bodies representing worker interests can become incorporated in industrial councils.

The letter stresses the importance of the FCI's guidelines in helping to avoid the "primary issue of dispute" between management and labour.

The guidelines advocate a flexible and pragmatic approach to labour relations, allowing for the recognition of unregistered unions.

The letter also suggests that management should take the initiative in shaping a new framework for industrial relations, moving away from reliance on the authorities and working to ensure that negotiations are enforceable.

Given the needs for incentives to encourage innovation and the high cost of skilled labour, the FCI argues for incentives to encourage innovation and the high cost of skilled labour.

The letter concludes by noting that the guidelines are not a blueprint for a new council, but rather a call for management to take the initiative in shaping a new framework for industrial relations.
Four South African insurance companies quote higher motor insurance rates to Blacks than those offered to Whites.

In Durban, hundreds of African shipyard workers are fired. Their crime? They had asked for part of a wage increase, due in mid-year, to be brought forward. Later, some are reinstated.

In Johannesburg's giant all-African township complex - Soweto (pop. 1 million) - 16 murders and 12 rapes are reported in one weekend.

In Johannesburg there are 100 000 Coloured people without a shelter, and in the city and surrounding districts, whites have 13000 rooms in the area.

Throughout South Africa, so tardy is the development of education facilities for African children that some schools don't even have the traditional desks and wooden benches.

They walk up to 10 km or more on a mug of black tea, and a piece of dry bread or a dish of mid-meat porridge if they are more fortunate.

These primary school youngsters kneel on cement floors, with wooden planks as desks, to learn their lessons. Then they face the two-hour plus walk home.

Hardships are also part of the Black teacher's life. More than 11 000 of them have to cope with exhausting double teaching sessions for no extra pay. Each of these teachers has to teach two pupils in two overlapping sessions.

In accordance with South Africa's apartheid ideology, a special television service for Blacks is to be introduced in 1981. The amount budgeted by the Government for this colour-conscious service is R100 million.

Within four years, for that amount of money, compulsory education could be introduced for most Black children outside the homelands.

A Black student, a 16-year-old girl, is told she cannot write her first-year public service law examination at the University of Zululand because she has not paid on time her arrear fees of R1.16.

Apart from in a handful of pricey "international" hotels, there is not one café or restaurant in the whole of Johannesburg where a White accompanied by a Black can lawfully be served with a cup of coffee or a meal to be consumed on the premises while in one another's company.

For a Black on his own, or accompanied by other Blacks, there are "black" eating-houses, usually inferior establishments run by disreputable Portuguese.

Comments a Black attorney, who is permitted by law to practice only in the rundown west end of the city: "I'd rather have my lunch in the office than eat the inferior food offered for profit in a black eating-house by an inferior White shopkeeper who is liable to call me a 'boy' or a 'bloody kaffir'."

It is Christmas time. And South African-born Black & parents' sleeves when they notice a mini-fair set up in giant shopping complexes, the Carlton Centre.

But these Blacks are told: "Sorry, Whites only."

One recalls the words of South Africa's ambassador to the UN, Mr. K. M. Beale, in his celebrated United Nations speech in "My Government does not condone discrimination or colour. Discrimination based solely on a man's skin cannot be defended. And we shall do everything to move away from discrimination based on race or colour."

...
Plea for rethink on coloured housing

HOUSING should be provided within the Cape Metropolitan Area for a third of the expected one-million increase in the coloured population here over the next 15 years, according to a memorandum by the Cape Employers' Association.

The memorandum, to be submitted today to the Guide Plan Committee for the Cape Metropolitan Area, is critical of the Government's Spatial Development Strategy for the Western Cape.

In terms of the strategy, coloured housing should be provided between Kensington and Atlantis. As a result, more than one-million coloured people would have to be housed outside the Cape Metropolitan Area.

BURDENS

"We believe," says the association's memorandum, "that it is in the interests of the economy of the area and of race relations that the Cape Metropolitan Area should be able to retain approximately one-third of this huge total through the setting aside of additional land within the Metropolitan area for coloured housing."

To make the huge area between Kensington and Atlantis "no go" area for coloured housing would not only impose severe burdens on the population, but would also impose "severe disabilities on industry and commerce in the Milnerton area."

Even if a fast passenger rail service were to link Atlantis to Milnerton, the association argues, it could not serve the needs of industries involving night work.

"But we have been unable to obtain any evidence that such a rail service is to be provided," it adds.

"Industry has increasingly to rely on the coloured population group as a source of labour and Milnerton employers are facing severe difficulties in meeting their requirements in the face of the distances. Coloured personnel have to travel to and from work - a factor that can be removed through the provision of housing nearer their place of employment."

The association welcomes the decentralisation of industry in the Atlantis-Daring-Malmesbury-Saldanha area as a major factor in providing badly needed job opportunities.

However, the development of Atlantis should be complementary to the development of the Cape Metropolitan Area.

"By keeping an additional 300,000 in the Cape Metropolitan Area, not only will the wellbeing and prosperity of the area be boosted but the rate of 'overflow' to surrounding areas such as Atlantis will be reduced to more manageable proportions."
Work group against merger

By Jan de Beer

THE Southern African Manpower Foundation's working group studying the functions of the foundation — formed in November last year — will recommend that any suggestion of a merger with the National Development and Management Foundation be discouraged at this stage.

Dennis Etheredge, chairman of the gold and uranium division of Anglo American Corporation and a member of the small working group, told Business Times this week that his group felt that the impetus and enthusiasm generated by the formation of the Manpower Foundation could lose impact if linked to a long-established and familiar body such as the NDMF.

"The private sector initially made the recommendation that the foundation and the NDMF should merge. We feel, however, that such a move should rather be considered in another year," Mr Etheredge said.

The working group also feels that the funding of the foundation should not be cut to the Government for much longer. "We are going to suggest that bigger business houses become involved in financing the foundation," Mr Etheredge said.

The National Productivity Institute recently estimated that South Africa would require 600,000 management and production staff in the next decade.

"And the University of Stellenbosch's Bureau for Economic Research has predicted that 1.5 million additional white-collar workers will be needed by the year 2000."

Notice:
The Committee Panel will be dealt with the matters relating to the Matriculation Exam next Thursday 21 March.

DEAN'S CIRCULAR

FACULTY OF COMMERCE
Political Staff

CAPE TOWN — By the year 2000 South Africa would have to create 1.6 million jobs every working day, just to provide work for the new male entrants to the labour market, the executive director of the South African Federation of Chambers of Industry, Mr J C van Zyl, told a plenary meeting of the President’s Council yesterday.

A drop in the national birth rate would not significantly reduce the problem, since most of those who would be seeking work between now and the end of the century had already been born.

“There is no way the problem can be avoided,” Mr van Zyl said. “We are dealing with hard facts on the supply side of the labour market which we can ignore only at our peril.”

He told the council that the country’s total population was expected to reach 48.5 million by the year 2000 and that the proportion of whites would decline in the absence of gains through immigration from 84.2 percent at present to 71.2 percent.

A growth rate of at least 5 percent a year in the real gross domestic product would be needed to absorb the increases in the labour force, Mr van Zyl said.

He predicted that South Africa’s future economic growth would take place largely in the existing urban areas, and not in outlying areas.

By the year 2000, about 80 percent of all whites, coloureds and Asians would be living in urban areas. In the case of blacks, estimates varied between 50 and 70 percent urbanised population by the end of the century.

Last year, 28 percent of all blacks were living in the cities.

“Whatever the rates of urbanisation are, great demands will be made on housing, the social, administrative and physical infrastructure and the provision of employment opportunities,” Mr van Zyl said.

“There are also serious implications in terms of satisfying the political aspirations of very large numbers of urbanised people,” he said.
SOUTH Africa's growing concern over industrial relations is one of the main topics to be underlined at this week's Congress of the Afrikaanse Handelsinstituut in Bloemfontein.

The congress, to be held from May 12 to 14, will discuss in detail the responsibilities of management toward industrial relations under an item tabled by the institute's manpower advisory committee.

The gathering of the country's most influential Afrikaans businessmen will also discuss the importance of positive support for the Government-initiated policy on small business undertakings and the need for a continuous export development strategy.
Labour Bill is under fire

By STEVEN FRIEDMAN
Labour Reporter

The influential Federation of Industries has recommended that the Government's draft labour Bill -- seen by the Government as a major reform -- be withdrawn and referred to the National Manpower Commission.

The proposal is contained in the FIC's submissions on the Bill, which are sharply critical of many of its clauses.

The Rand Daily Mail has obtained a copy of the submissions in which the FIC adds its voice to the spectrum of unions and lawyers who have sharply attacked the Bill.

In particular, the FIC has criticised the Bill's proposed clampdown on unregistered unions and on union 'political' activities and called for a significant overhaul of the official union registration system.

It says the Bill provides a 'partly retrogressive' solution to current labour problems.

If the legislation should be delayed and that the National Manpower Commission, which comprises Government, employer and some registered union representatives, should have the opportunity of thrashing out the kind of negotiating framework within which they want to operate.

It is understood that some employer representatives also feel that the NMC should be expanded to include representatives of the independent black union movement.

The FIC's chief submission is that the registration process should be made entirely neutral. All unions would have to do is register is have their titles included in an overall register and pay minimum standards of financial management.

'Unions' right to bargain should be determined only by their representatives,' the FIC says.

'It is important that the test of representation be conducted under a method which is satisfactory both to employers and employees,' the FIC says.

The FIC also argues that proposals that unregistered unions be forced to provide information to the authorities 'not be used as a mechanism for controlling the activities of such organisations'.

It also rejects proposals giving the registrar the power to de-register or close down
High cost of Atlantis

THE COSTS added to the price of heavy motor vehicles by the increased use of SA components will be unreasonably high, and the effect this will have on inflation will be “higher than initially expected”.

Mr Colin Adcock, managing director of Toyota South Africa, said this in an address to the Afrikaanse Handelsinstituut in Bloemfontein yesterday.

He said the Atlantis Diesel Engine project for the increased SA manufacture of gearboxes and rear axles in heavy vehicles would have a negative effect on the motor industry and on the cost of living in general.

The Motor Chamber estimated a 12% increase in the cost of an engine and that the local content programme for heavy vehicles might mean price increases of 25%.

Although he expected manufacturers would do their best not to reclaim the total premium from customers, price increases could be expected at R4 000 in the 9-ton to 13-ton range, R8 000 in the 14-ton to 18-ton range and more than R10 000 for heavy vehicles.

“I am convinced that with the co-operation of all the manufacturers in South Africa, it will be possible to find a way to make us more independent of the rest of the world, but keeping price increases down to a minimum.

“Heavy-vehicle manufacturers believe that no other work in the line of the Atlantis project be continued and that the council for commerce launch a new local content planning programme,” he said.
Committees, unions not alternatives, AHI told

STRONG dissatisfaction with Government plans to scrap workers' committees on company level in favour of registered trade unions was expressed by a speaker at the yearly congress of the Afrikaanse Handelsinstituut in Bloemfontein.

Mr T. J. Steenkamp said, workers' committees and trade unions were incorrectly viewed as alternatives to each other.

"The AHI states expressly that unions and committees should be complementary and not competitive," he said.

The 'sorry failure' of previous policy in not recognising unions and attempting to replace them with committees occurred because the motive was wrong.

FALL AWAY

"There is no alternative to trade unions and the latest plans would appear to reinforce this error.

"Apparently, the argument is that the need for legally-based workers' committees will fall away now that unions can register officially.

"If management accepts responsibility for healthy labour relations, the move will make acceptance and execution of this responsibility impossible."

Mr Steenkamp urged the institute to call on the Government to re-establish a system whereby a centralised body for collective bargaining be integrated with decentralised workers' committees."
'Blacks' bargaining to increase'

Labour Reporter

THE survival of capitalism in South Africa depended on its ability to evolve, a Natal academic told a seminar at Stellenbosch University yesterday.

Professor Jill Nattrass of the Department of Economics at Natal University said the bargaining power of black labour would continue to increase.

"As this power grows, it will tend to intensify the conflict between the State and preserving capitalism and preserving the dominance of the National Party."

The State could choose to abandon white domination and attempt to create a just economic order. Or it could, more likely, cling to the value of white supremacy.

'GRIM'

"If the State rejects the demands of the black work-force, the outlook for South Africa's future in the medium term is grim. The long-term outlook for the survival of capitalism is also grim."

Professor Nattrass said poverty was likely to alienate people who suffered from the conditions they saw as causing it. Both white domination and capitalism had coincided with black poverty for so long that they had been identified as the cause of that poverty.

AREAS ACT

The Group Areas Act and influx control, which were anathema to a free-market system, limited black access to the job market. The labour market was segmented into a number of non-competing groups and the face of poverty in South Africa was largely 'black, rural, female, and very young.'

Steps by the Government since the Witsbahn and Riekert commission reports indicated it would act to reduce the division in the labour market on lines of race and sex, but increase the urban-rural divide.

"The strategy is one of incorporating those blacks, seen as economically crucial and politically aware, while cutting off those seen at the moment as not really a problem," Professor Nattrass said.

This is disastrous from the viewpoint of people stuck in the black rural areas, where the conditions are already too poor, to allow for much more deterioration.

"If conditions are allowed to continue to deteriorate in our rural areas, the State won't be able to keep people there. They will just walk off the land."

CHANGE

Professor D W F Bendix of the University of Stellenbosch's postgraduate school of business said the power structure in South Africa was changing rapidly and labour had assumed a central position as the agent of change.

"South Africa has entered a period with a firm commitment to removing discrimination from industrial relations. But can discrimination be dropped on the shop floor without wide-ranging social integration in all other spheres of life?" he asked.

INTEGRATION

Professor S P Cilliers of the department of sociology at Stellenbosch University said an era of inter-racial labour integration could not be effected without "rapid movement towards full civil rights for all workers."

He added: "I believe we can do away with the pass law system. Unless we do away with it, we are not moving towards a society which is in line with the requirements of the free-enterprise system."
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PLEASE CIRCLE ITEMS REQUIRED
LABOUR LAW

FH 15th May 1981

FCl calls for a rethink

The draft legislation is in conflict with certain principles already accepted by the government. It provides a piecemeal and partly retrogressive solution to some of the problems of transition in the country's industrial relations system. It will obstruct rather than further the maintenance of industrial peace.

This response to the Industrial Conciliation and Arbitration Amendment Bill comes not from anti-government trade unionists but from one of SA's largest employer organisations, the Federated Chamber of Industries (FCI). The FCI has made a detailed study of the proposed legislation and, like the bulk of trade unions, has found government's latest reform bids grossly wanting.

The chamber has even recommended that the Bill be retracted and referred to the Manpower Commission which represents employers, employees and government. "This would afford the negotiating parties themselves the opportunity of thrashing out the kind of negotiating framework within which they want to operate," it says.

The FCI goes on to say that "such an approach would clearly be supportive of the principle of self-governance and, in addition, lend greater credibility to the government's reform intentions in the sensitive labour relations area."

Barlow Rand executive director responsible for industrial relations, Reinard Hofmeyer, says his group fully supports the FCI's stand and goes further: "Scraping the Bill would most certainly be a step in the right direction but the issues need to be thrashed out by all the parties concerned. Emerging black trade unions are not represented on the Manpower Commission and their involvement is absolutely necessary if a new dispensation is to sustain any credibility.

What is needed, in the words of the FCI, is "that the process of registration be made entirely neutral. All that is needed to co-ordinate unions is for government to demand, simply, that a union has its official title included in a register for which it must comply with minimum standards of financial management. The chamber warns against government over-centralisation in labour affairs."

The FCI urgently recommends that the industrial relations structure should not be disrupted by further attempts to use the process of registration as a mechanism for controlling the activities of trade unions or to protect the bargaining position of certain entrenched unions against competition from other trade unions."

The FCI says it stands firm in its belief that "the crux of the problem currently posed by the registration of trade unions is that no separation is made between the issues of registration and representativeness." It adds that negotiation status should be determined only by the representative character of an employee body.

On this issue, and some others, the FCI's views coincide with those of the General Workers' Union (GwU) and the South African Allied Workers' Union (Sawu) - unions that have consistently refused to buy government's promise of a "new labour dispensation."

The FCI slams the additional government controls provided for in the Bill. "Wide discretionary powers held by the Registrar are in conflict with the principles of autonomy and self-governance for bodies representing workers and employers. The Chamber contends that such powers threaten to destabilise the framework of negotiation between employers and employees. At the same time it reintroduces the hand of government directly into the negotiation process."

The FCI, like the Federation of SA Trade Unions (Fosatu) and the Trade Union Council of SA (Tusca), criticises the Bill's definition of political activities in the labour arena. "If a body undertakes political activities which would endanger the interests of the State, it should be prosecuted in terms of security legislation or legislation other than the Industrial Conciliation legislation," it says.

In its report, the FCI also suggests that...
Gold price?
Strength of $E$
E Rate (use $x$
back in ten
recent news
Budget tax

Due to inflation,
any subsequent
adjustments.

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BLOEMFONTEIN — Mr. I J (Roet) Steyn, managing director of Santam Trust, was yesterday elected president of the Afrikaans Handelsinstuurs for the forthcoming year. He succeeds Mr. A H Sloet. Mr. Steyn said he was optimistic about South Africa's economic future.

He said he would work for higher productivity and a more effective use of business know-how.

DEMAND

Mr. Steyn said the present wave of prosperity would have a spin-off of greater demand on management and labour to maintain production and income levels.

Mr. Steyn said the AHI was in the process of restructuring its functions to promote more participation by Afrikaners' businessmen in economic processes in South Africa.
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PLEASE CIRCLE ITEMS REQUIRED
How weak links could hit exports

By DAVID CARTE
Deputy Financial Editor

THREE basic weaknesses in South Africa’s export situation could lead up to R5 000-million off export earnings. Mr L. Barth, chairman of Stellenbosch Farmers’ Winery, told the Afrikaanse Handelsinstituut congress in Bloemfontein yesterday.

According to Mr Barth, the AHJ’s chief spokesman on exports, the three inherent weaknesses were:
- Export earnings were more dependent than ever on highly volatile gold — which accounted for 47.5% of export earnings in 1989, compared to 37.5% in 1978;
- Many exports were commodities and these were highly vulnerable to overseas recession and;
- Industrial exports tended to fall after local demand was low, but tended to fall off alarmingly when it revived.

South Africa could do little about the gold price or the tempo of business activity in the countries to which it exported.

If the three weaknesses described occurred at once, Mr Barth said, the country could lose export earnings of up to R5 000-million.

A $200 fall in the gold price would drop export receipts by R5 000-million, an overseas recession would cut them by R1 000-million and a local axing by another R500-million.

Mr Barth said South Africa had much to learn from Far Eastern countries such as Japan, Korea, Taiwan, Hong Kong and Singapore, that had risen from Third World poverty to wealth, despite raw material shortages.

These countries had the following in common:
- They had achieved their present, happier status only through exports;
- They exported manufactured goods, not raw material;
- This required skilled workers and a huge investment in education and training, which was strongly export-oriented;
- Workers at all levels were “amazingly well-trained, even over-skilled”;
- Big and small firms were highly motivated — employers and employees subscribed to a strong work ethic and took great pride in their work.

Mr Barth suggested that an “Export 2000” campaign be launched;

It would be strongly marketing-oriented. The State and private enterprise would have to co-operate closely.

The export division of any firm should be staffed by top people, headed preferably by a director with a thorough knowledge of his target markets.
The Afrikaner businessman's increasing awareness of the vital role blacks play in the economic development of South Africa was the outstanding feature of the Afrikaner Handels-instituut's 50th annual congress in Bloemfontein this week.

Throughout three days of deliberation, this point was constantly raised to the more than 200 delegates.

Among the issues on which the AHI seemed to be in full agreement were:

- Black entrepreneurs were equally needed to overcome South Africa's growing labour crisis.
- Black confidence and cooperation will play a vital role in promoting lasting industrial peace.
- Black entrepreneurship is vital to the efficient working of the Small Business Development Corporation.
- Black having power in urban areas is a daunting giant and black shop owners deserve to be treated with respect.
- Black schooling, and its latent critical teacher shortage, is a problem requiring immediate attention.
- Black authors, even Adam Small, are among those who could, with new works, inspire the country psychologically against its enemies.

When Mr. Justus Tshabangu, black SABC public relations officer, addressed the congress on Wednesday morning - in Afrikaans - on the problems of the black consumer, delegates were told that he was making history by being the first black to address an AHI congress.

And he was not the only black present. Nafowe also sent a team which included its vice-president, Dr. A. M. S. Ndhunyane.

One of the main discussion points at the congress dealt with the training of skilled labour. The AHI's contention is that South Africa's present training system is antiquated.

It called for "optimum utilization of our manpower, irrespective of race or colour, by the establishment of a self-arranged discipline at worker level which will promote mutual respect between workers".

The need for bringing the black man into apprenticeships in an "evolutionary" manner was emphasized. Criteria for appointment to any post had to be based purely on merit, speakers agreed.

South African employers should accept that trade unions were, and would remain, part of life in this country in future.

But the AHI in this case does not quite agree with the pace at which the Government is progressing. It wants the authorities not to drop the labour committee system but rather let it run concurrently with trade unions.

Concerns about the lack of...
Education 'is too academic

Deputy Financial Editor

SOUTH African education is too academic and not practical or job-oriented enough, the Afrikaans Handelsinstituut says.

"South Africans, and Afrikaners in particular, should, as an urgent national priority, get rid of their cultivated academic snobishness," says Mr H P Klerk, the AHII's chief spokesman on education.

Addressing the AHII's annual congress in Bloemfontein, Mr Klerk said too many South African parents suffered from a "syndrome" in terms of which their children had to have "at least a bachelor's degree", regardless of whether it was useful or not.

Because of this tendency to push people into university purely to broaden their knowledge and without regard to a job, a country that needed to generate 1500 new jobs a day had an over-supply of certain graduates and a critical shortage of others.
Mr Izak Steyn, new AHI president
Business leaders back new jobs bid

Consumer Reporter

Leaders of business and commerce today emphasised the need for an organisation to attract more industry to the Cape Town area to create more jobs for the growing population.

The executive committee of Cape Town City Council decided yesterday to back a suggestion by the Mayor, Mr. Louis Kreeger, that the council should take the lead in forming such an organisation to prevent large-scale unemployment in the future.

The matter will be discussed by the full council on Tuesday.

Mr. Jack Ross, director of the Cape Chamber of Industries, said similar organisations had already been formed to bring work to depressed areas in Scotland and the United States, and had proved their worth.

“We have just had a trade mission in Cape Town from the Scottish Council for Development and Industry,” he said.

The function of this Scottish council is very much the same as this Wesgro (Association for the Promotion of Western Cape's Economic Growth), envisaged by the Mayor.

- Jobs for Western Cape

— Page 16.
A group of workers from Ford plants at Struandale sang freedom songs and gave the Black Power salute from the back of a panel van today. They were on their way to a meeting in the Holy Spirit Church Hall.

Strikers are still out at PE motor plants

By JIMMY MATYU

The strikes at Ford and at General Motors in Port Elizabeth continued today.

According to Mr. Danlar Bucknall, Ford's public affairs director, the stoppage has cost the production of 300 units worth R13.8 million.

The Struandale plant was shut down for the third day, while the other two Ford plants in the city have had to reorganise staff in order to keep the assembly lines moving.

At General Motors some 200 workers were out today — partly in sympathy with two Ford workers who were suspended by management for refusing to fit Firestone tires to cars rolling off the line.

However, the strikers at GM have listed several additional grievances.

As happened yesterday, a crowd of Ford workers estimated at 200 gathered today at the Holy Spirit Hall in KwaZakele. They were addressed by the chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), Mr. Dumi Makomba.

Members of the Federation of South African Trade Unions (Fosatu), a rival union active at Ford, have mostly remained at their posts, although some have joined the strike.

About 30 Fosatu members at today's KwaZakele meeting applied for Macwusa membership.

At General Motors a few police vehicles patrolled the nearby streets. According to a GM spokesman, production was "continuing normally".

He said that no workers had been suspended and they could return when they had resolved "their differences with Firestone".

Names of those who had defied the work-outs were read out.

The meeting was told that Ford management said today that the men would not be paid for the hours they did not work.

Last night, Mr. Peter Morum, Firestone's managing director, Mr. Peter Morum, said: "Firestone will give top priority to the re-employment of former Firestone workers. But the firm could not be expected to re-employ all the former employees immediately."

He said that the 160 former employees lost their jobs after walking out in protest against proposed legislation which would freeze pension funds until retirement.

Mr. Morum said Firestone had stressed that the workers were not dismissed but had resigned.

They had ignored a management ultimatum to return to work.

Mr. Morum said he had met officials from Macwusa and told them that the firm was willing to re-employ the 160 dismissed workers as vacancies arose.

"If Macwusa had accepted the offer, at least 80 workers would have been rehired by now," he said.

But Mr. Makomba said that when they met Firestone management on Saturday, Mr. Morum was not available.

In addition to reasons for their refusal to handle Firestone products, the 175 General Motors workers allege:

- Unfair employment practices.
- Job reservation.
- Lack of communication between management and workers.
- Limited scope for promotion of black employees.
- The use of abusive language by white foremen when addressing black workers.
ASSOCOM KNOCKS
POLITICAL CURBS
IN LABOUR BILL

By STEVEN FRIEDMAN
Labour Reporter

The Association of Chambers of Commerce, which represents organised commerce throughout the country, has rejected new political clamps on trade unions and employer bodies contained in the Government's new Labour Bill.

But, in a blow to supporters of wide-ranging reform in labour legislation, Assocom has not objected to the provision in the Bill which gives the authorities the right to close down trade unions or to most other wide-ranging clamps on unions.

It has also rejected employer and union calls for a fundamental relaxation of the Government's union registration system and has called for a move which would make it more difficult for new unions to become registered.

Unlike most other employer groups, Assocom says it does not object to the scrapping of the official works and union committee system.

These points are contained in Assocom's submissions to the Government on the Bill, which were released at a Press conference yesterday.

Although Assocom objects to several points in the Bill, it generally welcomes it. Assocom says it is prepared to see some sections referred to the National Manpower Commission, but adds that it is eager to see the legislation introduced in the coming parliamentary session.

The association also wants the law to stipulate that only one union should be registered in any one industry, trade or occupation. This would make it more difficult for new unions to gain registration.

Other points made by Assocom are:

- The new clamps on 'political activity' are 'unnecessary' and would be damaging internationally;
- New clamps on strikes in the Bill are 'unacceptable' and would also have 'serious' international implications; and
- The law should not compel employers to grant step order facilities to unions — or prevent them from granting these facilities to unregistered unions.
Assocom fears demand inflation

By HAROLD FRIDJHON

ASSOCOM urges that more emphasis must be placed on combating inflation, but the policy of growth with financial discipline should be continued.

A memorandum on the economic situation considered at the mid-year meeting of the executive committee, which ended in Johannesburg yesterday, said that inflation was predominantly the cost-push type in 1979, but demand inflation started to have an impact in the latter part of 1980.

This is explained by the significant rise in the money supply during 1980 at a time when interest rates remained relatively low compared with the rate of inflation.

Assocom repeatedly asked the authorities to take steps to curb the money supply, but action was not taken as swiftly as it might have been. The recent moves by the authorities should slow down significantly the rate of increase in the money supply during the rest of the year.

Looking at the manpower situation, the memorandum says the latest figures indicate that there was a general improvement in employment levels last year. The increase in non-agricultural employment was sufficient to absorb the normal addition to the labour force and to reduce unemployment.

In spite of this, unemployment among the unskilled black labour force remains unacceptably high.

"This re-emphasises the importance of continued economic growth," the memorandum says.

The shortages of skilled labour highlight the need for the intensive education and training of all race groups to provide the necessary skills in the future. As a palliative, skills will have to be imported.

Assocom is pinning its sights on an average growth rate of 5% for the South African economy this year. It will be higher in the first half of the year with the carryover of momentum from last year, but it will taper off in the second half.

But says Mr. Raymond Parr, executive: "The business cycle is not dead."

Business mood is still optimistic although caution for the balance of the year is down on those prevalent same time last year. The main reasons for this are the recent lower-growth rate and tighter money conditions, so the slowdown in the increase in consumer spending.

But businessmen are urged to make every effort to increase and improve the training of
The managing director of the company, according to the plant union, had promised the workers that they would be re-employed in the plant. However, after the strike, union members were not allowed to return to work. The company had laid off 650 workers due to the strike. The strike ended after 24 days, and the workers returned to work under new conditions.
Govt to ‘reduce role in labour’

Own Correspondent

PRETORIA — The government had set itself on the path of granting complete autonomy to labour organizations like trade unions, the Minister of Manpower, Mr. S. P. Botha, said last night.

Addressing the opening ceremony of the new building of the South African Union of Municipal Workers, Mr. Botha said that while government was committed to widening the involvement of the trade union movement in the labour field, it was prepared to review the law to prevent 'chaos' on the labour market.

He added that the government, as well as organized labour, would have to find means to counter the forces which sought to create chaos in the working class of the country.

“Industrial peace is of cardinal importance for employers, employees and the government and we will have to ensure that the trade union movement is not abused to create chaos,” he said.

The aims of these forces, Mr. Botha said, were to create unrest and had nothing to do with relations. They seemed to overthrow the order in South Africa.

Labour legislation was also based on the principle of fairness, he said, and the government intended to ensure that such forces did not use their influence to create chaos.

He warned that trade unionists must not only mislead their members in order to create a climate of distrust in the country.

The government would also consider the question of whether the forms of agreements had to remain a principle in the South African labour pattern.

Mr. Botha added that in the foreseeable future, over the question of the closure of open agreements in South Africa. This, he said, was because of the existence of a continuous disadvantage against the tested reconciliation processes on the country’s labour field.

The government had to ensure that the demands of the unionists were met. Mr. Botha warned that any attempt to “unfairly conflict” would have a detrimental effect on their job.

New clamps on unions rejected

Johannesburg — The Association of Chambers of Commerce, which represents organized commerce throughout the country, has rejected new political clamps on trade unions and employer bodies in the government’s new labour bill.

In a blow to supporters of the bill, the organization has directed its notice to the provisions in the bill which gives the authorities the right to close down trade unions or to evict other wide-ranging clamps on unions contained in the bill.

It has also rejected employer and union calls for a fundamental relaxation of the government’s union registration system and has called for a move in the direction of abolishing the system, which would have had no effect on the registration of new unions.

Unlike most other employer groups, however, Assecom says it does not object to the scrapping of the official workers and-labour committee system. The proposal to abolish the system has been cheered by trade unions.

These points are contained in Assecom’s submissions to the government on the bill, which were released at a Press conference yesterday.

Although Assecom objects to several points in the bill, it generally welcomes it and its submission on the bill is, in a Press conference yesterday.

The law should not compel employers to grant stoppage facilities to union or prevent them from granting these facilities to unregistered unions.

Wide spectrum of unions

Unlike the FCI, Assecom has not called for the bill to be withdrawn and referred to the official National Manpower Commission. Assecom says it is prepared to see some sections referred to the NMC, but adds that it is easier to see the legislation introduced than the forthcoming parliamentary session.

Assecom’s Secretary, Mr. Vincent Brett, said his organization had not objected to most of the regulations on unions because the existing system was “a matter of opinion and comment on those clauses should be left to the unions”.

On union registration, Assecom rejects the idea that registration should be an entirely “neutral” process and that union bargaining rights should not depend on registration.

Assecom also wants the law to stipulate that only one union should be registered in any one industry, trade or occupation. This would make it more difficult for new unions to gain registration.

Other points made by Assecom are:

O The new clamps on “political activity” are “unnecessary” and would be damaging internationally.

O New clamps on strikes in the bill are “unacceptable” and would also have “serious” international implications.

O The law should not compel employers to grant stoppage facilities to unions or prevent them from granting these facilities to unregistered unions.
To the growing list of organisations critical of government controls contained in the draft Industrial Conciliation Amendment Bill, add the Association of Chambers of Commerce of SA (Assocom). In a memorandum to the Department of Manpower Utilisation it states: "Assocom welcomes the general thrust of this amending Bill, which it believes represents a considerable step forward in bringing our industrial legislation up to date."

However, Assocom asserts that a basic principle of such legislation is that it is the function of the State only to establish a framework of law within which a sound form of industrial relations may be developed. The legislation should be enabling and not mandatory and "should seek to establish only the parameters within which employer and employee relationships can be handled with the minimum amount of disruption to the community at large."

In this respect, Assocom expresses similar views to those already voiced by the Federated Chamber of Industries and many trade unions who contend that additional government controls contained in the Bill threaten to destabilise the negotiating framework (Current Affairs May 15).

Meanwhile, chief spokesman on labour for the Afrikaanse Handelsinstituut (AH1), Naas Steenkamp, has added his voice to criticisms of government plans to scrap the statutory basis of the works committee system. At the AH1 annual congress last week, Steenkamp made a plea for the retention of the system. He told the FM there are two dimensions to this issue. Firstly, regardless of the existence of a union, there has to be some kind of negotiating structure to help deal with matters confined to a particular factory. Secondly, committees have an important role to play in industries where unions have not yet got off the ground. Works committees should not be seen as alternatives to trade unions -- the two are complementary, he says.

At its congress, the AH1 resolved that managements had a responsibility to create sound relations with recognised unions, and that they should also talk to emerging and unregistered unions with a view to persuading them to enter the established labour relations system.
Where black voices matter

The meeting of the

government and the

business sector

the partnerships

between the

government and the

business sector

improved economies in

the United States.
NOTICE 357 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Locksmiths Association of South Africa. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 357 VAN 1981
DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van boegenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Locksmiths Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verskyn.

133 22/5/81
Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Table

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<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Locksmiths Association of South Africa</th>
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**Date on which application was lodged**—6 March 1981.

**Interests and area in respect of which application is made**—Employers engaged in the Locksmithing Trade in the Magisterial Districts of Bellville, Brakpan, Germiston, Kempton Park and Wynberg.

“Locksmithing Trade” means the trade in which employers and employees are associated for the opening and closing of locks for others by means other than with keys normally used, the repair, replacement, rebuilding or adjustment of locks and their mechanical parts, the manufacture, by non-repetitive methods, of parts designed for use in locks, and the cutting of keys, but excluding the manufacture of locks and keys.

**Postal address of applicant**—c/o P.O. Box 50363, Randburg, 2125.

**Office address of applicant**—Randburg Chamber of Commerce, 175 Hendrik Verwoerd Drive, Randburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(22 May 1981)

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Enige geregistreerde werkgewersorganisasi wat teen die aanvraag beswaar maak, word verzoek om binne een maand na die datum van publikasie van hierdie kennisgeving of beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevaalgebou 449, Schoenstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

**Tabel**

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<th>Naam van werkgewerorganisasi</th>
<th>Locksmiths Association of South Africa</th>
</tr>
</thead>
</table>

**Datum waarop aansoek ingediend is**—6 Maart 1981.

**Belange en gebied ten opsigte waarvan aansoek gedoen word**—Werkgewers betrokke by die Slotbedryf in die landbodistrikse Bellville, Brakpan, Germiston, Kempton Park en Wynberg.

“Slotbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar gassosieer is vir die oop- en te maak van slotte vir ander op ander maniere as met slegs wat gewoonlik gebruik word, asook vir die herstel, wdering, herbou of regstel van slotte en hul meganiese onderdele, vir die vervaardiging, deur nie-herhalende metodes, van onderele wat ontwerp is vir gebruik in slotte, of vir die skerp van sleutels, maar uitgesonderd die verwagting van slotte en sleutels.

**Posadres van applikant**—p/a Postbus 50363, Randburg, 2125.

**Kantooradres van applikant**—Randburgse Kantoor Koophandel, Hendrik Verwoerdrylaan 175, Randburg.

**Die aandag word gevestig op onderstaande vereistes**

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasi verteenwoordigend is, word ingevolge met artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite wat hulle bestaan het op die datum waarop die aansoek ingediend was, en wat die lidmaatskaps sboef betref, word dit deur die afgelede van ingevolge artikel 1 (2) van die Wet op voorgenoemde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgestel het in artikel 4 (2) moet volg word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrator.
(22 Mei 1981)

---

**NOTICE 358 OF 1981**

**SALE OF GOODS—OFFICE OF CUSTOMS AND EXCISE, JOHANNESBURG**

It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State Warehouse, Kazerne, at 09h00 on 4 June 1981.

Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag 21, Marshalltown, 2107.

(22 May 1981)

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**KENNISGEWING 358 VAN 1981**

**VEILING VAN GOEDERE—KANTOOR VAN DOEANE EN AKSYS, JOHANNESBURG**

Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklaarde, onopgeëiste en verbeurdverklaarde goedere om 09h00 op 4 Junie 1981 by die Staatspakhuis, Kazerne, gehou sal word.

Opgawes van die goedere wat verkoop sal word kan op aanvraag by die Kontroleur van Doeane en Aksys, Privaatsak 21, Marshalltown, 2107, verkry word.

(22 Mei 1981)
Move on 'high level' manpower welcomed

The Federated Chamber of Industries — representing organised industry in South Africa — has welcomed a Cabinet decision to step up the training of blacks for professional and managerial positions.

The Minister of Manpower Utilisation, Mr Fanie Botha, announced today that the Government had approved a special report of the National Manpower Commission on "high-level manpower" — defined as technicians and semi-professional, professional and managerial personnel of all kinds.

The thrust of the report is that South Africa would not realise its development potential and offer all its people an acceptable standard of living if it persisted in recruiting its high-level manpower from the white population group only.

The executive director of the FCI, Dr Johan van Zyl, today welcomed the decision as "a step in the right direction."

The chamber had not yet studied the Government's White Paper responding to the report, but it fully agreed with the provision of better professional and managerial training for all races.

``The ratio of managerial to non-managerial staff in South Africa is out of line with the high-growth countries," he said. "A small managerial class is in a sense carrying the rest of the population."

Restructuring

The FCI particularly wanted to see an end to separate training institutions at tertiary level, Dr van Zyl said.

Dr van Zyl expressed confidence that the true answer to the shortage of managerial and professional staff lay in a "fundamental restructuring" of the secondary..."
(k) shall, when so required by the council, submit to the registrar of the council within 14 days a list of its members, including the membership qualifications of each member;

(l) shall, in the event of the death or disqualification of any member, notify the registrar of the council of such event within one month of such event;

(m) shall not itself or through the instrumentality of any other person, irrespective of whether such person is in its service or not, solicit or request or offer professional work in respect of projects, undertakings or services of a quantity surveying nature or work that can reasonably be regarded as being related thereto, and, by means of commission or otherwise, receive payment for obtaining such work.

(5 June 1981)

NOTICE 389 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7(5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Pretoria Master Builders' and Allied Trades Association. Particulars of the application are reflected in the subjoined table. Any registered employers' organisations which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Pretoria Master Builders' and Allied Trades Association.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>13 April 1981</td>
</tr>
</tbody>
</table>

Interests and area in respect of which application is made. — Employers engaged in any branch of the Building Industry in the Magisterial Districts of Barberton, Balfour, Brits, Bronkhorstspruit, Carolina, Cullinan, Groblersdal, Koster, Lelapa, Lichtenburg, Lydenburg, Marico, Messina, Middelburg (Transvaal) (outside a radius of 16 km from the main post office), Nelspruit, Pietersburg, Pilgrim's Rest, Potgietersrus, Pretoria (outside a radius of 32 km from the main post office), Rustenburg, Schweizer-Reneke, Soutpansberg, Swartruggens, Thabazimbi, Wakkerstroom, Warmbad, Waterberg, Waterval-Boven, White River and Witbank (outside a radius of 16 km from the main post office).

"Building Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering, buildings or structures.

Interests and area in respect of which application is held. — Employers engaged in any branch of the Building Industry in the area within a radius of 10, 20 and 10 miles from the main post office at Middelburg, Pretoria and Witbank, respectively, as these areas were constituted on 18 September 1940.

(k) moet, wanneer so gelas deur die raad, binne 14 dae 'n lys van sy lede, insluitende die lidmaatskapswa- kasie van elke lid, by die registrateur van die raad indienbaar; (l) moet, in geval van die afsterving of diskwalifikasie van enige lid, die registrateur van die raad binne 1 maand na sodanige gebeurtenis daarvan in kennis stel; (m) mag nie self of deur bemiddeling van enige ander persoon, ongeag of sodanige persoon in sy diens is of niet, 'n professionele werk ten opsigte van projekte, ondermyn of dienste van 'n bourekkenkundige aard of wat redelikegewys geantwoord word of verwant is, wees, of aanvaar of aanhoud nie en by wyse van kommissie of andersins, vir die verkryging van sodanig werk betaal nie.

(5 June 1981)

KENNISGEWING 389 VAN 1981
DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
registrateur, maak ingevolge artikel 4 (2), soos toegepas op artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek oor-
vang is van die Pretoria Master Builders' and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgeving te beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoeman-straat 215, Pretoria (Postadres: Private Bag X117, Pretoria, 0001).

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Pretoria Master Builders' and Allied Trades Association.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>13 April 1981</td>
</tr>
</tbody>
</table>

Belange en gebied ten opsigte waarvan aansoek gedoen word. — Werkgevers in diens in enige afdeling van die Bou-
nywerheid in die landdorpsdistrikte Barberton, Balfour, Brits, Bronkhorstspruit, Carolina, Cullinan, Groblersdal, Koster, Lelapa, Lichtenburg, Lydenburg, Marico, Messina, Middelburg (Transvaal) (wat buite 'n straal van 16 km van die hoofposkantoor valt), Nelspruit, Pietersburg, Pretoria, Potgietersrus, Pretoria (wat buite 'n straal van 32 km van die hoofposkantoor valt), Rustenburg, Schweizer-Reneke, Soutpansberg, Swartruggens, Thabazimbi, Wakkerstroom, Warmbad, Waterberg, Waterval-Boven, Witvrou en Witbank (wat buite 'n straal van 16 km van die hoofposkantoor valt).

"Bouwywerheid" betekenis, sonder om die gewone bete-
kenis van die uitdrukking enigszins te beperk, die Nywer-
heid waarin werkgewers en werknemers met mekaar ge-
soosieer is met die doel om geboue en strukture op te rig, te voltoooi, op te knap, te herstel, te onderhou of te verbou.

Belange en gebied ten opsigte waarvan registrasie gehou word. — Werkgevers in diens in enige afdeling van die Bou-
ywerheid in die gebied buite 'n straal van 10, 20, en 10 myl van die hoofposkantoor op onderskeidelik Middelburg, Pretoria en Witbank, soos daardie gebiede op 18 September 1940 saamgestel was.
NOTICE 391 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT AND STATE AUXILIARY SERVICES
AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South Africa has extended the validity of a certificate, details of which appear in the Schedule hereto, with effect from 1 January 1981.

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA
Certificate 74/19, AM1 (valid until 31 December 1980)

Name of product.—Harveytile Roof Covering. Amendment to Harveytile Roof Covering.

Manufactured by.—Harveytile—aan operating unit of Abercom Africa (Pty) Ltd, P.O. Box 539, Boksburg, 1406.

The validity of this certificate, which was issued under Government Notice 781 of 1974, dated 29 November 1974, is further extended for a period not exceeding six months.

(5 June 1981)

NOTICE 392 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT AND STATE AUXILIARY SERVICES
AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South Africa has extended the validity of a certificate, details of which appear in the Schedule hereto, with effect from 17 April 1981.

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA
Certificate 76/30 (Interim) (valid until 18 April 1981)

Name of product.—Wimpcey No-Fines Concrete System.

KENNISGEWING 392 VAN 1981

DEPARTEMENT VAN GEGEENSKAPSONTWIKKELING EN OEVERHEIDSPIDENSTE
AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustels en -produkte)

Kennis geskied hierby dat die Agrément-raad van Suid-Afrika die geldigheidsduur van 'n sertifikaat, waarvan besonderhede in die Bylge hiervan verskyn, met ingang van 17 April 1981, verleng het.

BYLGE

AGRÉMENT-RAAD VAN SUID-AFRIKA
Sertifikaat 76/30 (Voorlopig) (geldig tot 18 April 1981) Naam van produk.—Wimpcey sandlose betonstelsel.
### Allocation of Funds

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>5,960,000</td>
<td>7,390,000</td>
<td>8,060,000</td>
<td>8,710,000</td>
<td>9,360,000</td>
<td>39,780,000</td>
</tr>
<tr>
<td>Central</td>
<td>1,640,000</td>
<td>1,970,000</td>
<td>2,340,000</td>
<td>2,730,000</td>
<td>3,140,000</td>
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<td>Hospital</td>
<td>1,200,000</td>
<td>1,530,000</td>
<td>1,750,000</td>
<td>1,970,000</td>
<td>2,190,000</td>
<td>8,140,000</td>
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<tr>
<td>State</td>
<td>1,120,000</td>
<td>1,400,000</td>
<td>1,600,000</td>
<td>1,800,000</td>
<td>2,000,000</td>
<td>7,920,000</td>
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<tr>
<td>County</td>
<td>1,100,000</td>
<td>1,360,000</td>
<td>1,560,000</td>
<td>1,760,000</td>
<td>1,960,000</td>
<td>7,280,000</td>
</tr>
<tr>
<td>Total</td>
<td>5,960,000</td>
<td>7,390,000</td>
<td>8,060,000</td>
<td>8,710,000</td>
<td>9,360,000</td>
<td>39,780,000</td>
</tr>
</tbody>
</table>

**Note:** The amounts in the table are in thousands of dollars.
Dakin: blacks regard whites with grave suspicion

Business Editor

BLACKS have so much mistrust and suspicion of whites that they have reached the stage where, if whites do anything for them, they do not accept it grudgingly but see it as a sign of weakness, according to Mr Geoff Dakin, a local businessman and cricket administrator.

Speaking in Port Elizabeth last night, he accused some politicians of taking advantage of this situation, so that unrest was far more prevalent than it should be.

"These politicians are forcing the situation," he said during an address at the annual dinner of the Footwear Manufacturers' Federation of South Africa.

"South African industrialists have to give the message that the improvements are being done out of sincerity and not because America or some other country or the politicians are asking for it.

"Employers have to educate their workers to accept that labour and welfare improvements are to their advantage and not for the benefit of the company.

"The work force should be educated in the 1980s to accept the upliftment we are trying to give them."

Mr Dakin said he had seen some major changes in the business world since he started his firm — it was involved in the footwear and leather industries — about 20 years ago.

These arose from the introduction of computers and the rise in conglomerates.

Both had their good as well as bad points.

"However, the computer is here to stay and we will have to learn to live with it."

On conglomerates, he said it had been estimated in Europe that by the year 2000 there would be only 20 companies left, "and ultimately 10 companies owning everything."

But he pointed out that with the rise of conglomerates there had been a lot of advancement in the skills of marketing, selling and accountancy.

"So the conglomerates have done more good than bad."

"However, the conglomerates have a bottom line of so many rands and you must go out and get it. You must make the bottom line, otherwise you will be out of a job," said Mr Dakin.
Chamber
Star 17/6/81
relents on
conditions
for unions

By Drew Forrest

The Chamber of Mines has modified its controversial criteria for the recognition of trade unions.

Details of the revised criteria which are likely to have far-reaching implications for future industrial relations in the mining industry have been disclosed in The Star.

The criteria make significant concessions to registered mining unions. Those seeking to represent the half-million black workers in mining will find it easier to win bargaining rights.

But, according to mining sources, there has been no change in the chamber's stance on unregistered unions, with which it has insisted it will not negotiate.

The original criteria, drafted last December, were attacked by unions for their stringency.

The key revisions in the new guidelines are:
- To win recognition from the chamber, registered unions will have to prove only "significant" membership throughout the mining industry, rather than the 20 percent enrolment of eligible members previously required.
- Unions complained that the latter figure was almost impossible to attain on the mines.

Unions which have merely applied for registration and which can show "significant" membership will get negotiating rights. But "check-off" — the deduction of union dues by employers — will be granted to them.

More than one registered union may now be recognized by the chamber as representing workers in a particular job-category or occupation. Such unions must "jointly approach" the chamber for the purpose of negotiating basic wages and conditions of employment.

Under the previous guidelines, already recognized unions could have a negotiating monopoly in regard to a particular occupation, even if — like the Mine Workers Union — they were exclusively white. The new policy means that black workers in mining now belong to recognized unions.

The chamber's insistence on negotiating only with registered unions conflicts with the industrial relations policy of the Federated Chamber of Industries of which several mining houses are members.

In the early (MNFJ) 1967: 11, a half to miss it often with the a source of cheap conflict develop a contract work t labor unions to improve the, control over Filipino's, and 1 Filipino's, and the then 1933, people were workers of the can 1933, people were workers of the can 90, 800 from S. to have any on years, 1929-30, from 90, 800 from S. to have any on years, 1929-30, from
Getting rid of Jo Purse’s trash

Industry considers change in SA education systems

TECHNICALS

NEEDED FOR

NEW TRAINING SYSTEMS

BY ANDRÉ DEVID

The ZAZA technology is expected to be the
foundation of a new system that will
usher in a new era of education. The
idea is to transform the current system
into a more efficient and effective
approach. The system will allow for
personalized learning, where students
will be able to follow their own
pace and receive immediate feedback.

Education will now be based on
project-based learning, where students
will work on projects that apply
real-world concepts. This will not only
make learning more engaging but also
help students develop critical
thinking and problem-solving
skills.

The system will also incorporate
artificial intelligence, allowing for
dynamic assessments and
adaptations to the student's learning
style. This will ensure that each
student receives the best possible
education.

The transition to this new system
will require significant changes in the
education sector, including the development
of new curricula and the training
of teachers on the new technology.

Despite these challenges, the
potential benefits of this new
system are immense, offering a
bright future for education in South
Africa.
GENERAL NOTICES

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the South African Lawnmower Manufacturers’ Association. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of employers’ organisation.—South African Lawnmower Manufacturers’ Association.</td>
</tr>
<tr>
<td>Date on which application was lodged.—15 April 1981.</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made.—Employers engaged in the industry concerned with the manufacture of lawn mowers in the Magisterial Districts of Bloemfontein, Durban, Germiston, Johannesburg, Port Elizabeth and Wonderboom.</td>
</tr>
<tr>
<td>Postal address of applicant.—P.O. Box 4581, Johannesburg, 2000.</td>
</tr>
<tr>
<td>Office address of applicant.—Eighth Floor, Allied Buildings, corner of Bree and Risik Streets, Johannesburg.</td>
</tr>
</tbody>
</table>

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(20 June 1981)

ALGEMENEKENISGEWINGS

KENISGEWING 454 VAN 1981

DEPARTMENT VAN MANNEKRAAGBENUTTE WET OP NYWERHEIDSVERSOENING, 1958

AANSOEK OM REGISTRASIE Van ’N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsgeregistrateur, maak in navolging van artikel 4 (2) van hierdie Wet hierby bekend dat ’n aanvraag om registrasie as ’n werkgewersorganisasie ontvang is van die South African Lawnmower Manufacturers’ Association. Besonderhede hiervan aanvraag word in onderstaande tabel verstrekte.

Enige geregistreer werkgewersorganisasie wat teen aanvraag beswaar maak, word versoek om binne een maand na die datum van publicasie van hierdie kenisgewing beswaar skriftelik by my in te dien, p/a die Departement Mannelikkragbakening, Ongevallegebou 449, S. hoef straat 215, Pretoria (p/osadres: Privaatbag X117, Pretor 0001).

Tabel

| Naam van werkgewersorganisasie.—South African Lawnmower Manufacturers’ Association. |
| Datum waarop aanvraag ingediend is.—15 April 1981 |
| Belange en gebied ten opsigt waarvan aanvraag ge woor.—Werkgewers betrokke by die nywerheid verskyn aan die vervolging van grasners in die landlike distrikse Bloemfontein, Durban, Germiston, Johannesburg, Port Elizabeth en Wonderboom. |
| Posadres van aanvraag.—Postbus 4581, Johannesburg 2000. |
| Kantooradres van aanvraag.—Agtste Vloed Aliedgebou, hoek van Bree en Risikstraat, Johannesburg. |

Die aandag word gevostig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin ’n beswaarmaking werkge wersorganisasie verteenwoordigend is, word in navolging van artikel 4 (4) bepaal volgens die boete soos hiervoor bepaal is die datum waarop die aanvraag ingediend is, en wat lidmaatskap betref, word alleen lede wat ingestel is in aanmerking geneem.

(b) Die prosedure voorgestel deur subartikel (2) in gevolg word in verband met ’n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsgeregistrateur.
(20 June 1981)

---

Miss N Davidson
[Tith Year (Maedal)]
[Third Year (Silver Medal)]
[Second Year (Bronze Medal)]

Miss C Littler

for the 2nd, 3rd and Final Years.

For the best student in each optional subject.
Industry chary over a rigid 'money rule'

BLOEMFONTEIN — Higher interest rates were the unavoidable price to pay for curbing inflation in the market economy, industrial representatives at the meeting of the Federated Chamber of Industries executive council said in Bloemfontein.

They warned, however, against the application of a rigid ‘money rule’ which could project the economy through excessively high interest rates into recession.

The FCI reaffirmed its stance on the flexibility of labour matters but delegates noted that the established negotiating machinery had come under attack in the struggle for power among unions, as well as the emphasis on regional and plant-based negotiating frameworks favoured by many emerging unions.

The importance of training in industrial relations and the need for international experience to assist management and workers through the difficult intermediary period was emphasised.

Considerable debate took place in the chamber’s stance to industrial protection, export promotion and decentralisation incentives against the background of a basically free-enterprise orientation.

The adequacy of the national infrastructure also gave concern to delegates, and the overall capacity of Escom to supply demands for power also came under scrutiny.

— Sapa.
KENNISGEWING 477 VAN 1981
DEPARTMENT OF MANPOWER UTILISATION
WET OP NYWERHEIDSVERSOENING 1956
AANSOEK OM REGISTRASIE VAN 'N WERKGEWERS ORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak in die artikel 4 (2) van boeneemde Wet hierby bekend dat 'n aanzoek om registrasie as 'n werkgewersorganisasie ontvans is van die Caterers' Association of South Africa. Besonderhede van die aanzoek word in onderstaande tabel verstrekk.

Enige geregisterde werkgewersorganisasie wat teen die aanzoek beswaar maak, word versoen om binne een maand na die datum van publikasie van hierdie kennisgeving sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Caterers’ Association of South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanzoek ingediens is</td>
<td>19 Maart 1981</td>
</tr>
</tbody>
</table>


Posadres van aanhef | p/a Die Randburgse Kamer van Handel, Posbus 50363, Randburg, 2125 |
Kantooradres van aanhef | Nedbankcentre 107, Bordeauxvrylaan, Randburg |

NOTICE 477 OF 1981
DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN EMPLOYERS’ ORGANISATION

1, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the Caterers’ Association of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (posadres: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>Caterers’ Association of South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>19 March 1981</td>
</tr>
</tbody>
</table>

“Catering Trade” means the Trade in which employers and employees are engaged in the organisation and/or administration and/or operation of catering services, including those required by commerce and/or industry, and/or the mining industry and/or institutions including hostels and/or clinics, and/or Government and/or education establishments, and/or fast-food and/or chain operations.

Posadres van aanhef | c/o Randburg Chamber of Commerce, P.O. Box 50363, Randburg, 2125 |
Kantooradres van aanhef | 107 Nedbank Centre, Bordeaux Drive, Randburg |
KENNISGEWING 478 VAN 1981

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepaling van artikel 5 (1) en (2) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerdiensdienste, 1964, vir algemene inligting bekend gesien dat die Nationale Vervoerkommissie die aanseke waarvan besonderhede in die Bylaas hieronder verskyn, sal aanvaar.

Vertoë ingevolge artikel 6 (1) van Wet 51 van 1949 ter onderskoning of bestreding van 'n aanseek moet die Directeur-generaal: Vervoer (Direktoraat Burgerlygvraag), Pri- vaat X193, Pretoria, 0001, en die aanseker binne 21 daie na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoë rig, van plan is om die verrytinge by te woon om daar vertoënswoordig te word.

Die Kommissie sal reën dat kennis van die datum, tyd en plek van die verrytinge skriflik gecede word aan die aan- seker en al die persone wat aldus vertoë geniet het en wat verlang om aldus vertoënswoordig of teenwoordig te wees.

BYLAAS A

LYS VAN AANSEOEKE OM DIE TOESTAAN VAN LIMISIES

(A) Naam en adres van applicant. (B) Naam waarop die lugdiens gepleeg word aan. (C) Besonderhede van lugdiens. (i) Gebiede wat bedien gaan word. (ii) Route(s) wat bedien gaan word. (iii) Basis(e). (iv) Soort vervoer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens diens gepleeg word. (vi) Soort verryting wat verskaf gaan word. (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskaal. (D) Lugvaartui wat gebruik gaan word.

(A) African Air Carriers (Edms.) Bpk., Privaat X247, Krugersdorp, 1740. (B) African Air Carriers (Edms.) Bpk. (C) Nie-vugestalde lugvugrooiers. (i) Afrika suid van die ewenaar, Seychelles, Mauritius, Comoro, Maldive, (ii) Lannor. (iii) Passasiers en vrag. (iv) DC/3-lugvaartuig 700 per uur of R2,95 per km en Aerod Commander 680F R1,55 per km. (D) Douglas DC-3/S13G ZS-KEX, Douglas DC-3/C-47B ZS-KHN, Douglas DC-3 ZS-KIV en Aero Commander 680F ZS-CAT.

(Algo Vliegvlugb, Postbus 968, Port Elizabeth, 6000.
(B) Algo Vliegvlugb. (C) Nie-vugestalde lugvugrooiers.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representiveness of any employers’ organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (1) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Nywerheidsregister.

1 July 1981

NOTICE 478 OF 1981

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 3 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedule hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should reach the Director-General: Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is to be operated. (C) Particulars of air service. (i) Area to be served. (ii) Route(s) to be served. (iii) Bases. (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated. (vi) Types of training to be provided. (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges. (D) Aircraft to be used.

(A) African Air Carriers (Pty) Ltd. Private Bag X2047, Krugersdorp, 1740. (B) African Air Carriers (Pty) Ltd. (C) Non-scheduled Air Transport Service. (i) Africa south of the equator, Seychelles, Mauritius, Comores and Maldives. (ii) Lannor. (iii) Passengers and freight. (iv) DC3 aircraft R700 per hour of R2,95 per km and Aero Commander 680F R1,55 per km. (v) Douglas DC-3/S13G ZS-KEX, Douglas DC-3/C-47B ZS-KHN, Douglas DC-3 ZS-KIV and Aero Commander 680F ZS-CAT. (Algo Flying Club, P.O. Box 968, Port Elizabeth, 6000. (B) Algo Flying Club. (C) Non-scheduled Air Transport Service. (i) The Eastern Province. (ii) Port Elizabeth/H. F. Verweerd. (iv) Flips only. (v) Beech C23 R10, Cessna 150 and 152 R20 per person per 20 minute flip. (D) Beech C23 ZS-TTO, Cessna 150M ZS-JKL and Cessna 152 ZS-KEO.
Bus industry in favour of Atlantis project

THE South African bus industry has expressed its full support for the Atlantis Diesel Engine project despite the fact that a large number of bus operators will experience an increase in their operating costs.

Speaking on behalf of the bus industry, Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators Association (Saboa), said that the project was of strategic importance to South Africa and therefore the bus industry fully supported it.

"Although a large number of bus operators expect an increase in their operating costs due to somewhat more expensive locally sourced engine and components, they still support the ADE project because they realise the importance of local supplies to ensure future stability," he said.

Another reason for the support coming from the bus industry was the "fact that the industry itself operated on a tight budget and in itself was also of strategic importance to the community."

"The reason why support is exercised is that, although a crisis may occur, the operator is less liable to experience shortages of engines and allied equipment due to the distance between the source of supply and the ultimate user," he said.

"Saboa will endeavour to keep in touch with ADE, and if envisaged that the engineering sub-committee of Saboa and Atlantis will meet on a regular basis to ensure feedback from the operational side directly to the manufacturing side."

"This will help to solve testing problems as quickly as possible," he said.
Die veling vind om 10h00 op Dinsdag, 4 Augustus 1981, plaas en word deur die firma Sea Point Auction Mart by Regentweg 92, Seepunt, ondernem.

Die lys van artikels wat verkoop word, lê ter insaie by die Afsaier se kantoor, Regentweg 92, Seepunt.

(10 Julie 1981)

KENNGEWING 488 VAN 1981
DEPARTEMENT VAN MANNEKRAGBUENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN "N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevoelige artikel 4 (2), soos toegepas deur artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Port Elizabeth Master Builders and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde werkgewensorganisasie wat teen die aansoek bewaar maak, word verzoek om binne een maand na die datum van publikasie van hierdie kenngewing sy bewaar skriflik by my in te dien, p/a die Departement van Mannekrabgenuiting, Ongevallegebou 449, Schoemanstraat 215, Port Elizabeth (posadres: Privaat X117, Port Elizabeth, 9001).

TABEL

Naam van werkgewensorganisasie.—Port Elizabeth Master Builders and Allied Trades Association.

Datum waarop aansoek ingediend is.—4 Maart 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Werkgewers betrokke by die Bouwnywerheid in die landdrosdistrik Albany.

"Bouwnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk en behoudens enige afbakening van die gebied wat tussen die Bouwnywerheid en die Meubelsnywerheid gemake is dalk kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue of bouwerk op te bou, te voltoo, op te knap, te herstel, te onderhoud of te bewaar, en sluit al die werk wat daarvoor of daarmee gepaard gaan in, asook sluit die in die bedrywighede uiteen in die omkring van "Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede" wat verskyn in die ooreenkoms gepubliseer deur die Goewarenteunsnywerheid R. 1329 van 27 Junie 1980, en die Elektrotekniegese Aaneningsnywerheid in die "Elektrotekniegse Aaneningsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in integrerende en permanente deel van perske uitmaak, met inbegrip van enige bedrijding, kabelwerk en kabelwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afge
daan van of die werk verrig of die materiaal voorberei
don op die terrein of elders;

(b) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waaroor 'n persiel gebruik word, met inbegrip van enige bedrijding, kabelwerk en kabelwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afge
daan van of die werk verrig of die materiaal voorberei
don op die terrein of elders;

10h00 op Tuesday, 4 Augustus 1981, and will be conducted by Messrs Sea Point Auction Mart at 92 Regent Road, Sea Point.

The list of articles to be sold may be inspected at the Auctioneer’s office, 92 Regent Road, Sea Point.

(10 July 1981)

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

1, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (3) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Port Elizabeth Master Builders and Allied Trades Association. Particulars of the application are reflected in the subjacent table.

Any registered employers’ organisations which objects to the application is invited to lodge its objection in writing within the relevant period.

The Secretary to the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Port Elizabeth (postal address: Private Bag X117, Port Elizabeth, 9001), to receive the notice.

TABLE

Name of employers’ organisation.—Port Elizabeth Master Builders and Allied Trades Association.

Date on which application was lodged.—4 March 1981.

Interests and area in respect of which application is made.—Employers engaged in the Building Industry in the Magisterial District of Albany.

"Building Industry" means, without in any way limiting the ordinary meaning of the expression and subject to any demarcation determination made in terms of section 76 of the Industrial Conciliation Act, 1956, between the Building Industry and the Furniture Manufacturing Industry, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, and includes all work incidental thereto or consequent thereon, but does not include the operations set out in the definition of “Iron, Steel, Engineering and Metallurgical Industries” appearing in the agreement published under Government Notice R. 1329 of 27 June 1980 and the Electrical Contracting Industry.

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;
(c) de ontwerp, voorbereiding, oprichting, installering, herstel en onderhoud van alle elektrische uitrusting wat in verband staat met de oprichting, verandering, herstel en onderhoud van percelen, met inbegrip van enige bedraad, kabelwerk en alle ander werktuigmaatschappij dat daarbij in verband staat, afgesien daarvan van de werk verricht of dienst ter voorbereiding op die terrein of elders.

Vir die doel van hierdie woordomskrwing omvat "elektrisiëre uitrusting" -

(i) elektriese kabels en luglyne;
(ii) generators, motore, konvertors, leipype, skakel- en kontrole-uitrusting (met inbegrip van relays, kontakters, elektriese instrumet en uitrusting wat daarmer in verband staan), elektriese verligtings-, verwarmings-, kook-, bevries- en verkoelingsuitrusting, primêre en sekondêre selle en batterye, transformators, oonduitsrusting, radiostelle en aanverwante elektriese apparatuur, seismuitsrusting en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- of elektriese uitrusting.

Posadres van applikant.—Posbus 7086, Newton Park, Port Elizabeth, 6055.

Kantooradres van applikant.—Worarkerstraat 82, Newton Park, Port Elizabeth.

Die aanleg word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordig word, is volgens artikel 4 (4), soos toegespys by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorvormde datum volwaardige lede was, in aanmerking genoeg.

(b) Die procedure voorgestryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Wykheerderswaarder.

(10 July 1981)

KENNISGEWING 489 VAN 1981
PLANTVERBETERINGSWET, 1976 (WET 53 VAN 1976)
WYSIGING VAN DIE VARIETEITSLYS

Die Registraat van Plantverbeteringswet maak hiermee ingevoeg die bepaling van artikels 20 (3) (b), 21 (1) en 21 (2) van die Plantverbeteringswet, 1976 (Wet 53 van 1976), bekend dat die name van die varietéte van die soorte plantaardige in die onderstaande kolomme van die Bylae hierby in die Bylae/schedule gehou ingeweeg word. Artikel 15 van die wyse van die voorvermelde Wet onderskeidelik opengeneem, gewysig en geskrap is.

J. F. VAN WYK, Registrer, Plantverbeteringswet.

BYLAE/SCHEDULE

<table>
<thead>
<tr>
<th>Botaniese en populaire naam</th>
<th>Byvoegings</th>
<th>Skrapings</th>
<th>Wysigings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cucumis melo L. (Spannepel/Melon)</td>
<td>Hula Best Jumbo</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daucus carota L. (Geelweef/Carrot)</td>
<td>Chanteay Karco</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lycoperon cypressicum (L.) Karn, ex Farwell (Tamatie/Tomato)</td>
<td>Ponderosa Red (sine Beefsteak)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sorghum bicolor Moench (Graanvogough/Grain Sorghum)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Zea mays L. (Wit mielies/White maize) |  |  |  |

Zea mays L. (Gelermiëties/Yellow maize) |  |  |  |

CG 601 (sow/now CG 4801).

(10 July 1981)

NOTICE 489 OF 1981
PLANT IMPROVEMENT ACT, 1976 (ACT 53 OF 1976)
ALTERNATIONS IN THE VARIETY LIST

In terms of sections 20 (3) (b), 21 (1) and 21 (2) of the Plant Improvement Act, 1976 (Act 53 of 1976), the Registrar of Plant Improvement hereby makes known that the names of the kinds of plants contained in the respective columns of the Schedule attached hereto have respectively been entered and amended in, and deleted from the variety list maintained in terms of section 15 (1) of the said Act.

J. F. VAN WYK, Registrar of Plant Improvement.
The views of Eastern Cape trade union leaders on the issue of holding talks with the Midland Chamber of Industries could not be canvassed today as many are on trial, attending court or in detention.

Yesterday the chamber's president, Mr. Joe Kriel, proposed inviting union leaders to talk with the chamber.

"From this exchange of ideas, concepts, expression of needs and data given, we will attempt to establish a framework for cooperation," he told the chamber's mid-year annual meeting.

Executive members of the Federation of South African Trade Unions were unavailable today as they were attending the trial in Hlengiwe of nine colleagues charged with taking part in an illegal strike and with intimidation.

Five executive members of the Motor and Component Workers' Union of South Africa (Matswana) are in security police detention. Two others were unavailable as they were working. They are Mr. Government Zulu and Mr. Dennis Nee who were detained to hourly paid workers after a strike last month.

The national president of the South African Allied Workers' Union (Sawwa), Mr. Thembalile Gqubela, and the branch secretary, Mr. Kolani Kota, have been held by the Security Police since July 26.
KENNISGEWING 515 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingeval artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aanvraag om die verandering van sy registrasiebestek ontvanger is van die Electrical Contracting and Allied Industries Association (Eastern Cape). Besonderhede van die aanvraag word in onderstaande tabel verstreken.

Enige geregistreerde werkgewersorganisasie wat teen die aanvraag beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgeving sy beswaar skriflik by my in te dien, p.a. die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstreet 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

| Naam van werkgewersorganisasie. — Electrical Contracting and Allied Industries Association (Eastern Cape). |
| Datum waarop aanvraag ingediens is. — 5 Mei 1981. |
| Belange en gebied ten opsigtie waarvan aanvraag gedaan word. — Werkgewers betrokke by die Elektrotechniêse Aanenningswyse in die landboudistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Noupooort, Pearson, Queenstown, Richmond (Kaap), Somerset-Oos, Steynsburg, Steytlerville, Tarka, Uitenhage en Venterstad. |

“Elektrotechniêse Aanenningswyse” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir:

(a) die ontwerp, voorbereiding, oprigting, installing, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van personeel uitmaak, met inbegrip van bedrading, kabellêwerk en kabelwerk, die oprigting van elektriese luglêne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

(b) die ontwerp, voorbereiding, oprigting, installing, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waaroor ‘n persoon gebruik word, met inbegrip van bedrading, kabellêwerk en kabelwerk, die oprigting van elektriese luglêne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

(c) die ontwerp, voorbereiding, oprigting, installing, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die oprigting, verandering, herstel en onderhoud van personeel, met inbegrip van bedrading, kabellêwerk en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders.

Vor die doel van hierdie voordraamstrywing omvat “elektriese uitrusting” —

(i) elektriese kabels en luglêne;

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1955

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contracting and Allied Industries Association (Eastern Cape). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postaal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of employers' organisation. — Electrical Contracting and Allied Industries Association (Eastern Cape). |
| Date on which application was lodged. — 5 May 1981. |
| Interests and area in respect of which application is made. — Employers engaged in the Electrical Contracting Industry in the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Noupooort, Pearson, Queenstown, Richmond (Kaap), Somerset-East, Steynsburg, Steytlerville, Tarka, Uitenhage and Venterstad. |

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including wiring, cable joining and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a premises is used, including any wiring, cable joining and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(c) the design, preparation, erection, installation repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable joining and other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere.

For the purpose of this definition, “electrical equipment” shall include—

(i) electrical cables and overhead lines;
(ii) generators, motors, convertors, condensers, switches and control gear (including relays, contactors, electrical instruments and equipment associated therewith, electrical lighting, heating, cooking, refrigeration and existing equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signaling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment; and further, for the purpose of this definition, "design, preparation, erection, installation, repair and maintenance" shall not include—

(a) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(b) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(c) the manufacture, repair and servicing of motor vehicle batteries;

(d) the Telephone Installation Industry;

"Telephone Installation Industry" means the industry in which employers and employees are associated for the erection, installation and maintenance of telephone routes, including incidental operations such as surveying, excavating, laying of cables, planting of poles, planting of stays, erection of crossarms, hiring of insulators and wiring of the telephone poles; installation and maintenance of automatic dialing and multi-core cable internal telephone systems, installation of private automatic branch exchanges and the installation and maintenance of paging systems, including loudspeaker systems;

(ea) the assembling and/or servicing and/or installation and/or maintenance and/or repair of any one or more of the following: appliances, equipment, machines devices or apparatus referred to in (af) when performed by the manufacturer thereof or by their duly appointed agents;

(af) the marketing of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles or any combination of such principles, primarily intended for use in accounting and/or business and/or calculating and/or office procedures, wherever such marketing is carried on in conjunction with any one or more of the activities referred to in (ae), but excluding the connection of such appliances, equipment, machines, devices and apparatus to the wiring of a building or structure other than by means of a socket or similar outlet provided for such purpose.

Postal address of applicant.—P.O. Box 7086, Newton Park, Port Elizabeth, 6056.

Office address of applicant.—MBA Buildings, 82 Worraker Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representation of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(17 July 1981)
NOTICE 532 OF 1981
SOUTH AFRICAN RESERVE BANK
Statement of assets and liabilities on the 30th day of June 1981

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital</td>
<td>2 000 000.00</td>
</tr>
<tr>
<td>Reserve Fund</td>
<td>30 001 001.01</td>
</tr>
<tr>
<td>Notes in circulation</td>
<td>2 191 410 054.00</td>
</tr>
<tr>
<td>Deposits</td>
<td>63 794 365.57</td>
</tr>
<tr>
<td>Government</td>
<td>161 371 958.66</td>
</tr>
<tr>
<td>Provincial administrations</td>
<td>1 405 606 631.79</td>
</tr>
<tr>
<td>Bankers</td>
<td>72 388 462.07</td>
</tr>
<tr>
<td>Other</td>
<td>3 381 250 916.23</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>R 7 389 726 139.26</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assets</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gold</td>
<td>4 329 066 450.71</td>
</tr>
<tr>
<td>Foreign</td>
<td>57 808 317.04</td>
</tr>
<tr>
<td>Investments</td>
<td>37 836 256.60</td>
</tr>
<tr>
<td>Other assets</td>
<td>417 503 317.41</td>
</tr>
<tr>
<td>Total gold and foreign assets</td>
<td>4 861 150 350.76</td>
</tr>
<tr>
<td>Domestic</td>
<td>465 900 000.00</td>
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<tr>
<td>Loans and advances:</td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>853 886 481.79</td>
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<tr>
<td>Securities</td>
<td>466 805 625.13</td>
</tr>
<tr>
<td>Other</td>
<td>8 440 684.00</td>
</tr>
<tr>
<td>Other assets</td>
<td>736 072 655.28</td>
</tr>
<tr>
<td>Total assets</td>
<td>R 7 389 726 139.26</td>
</tr>
</tbody>
</table>

Ratio of gold reserve to liabilities to the public less foreign assets 71.8%.

G. P. C. DE KOCK, General Manager.

KENNISGEWING 534 VAN 1981
DEPARTEMENT VAN MANNERSLAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE:
E. G. Matthews Willem Johannes de Roux, Nywerheidsregisseur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aanvoer om registrasie as 'n werkgewersorganisasie ontvanger is van die South African Wine and Spirit Industry Employers' Association. Besonderheids van die aanmoedig word in onderstaande tabel versteek.

Enige geregisterde werkgewersorganisasie wat teen die aanvraag bewaar maak, word versoen om binne een maand na die datum van publikasie van hierdie kennisgewing by my in te dien, na die Departement van Mannerslag, Ongeveerlogebon 449, Schoenstraat 215, Pretoria (posadres: Private Bag X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>South African Wine and Spirit Industry Employers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanmoedig is</td>
<td>11 Mei 1981</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aanvoer gedoen word</td>
<td>Werkgewers wat betrokke is by die Wyn- en Spiritualsebedryf in die Republiek van Suid-Afrika</td>
</tr>
<tr>
<td>&quot;Wyn- en Spiritualiedebryf&quot; beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die bedryf waarin werkgewers en werknemers met melkkaart geassosieer is vir die vervaardiging, bottelering en/of groot-handelverspreiding van wyn, ander regeste drank, en spiritualies, snoe omskryf in die Wet op Wyn, ander Gegenie Drank en Spiritualie, 1957.</td>
<td></td>
</tr>
<tr>
<td>Posadres van aanvraag</td>
<td>Postbus 236, Stellenbosch, 7600.</td>
</tr>
<tr>
<td>Kantooradres van aanvraag</td>
<td>Dorpstraat 154, Stellenbosch.</td>
</tr>
</tbody>
</table>

NOTICE 534 OF 1981
DEPARTEMENT VAN MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Matthews Willem Johannes de Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Wine and Spirit Industry Employers' Association. Particulars of the application are reflected in the appended table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, to the Department of Manpower, 449 Compensation House, 215 Schoenstraat, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>South African Wine and Spirit Industry Employers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>11 May 1981</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>Employers engaged in the Wine and Spirit Industry in the Republic of South Africa.</td>
</tr>
<tr>
<td>&quot;Wine and Spirit Industry&quot; means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of the manufacturing, bottling and/or wholesale distribution of wine, other fermented beverages and spirits, as defined in the Wine, other Fermented Beverages and Spirits Act, 1957.</td>
<td></td>
</tr>
<tr>
<td>Postal address of applicant</td>
<td>P.O. Box 236, Stellenbosch, 7600.</td>
</tr>
<tr>
<td>Office address of applicant</td>
<td>154 Dorp Street, Stellenbosch.</td>
</tr>
</tbody>
</table>
GOVERNMENT GAZETTE, 24 JULY 1981
No. 7676  23

KENNISGEWING 535 VAN 1981
DEPARTEMENT VAN POS- EN TELEKOMMUNIKA-
SIEWSE
STAATSGROND PER OPENBARE TENDER TE KOOP AANGEBIED
Hierby word kennis gegee dat hogerondergelate Staatsgrond per openbare tender te koop aangebied:

Restant van Erf 1027 in die deel Bloemhof, Registrasie-afdeling HO. Transvaal, deel bekend as die ou postkantoor teen 100% van krants en huise van die openbare lede op die pand bekend as die voormalige pakhuis.

Tenders, uit olyd op 11:00 op 24/8/81. Tenders moet op die volgestelde vorm, wat verkrybaar is by die Postmeester-generaal, Postbus 2648, Pretoria, 0001, of Kamer 2210, Postkantoorstaatskantoor, Voormaal. kantoorstraat 175, Pretoria, 0002, of Telefoon (012) 293-2332, of by die Streekdirecteur, Departement van Pos- en Telekommunikasiewse, Privaat X 264, Pretoria, 0001, ingediend word.

(24 Julie 1981)

KENNISGEWING 536 VAN 1981
DEPARTEMENT VAN WATERWESE, BOSBOU EN
OMGEWINGSBEWARING
VOORGESTELDE VAALKOP-BESPROEIINGSDIS-
TRIK, DISTRIK BRITS, TRANSVAAL.—BY WET
VOORGEKREWE ONDERSOEK
Hierby word bekendgemaak dat die openbare vergadering gereël vir 6 Augustus 1981 soos aangebiedt in Kennisgewing 483 van 3 Julie 1981, te hou.

'N Kennisgewing waarby die datum, tyd en plek van die vergadering weer bekendgemaak sal word, sal mettertyd gepubliseer word.

(24 Julie 1981)

KENNISGEWING 537 VAN 1981
DEPARTEMENT VAN WATERWESE, BOSBOU EN
OMGEWINGSBEWARING
VOORGESTELDE KOEDOEKOP-BESPROEI-
INGSDISTRIK, DISTRIKTE THABAZIMBI EN BRITS,
TRANSVAAL.—BY WET VOORGEKREWE ONDER-
SOEk
Hierby word bekendgemaak dat die openbare vergadering gereël vir 4 Augustus 1981 soos aangebiedt in Kennisgewing 483 van 3 Julie 1981, te hou.

'N Kennisgewing waarby die datum, tyd en plek van die vergadering weer bekendgemaak sal word, sal mettertyd gepubliseer word.

(24 Julie 1981)

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representaiveness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(24 July 1981)

NOTICE 535 OF 1981
DEPARTMENT OF POSTS AND TELECOMMUNICA-
IONS
STATE-OWNED LAND OFFERED FOR PURCHASE
BY PUBLIC TENDER
Notice is hereby given that the above-mentioned Department offers for purchase by public tender the aforementioned State-owned land and invites tenders for its purchase in terms of the provisions of the State Land Disposal Act, 1961:

Remainder of Erf 1027 situate in the Township Bloem-
hof, Registration Division HO. Transvaal, also known as the old Post Office Building; measuring one thousand three hundred and eighty-eight (1 388) square meters.

Tenders close at 11:00 on 24/8/81. Tenders must be submitted on the prescribed form, obtainable from the Postmaster General, P.O. Box 2648, Pretoria, 0001, or Room 2210, Post Office Headquarters, 178 Verdronken Steert, Pretoria, 0002 [Telephone (012) 293-2332], or from the Regional Director, Department of Posts and Telecommunications, Private Bag X 264, Pretoria, 0001.

(24 July 1981)

NOTICE 536 OF 1981
DEPARTMENT OF WATER AFFAIRS, FORESTRY
AND ENVIRONMENTAL CONSERVATION
PROPOSED VAALKOP IRRIGATION DISTRICT, DIS-
TRICT OF BRITS, TRANSVAAL.—STATUTORY IN-
QUIRY
It is hereby notified that the public meeting arranged for 6 August 1981, as advertised by Notice 484 of 3 July 1981, has been cancelled.

A notice indicating the place, time and date of the meeting will be published again in due course.

(24 July 1981)

NOTICE 537 OF 1981
DEPARTMENT OF WATER AFFAIRS, FORESTRY
AND ENVIRONMENTAL CONSERVATION
PROPOSED KOEDOEKOP IRRIGATION DISTRICT, DIS-
TRICTS OF THABAZIMBI AND BRITS, TRANSVAAL.—STATUTORY INQUIRY
It is hereby notified that the public meeting arranged for 4 August 1981, as advertised by Notice 483 of 3 July 1981, has been cancelled.

A notice indicating the place, time and date of the meeting will be published again in due course.

(24 July 1981)
WESGRO TO GET FULL-TIME DIRECTOR

A FULL-TIME 'Mr Wesgro' is to spearhead a big drive to attract new investment and expand job-creating enterprises in the Western Cape.

This was disclosed today by the Mayor of Cape Town, Mr Louis Kreiner, at a meeting of representatives of local authorities, industrial and commercial organisations and the SA Property Owners' Association.

Wesgro — short for the Association for the Promotion of the Western Cape's Economic Growth — is planned to have a full-time managing director, reporting to a strong board of directors and supported by a small staff.

The director will also be expected to pin-point factors which inhibit development in the area and under the direction of his board take appropriate steps to overcome them.

It is hoped with the combined strength of local authorities and private enterprise, together with the dynamism of a full-time managing director, we will be more successful than in the past in promoting much-needed economic growth, Mr Kreiner said.

There were many precedents in Britain and in the United States for this type of organisation.

One of the oldest, the Scottish Council (Development and Industry) was formed 80 years ago and recently sent a trade mission to South Africa.

FROM ABROAD

Relatively undeveloped areas in America had attracted industries from abroad due to the dynamism and efforts of a few dedicated people.

Mr Kreiner said the idea of Wesgro germinated in the Peninsula and he suggested that all local authorities extending at least as far as Piketberg, Ceres, Worcester, Montana, Swellendam and Bredasdorp should be actively involved.
Steelmen set to forge a bargain

CONTROVERSIAL labour guidelines drawn up by the giant Steel and Engineering Industries Federation — which affect the bargaining rights of about 400 000 workers — are likely to be revised soon.

Seifsa sources are reluctant to comment on the possibility of revisions, but reliable sources say discussions aimed at producing amended guidelines are under way.

They are expected to be ready in one or two months.

The guidelines, released in late 1979, sought to channel bargaining with trade unions through the official industrial council system, and rejected negotiation with unregistered trade unions.

They were sharply criticized by some unionists at the time and have been contrasted with guidelines released earlier this year by the Federated Chamber of Industries, which urge employers to adopt a "pragmatic approach" and to deal with representative unions even if they are unregistered.

The original guidelines rejected negotiation with unions at plant level, implying that bargaining should be channelled through the councils.

Stop orders

They also advised employers not to grant "stop-order" facilities to unregistered unions or to negotiate with them.

After discussions between Seifsa and registered trade unions, the guidelines were amended to allow unions whose applications for registration had been gazetted to receive stop-order dues if they agreed to join the industrial council once registered.

This exemption applies for a limited period and has been granted to two predominantly black unions affiliated to the Federation of SA Trade Unions that have not yet joined the metal industry's industrial council.

Talks

Informed sources say the process of revising the guidelines is likely to take some time, as it will involve discussions not only with employers affiliated to Seifsa, but with trade unions party to the industry's industrial council and other interested organizations.

The amendments are also likely to depend to some extent on labour relations legislation introduced by the Government in the forthcoming parliamentary session.

They are, therefore unlikely to be finalised until the Government's intentions are announced.

The discussions aimed at reviewing the guidelines come at a time when two East Rand metal firms have faced strikes by workers rejecting wage increases negotiated at the industry's industrial council and demanding additional increases.

In addition, unions affiliated to Posatsu have negotiated wage increases outside the industrial council system with two East Rand and one Johannesburg metal company in the past few days.

II A R Law Ken

II A N D G Sessions

Fifth years respectively.

II and III in the third, fourth &

The courses of Building Economics.

Lea Pitters

P R Swift

Professional Practice.

The highest marks in

For the student obtaining

Survivors Prize

The committee of the Western

P C Key

In any year of study.

For the best full-round student

Ball-John Prize

(continued)

Surviving

Quantity
Notice 522 of 1931

DEPARTMENT OF COMMUNITY DEVELOPMENT
NOTICE OF ENSOPRATION

To:

The persons mentioned in the undersigned schedule and to all interested parties.

1. The properties described hereunder, of which you are to the knowledge of the Community Development Board established under section 5 of the Community Development Act, 1960 (Act No. 50 of 1960), the ministerial powers are required by the said Community Development Board in order to achieve the objects for which the board was established.

2. Whereas the Minister of Community Development has in terms of paragraph 1 of subsection (1) of section 33 of the said Act interested himself in the exploration of the said properties on 10 June 1931.

3. Therefore take notice that said Community Development Board hereby gives notice of the said properties with effect, from the date of publication hereof, of which you are to the knowledge of the Community Development Board may allow—

(a) a statement in writing setting forth the amount or compensation (if any) claimed by the properties described herein;

(b) your documents of title to the properties if these are in your possession or under your control;
'Stop order' protest

The "stop order" clause in the Labour Relations Amendment Bill is seen as Government interference in the labour field, says The Star's Labour Reporter.

If there is one thing that rankles employers it's Government interference in the work place.

So when the draft Bill amendment to the Industrial Conciliation Act came out in March this year employer bodies were quick to protest several proposals.

Two of the country's largest employer umbrella organisations - the Federated Chamber of Industries (FCI) and the Association of Chambers of Commerce of South Africa (Assocom) - submitted recommendations to the Department of Manpower.

Both organisations protested one proposal: employers would be forbidden to deduct membership fees to a trade union which was not registered.

And when the Labour Relations Amendment Bill was released in the House of Assembly last week the amendment was still there.

Assocom felt that the "stop order" union fees were a matter purely between employers and workers.

"Such interference by the State in relations between unions and employers is both undesirable and unnecessary," according to Assocom.

The FCI saw the stop order (or check-off) facility as a vital "harmless counter" that the employer had in negotiation with unions.

The proposal was in conflict with the principle of self-governance and would encourage fragmentation of unions, the FCI stated.

For the country's large black, unregistered unions the amendment would mean a loss of funds.

For employers - particularly in the unsettled labour scene in the Eastern Cape - they will have lost a valuable negotiating tool.

The amendment also represents a further Government intrusion into the labour field instead of maintaining a neutral stance.

There are several unregistered unions which have recognition agreements with local companies. These include the South African Allied Workers Union (Sawu), the General Workers Union, and the African Food and Canning Workers.

Sawu's general secretary, Mr Sam Kikine, says their union anticipated this restriction on stop orders long ago.

"We will use this Bill to our own advantage as we have always preferred to collect dues from workers," Mr Kikine said.

Mr Kikine said some workers feared stop order forms because these enabled companies to know who belonged to which union, which could contribute to worker victimisation in cases where an unregistered union was competing against a long-standing registered union.
JOHANNESBURG. — The South African Federated Chamber of Industries has called on industrial management throughout the country to adopt practices promoting mutual cooperation between employers and labour.

In a statement here, the FCI president, Mr C W H du Toit, said sound relationship building was essential in the 'delicate transition' in South Africa's labour relations today as institutions of industrial representation and conciliation came under test.

'The chamber again emphasises that the primary objective must be to maintain orderly conditions on the factory floor through effective communication and negotiation between management and labour at all times,' he said.

PRINCIPLES

Mr du Toit said that in an earlier statement the FCI had emphasised the soundness of the fundamental principles on which the new labour dispensation was based. They were individual freedom, trade union autonomy, and neutral legislative frameworks within which negotiation between employer and employee representatives could take place.

However, a fundamental precondition for the implementation of these principles is that a climate of trust and good faith must be created so that all parties can work out equitable solutions which ensure industrial peace.

RESPONSIBILITY

The realities of the South African situation impose a heavy responsibility on employers faced with rising expectations among workers to be flexible in their approach and to evolve recognition and grievance procedures mutually acceptable to management and unions.

Accordingly, the FCI warns employers against the use of practices which in the longer term will be found to be against the interests of the negotiating parties:

- Employers should not become involved in promoting or protecting the interests of particular
FCI call for labour practice changes

Own Correspondent

Johannesburg. - In a major policy statement, the SA Federated Chamber of Industries, which represents industrialists throughout the country, has called for a fundamental change in employer and government labour relations practices.

The statement, issued by FCI president Mr Chris du Toit, calls on the authorities to avoid banning and detaining unionists, to change the process of registration and to move towards a system allowing for direct negotiation between management and factory unions.

It also warns employers against firing union leaders during strikes, using registration to entrench existing unions and promoting par-ticular unions.

Mr Du Toit's statement urges employers to work out union recognition and grievance procedures which will be acceptable to both unions and management.

Labour bill

His statement comes a day after the government's new Labour Relations Bill, which drops key controls on trade unions but retains others, was tabled.

Acceptance by the govern-ment and employers of the points made in it would lead to sweeping changes in the government's official labour system and in the attitudes of many employers to union-ers.

The statement goes further than FCI labour guidelines published earlier this year which urged employers to adopt a "flexible" approach and to recognize representatives of two unions even if they were not registered.

"The FCI calls on employers to adopt practices of mutual co-operation between employers and union leaders," he said.

"Sound relationship building was essential as the country's labour relations went through a delicate transition, " he added.
FCI urges new deal on labour

By STEVEN FRIEDMAN

THE Federated Chamber of Industries, which represents industrialists throughout the country, has called for a fundamental change in employer and Government labour relations practices.

The major policy statement, issued by the FCI president, Mr Chris du Toit, calls on the authorities to:

- Avoid banning and detaining unionists;
- Change the process of registration; and
- Move towards a system which will allow direct negotiations between management and unions in the factories.

It also warns employers against firing union leaders during strikes, using registration to entrench existing unions, and promoting particular unions.

Mr Du Toit urges employers to 'work out union recognition and grievance procedures which will be acceptable both to unions and management.'

His statement comes a day after the tabling of the Government's new labour relations Bill — which drops key controls on trade unions but retains others.

Co-operation

The statement goes further than FCI labour guidelines published earlier this year, which urged employers to adopt a "flexible" approach and to recognize representative unions even if they were not registered.

It says the FCI calls on employers to "adopt practices promoting mutual co-operation between employers and labour'.

The FCI warns employers against protecting existing unions and adds that "registration must not be used as a mechanism to entrench existing unions'.

Employers "should avoid practices victimising worker representatives in the event of a breakdown in dispute procedure'.

Management should also avoid creating conditions which give rise to confrontation followed by detention and banning of worker representatives.'

A number of strikes which have occurred can be traced back to inadequate employer-worker communication, Mr Du Toit says.

As most emergent unions are primarily concerned with recognition, "circumstances are thus created in which strikes are encouraged as a first, rather than the ultimate step'.

Bargaining

The FCI urges a change in the registration process "to make it a neutral one to avoid the present situation in which (it) is interwoven with the question of representativenss of the union'.

It also urges the Government to move towards a system allowing "both centralised and decentralised" bargaining between management and unions — a move which would provide for direct bargaining on the factory floor as well as on industry-wide bodies.

The FCI also appeals to the authorities to "consistently maintain a neutral policy of industrial relations' by avoiding "as far as possible' detaining and banning unionists.

Those who are detained should be brought to trial "as soon as possible'.

Reform practices, FCI tells Govt

Labour Reporter

Better relations between employer and worker were necessary to preserve industrial peace, the FCI told the Commission of Industrial Conciliation and Arbitration. Some of its labour practices were unacceptable to the Government. The report coincided with the introduction of the Government's Labour Relations Amendment Bill.

The FCI, a major employer representative body, said effective communication was required on the factory floor between employer and workers. Employers had to recognize the growing aspirations of their workers and be more flexible in their approach. They also had to evolve grievance and negotiation procedures with staff.

The FCI warned employers not to favour certain unions and not to hide behind registration practices as a means to entrench the interest of existing unions. Unions were now interested in negotiations at plant level to meet their members' interests and not through the usual bargaining procedures.

The Government was urged by the FCI to:

- Change the present process of union registration where registration was linked to worker representation.
- Move rapidly towards an integrated industrial relations system allowing for centralized and decentralized negotiations between management and unions.
- Adopt a neutral policy of industrial relations and leave settlements of disputes to management and unions.

The Government was also urged to avoid as far as possible hang-ups and detentions and to bring detained union leaders to open trial as soon as possible.

Footnotes

1. A.D. 1931
2.发布的Office of the Prime Minister's Press
3. W. M. G. Wood
4. E. M. Wetton
5. The Times, 14th January 1932
6. GH 7/1
7. W. 4, D. 5
8. N. 4, D. 5
9. M. 4, D. 5
10. L. F. H. 1
11. S. A. R. H. 4
12. Note: After FCI
Black workers were going to use the factory floor as a "political arena" and businessmen would increasingly have to address themselves to political demands, two top eastern Cape businessmen warned business leaders yesterday.

Mr Peter Searle, managing director of Volkswagen, and Mr Peter Morum, managing director of Firestone, were among about 70 businessmen, manpower specialists and representatives of private-sector organizations at a meeting of the Manpower Foundation in Johannesburg.

The meeting was called to test private-sector support for the foundation which was launched last year to sustain the initiatives of the Government's "consciousness raising" Manpower 2000 campaign.

If businessmen were to succeed in bringing blacks into the free enterprise system, Mr Searle said, they would have to attack the basic problem of racial inequality, and this meant "getting into politics."

The business community would have to address itself to discrimination in housing, education, health and recreation as well as training - if necessary through direct contact with the Government.

"If we must get shot of all discriminatory legislation if we are to succeed," he said.

His views were endorsed by Mr Morum who said the industrial relations problems of the eastern Cape - where higher levels of income had generated higher political expectations - would inevitably spread to the rest of South Africa.

The call was taken up by the general secretary of the Council of Unions of South Africa, Mr Pires, who stressed that management should not "duck the issue" of improved primary, secondary and tertiary education for blacks.


doi:10.1016/B978-0-08-011966-5.50032-1

- 2 -

Women as a class, and women's opposition

- 2 -

Society & Culture: Themes & Perspectives (1945-1981) vol. 9, pp. 397-398

- 2 -

Women as a class, and women's opposition

- 2 -

Progress No. 9...
workers were endorsed out of the area over the last three years. Contract workers were especially crucial to sustained beer consumption. The beer and liquor enterprises have been maintained at tremendous financial expense to BAAB's accumulated capital (which might otherwise have been used to improve the service structure of the township) and at the cost of the criminalisation of domestic production and consumption. However, the board is of necessity committed to maintaining the halls and outlets. While locations remain self-financing, with a consumption base for income, income sources will remain inherently marginal.

In terms of the Contributions in respect of the Bantu Labour Act No. 29 of 1972 the Bantu Services Levy Fund was superseded by a new system of employer contributions. The BSIF was retained by BAAB as investment capital.

The new system of employer contributions involved the payment of fees for labour, including domestic servants, directly to the labour bureaux from which the workers were recruited - or in the case of Section 10 labour, to the local BAAB bureaux. The fees included an initial registration fee and a monthly contribution. In 1976 these amounted to an average of R2.50 per year per labourer. Labour bureau fees were to accrue to the board in the area in which the labour was employed, as finance for location accommodation and services.

Labour bureau fees have since 1972 become an important source of BAAB income. During 1975-6 labour bureau fees amounted to well over a million rands. However, due to the reduction of the contract worker population after this period this figure decreased relatively (by 24% in 1978 alone). See Appendix A. Rentals, beer and liquor income and labour bureau fees constitute the foundation of income for services. Minor sources of income include fines for the contravention of labour regulations, which in the peak year 1975-6 brought in about R290,000, 2% of total income. However, financial reliance on fines may increase where the budget becomes constrained (as in 1977 and 1978 following the reduction of liquor income) thus placing a premium on repression of residents.

Lodging fees and visitors' fees constitute a sector of income and are arbitrary forms of levy aimed at boosting BAAB's income. In 1977 lodging fees were R1.75 per person per month. It is estimated that in the Pen BAAB area there are at least 5,000 lodgers. Lodgers bear the brunt of a double rental in most of them contribute to the rent of the householder as well. Visitors' fees are fees charged for temporary accommodation.

All levies together constitute 3.6% of BAAB income annually, and all income from this source is earmarked for specific purposes. The Bantu Services Levy Fund was discontinued after 1975 and replaced by labour bureau fees. Interest on

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21. The waiting list for family housing is 4,006 families at three adults per family. Thus 4,212 people may be living as lodgers.
E. AUGUST 23, 1981

Bossses and unions still at arms length

Finance Editor

MANY employers are inherently distrustful of unions. Among these there is a tendency towards an arms length relationship, says John Pohl, deputy executive director and industrial relations adviser of the Natal Chamber of Industries.

"This inevitably breeds frustration and ultimately to some action aimed at pressurising the employer concerned," he adds.

Commenting on the apparent increase in the incidence of work stoppages Pohl says: "It is very difficult to identify or single out any one cause, the phenomenon but there is justification for the view that part of the answer lies in the changes in the nature of the new order which is slowly developing in our national life in all its facets."

"From the finite number of workers in the country, a large number of embryonic (black) trade unions are vying for membership. The power play between these building unions is not an insubstantial factor in the current industrial relations situation."

"Pohl says, "The latter arises from the fact that where no or few, means of political expression are available to a group of people, trade unions can be and obviously are a vehicle for political expression."

"Increasingly, Pohl says, trade unions are seeking recognition not from employer groups but from individual employers, primarily as an extension of their power base rather than starts and ends on the factory floor."

"It is axiomatic that employers and unions see issues from different vantage points and the debate on wages is still an area of fundamental differences today."

Social

Management emphasises adds Pohl, that wages must be seen against the payability of the industry or undertaking while the unions tend to stress the social aspects of the pay package."

"Inherent in these two viewpoints," says Pohl, "are the seeds of the conflict between the employer and the employed is in this situation he who pays the piper does not necessarily call the tune."

"When factors such as emotion, personality, and empire-building are cast into the calculation, the resultant picture assumes an even more blurred aspect."

Exceptionally, Pohl says, trade unions are seeking recognition not from employer groups but from individual employers, primarily as an extension of their power base rather than starts and ends on the factory floor."

"It is axiomatic that employers and unions see issues from different vantage points and the debate on wages is still an area of fundamental differences today."

Social

Management emphasises adds Pohl, that wages must be seen against the payability of the industry or undertaking while the unions tend to stress the social aspects of the pay package."

"Inherent in these two viewpoints," says Pohl, "are the seeds of the conflict between the employer and the employed is in this situation he who pays the piper does not necessarily call the tune."

"When factors such as emotion, personality, and empire-building are cast into the calculation, the resultant picture assumes an even more blurred aspect."
Industry tries to slow down army call-up

ORGANISED industry wants to see the Permanent Force of the South African Defence Force enlarged so that badly-needed manpower in the private sector need not be called up regularly for military service.

"We're talking to the military all the time, and I think our suggestion is very reasonable," said Dr Johan Van Zyl, executive director of the SA Federated Chamber of Industries.

Talks on the matter started more than six months ago after the suggestion was put forward by the Natal Chamber of Industries, Dr Van Zyl said. The system as it was at present was disruptive, he said.

It was imperative that the private sector and the Army consult regularly on the issue since they were both competing for the same "manpower base".

"We have to consult and cooperate on how to use the manpower we have to the best benefit of the country," Dr Van Zyl said that, should the Permanent Force be enlarged, it would become "less necessary" that people with stable jobs in the private sector be called up regularly for military service.

"What is happening now is that people are being called up again and again ... and this causes a lot of disruption," Dr Van Zyl said the matter was a "sensitive" one and it was understandable that the Defence Force could not could divulge everything.

Asked whether he foresaw any reductions in the two-year call-up system, should the FCI's suggestion be acceptable to the Government, he said: "That may be one of the implications, but I'm not saying that." Mr Chris du Toit, president of the FCI, said his organisation wanted "some adjustments" made to the call-up system.

All able-bodied White men are required to serve for two years in the Defence Force, on completion of which they are eligible to do 240 days of camps, spread over eight years.

The call by the FCI comes at a time when a top-level committee is investigating the entire national service system.

One solution being looked into by the committee, appointed early this year, is the possibility of extending military training to include men in their 30s and 40s.

The Minister of Foreign Affairs, Mr Pik Botha, told a Bryanston audience during the election campaign that the government was planning legislation to regulate the random system of army call-ups for three-month camps.

And in May this year Defence Headquarters announced an unusual recruiting exercise to introduce the SADF as an employer in Natal and the Eastern Transvaal.

Overseas experts have speculated that South Africa is in a position to mobilise more than 250,000 men at a time. The Permanent Force only constitutes a small percentage of the SADF.

Colonel Kobus Rosman, spokesman for the Defence Force, said he did not know anything about the FCI's suggestion.

"I think they must have been in touch with the legislature, the Cabinet, and it is the legislature that will reply," he said.

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Please address all correspondence to: The Editor
DEBUG
Computing Service
UCT
Private Bag
7700 RONDEBOSCH
Assroom happy with De Kock

The policy of Assroom in the budget speech is described as containing several positive features. The speech mentions that a combination of internal and external factors will inevitably result in a more dynamic rate of economic growth next year and that this will improve the economic position of the country.

Assroom supports the proposed increase in interest rates. It notes that the recent events in the foreign currency market have contributed to the pressure on the currency. The changes in the exchange rate make it necessary to take advantage of the current exchange rate and revaluation opportunities.

Moreover, the problem of inflation will remain an issue to be tackled by monetary instruments only, and the role of administered prices in the inflation process should not be underestimated.

"Assroom hopes that the implementation of administered prices by the Economic Advisory Council will be completed as soon as possible."

South Africa's ability to adapt to changes in economic circumstances — including a lower gold price — in the months ahead will depend not only upon the flexibility and resiliency of its domestic economy, and this involves giving the maximum scope to the forces of private initiative and enterprise."
Free union registration choice welcomed

By SANDRA SMITH

THE Midland Chamber of Industries has welcomed the Government's decision not to compel trade unions to register.

The decision was contained in a White Paper tabled in Parliament this week along with the release of the fifth report of the Wiehahn Commission which has spearheaded reforms in the country's labour laws.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said the chamber believed it was impossible to expect black employees to organise themselves overnight on the same lines as other unions.

"It will take some time for black employees, excluded from the system for so long, to organise themselves and establish a power base.

"And something which is not acceptable to the vast majority, namely registration, can't be made compulsory," he said.

A state of flux might exist during this interim period of development. People should not over-react to it, he said.

Referring to the Government's rejection of the Wiehahn Commission's recommendation that employers be compelled to recognize registered unions which secret ballots had shown were representative, Mr Matthew said the negotiation was between the employer and the union.

"It is really between the employer and the union — registered or unregistered — as to how they conduct their affairs," he said.

"It is very difficult to pre-scribe, and some flexibility is needed. It should be left to the management of a company.

"However, in practice, if you fail to recognize a union which is, say, 80% representative, you are obviously asking for trouble."
DEPARTEMENT VAN MANNEKRAG
KENNISGEWING 650 VAN 1981
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheids-
registrateur, maak ingevolge artikel 4 (2), sooos toegepas by
artikel 7 (5), van boengeoemde Wet, hierby betend dat 'n
aansoek om die verandering van sy registrasiebestek ont-
vang is van die Reef (Non-White Trade) Employers Asso-
ciation. Besonderhede van die aansoek word in onder-
staande tabel verstrekte.

28/8/81

DEPARTMENT OF MANPOWER
NOTICE 650 OF 1981
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Regis-
trar, do hereby, in terms of section 4 (2) as applied by
section 7 (5) of the above-mentioned Act, give notice that
an application for the variation of its scope of registration
has been received from the Reef (Non-White Trade)
Employers Association. Particulars of the application are
reflected in the enclosed table.
GOVERNMENT GAZETTE, 28 AUGUST 1981
No. 7740 19

TABEL

Naam van werkgeversorganisatie.—Reef (Non-White Trade) Employers Association.

Datum waarop aansoek ingediend is.—17 Junie 1981.

Belange en gebied ten opzichte waarvan aansoek gedoen word.—Werkgevers betrokke by die Nie-Blanke Handel in die landboudistrikte Alberton, Benoni, Boksburg, Brak-

† Delmas, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Krugersdorp, Kuytardsburg, Nigel, Other-


"Nie-Blanke Handel" of "Handel" beteken die handel wat gedryf word in—

(a) 'n winkel en opsigte waarop al die vereistes soos in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Trans-

† vaal) uiteenstaan, nagekom word (maar uitgesonderd 'n winkel van 'n eethuis ten einde aan 'n persoon, uitgesonderd 'n Blanke persoon, in 'n gebou of struktuur in of op die lug buite sodanige gebou of struktuur vir verbruik op of oor van die gebou of struktuur en ten opzichte van 'n restauranthouerloksente soos bedoel in item 37 van Bylage 1 van die Ordonnansie op Licensies, 1974 (Ordonnansie 19 van 1974) (Transvaal), uiteen is in hierin 'n eethuis genoem);

(b) 'n winkel en/of eethuis ten opzichte waarop 'n hande-

† lstelfondteling ingevolge Hoofstuk XIII van die Wet om Myregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n hande-

† lstelfondteling in Hoofstuk XIV van die Wet van Wet-

† deel.


Kantoordres van aanplint.—Seweinde Vrijheid, Sundu House, hoek van Simmonds- en Jeppesstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n bestaande werkgeversorganisasie verteenwoordigend is, word ingevolge artikel 4 (6), soos toepassig by artikel 7 (5), bepaal volgens die feite en hulle bestaan op die datum waarop die aankloek beoordeel word, en wat die herhaaldelik voldoen, word afgelei van die personeel van die organisasie en in aanmerking geneem;

(b) Die procedure voorgestel by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(28 Augustus 1981)

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, at the Department of Manpower, 449 Compensation House, 215 Schomburg Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

Name of employers' organisation.—Reef (Non-White Trade) Employers Association.

Date on which application was lodged.—17 June 1981.

Interests and area in respect of which application is made.—Employers engaged in the Non-White Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brak-

† pan, Delmas, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Krugersdorp, Kuytardsburg, Nigel, Other-

† Holzer, Potschp Room, Randfontein, Roodepoort, Springs, Vereeniging, Westonaria and Witbank.

"Non-White Trade" or "Trade" means the business car-

† ried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Trans-

† vaal) have been met (but excluding a butchery shop unless it is connected to and conducted on the same premises as an eating-house as contemplated in (b) hereof, and includes an undertaking which by virtue of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) a shop where meals or refreshments are sold and/or supplied wholly or mainly to a person other than a White person in a building or structure or in the open air outside such building or structure for consumption on or off the business premises and in respect of which a restaurant keeper's licence is contemplated in item 37 of Schedule 1 of the Licensce Ordinance, 1974 (Ordinance 19 of 1974) (Transvaal), has been issued (therein referred to as an eating-house);

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1957 (Act 20 of 1957), or which is carried on by the owner or lessee of a trading site as contemplated in Chapter XIV of the last-mentioned Act.

Postal address of applicant.—P.O. Box 5347, Johannesburg, 2009.

Office address of applicant.—Seventh Floor, Standard House, corner of Simmonds and Jeppes Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall be determined in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the prescribed date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.
Your people, like the coloured man, will receive the enhanced
"28/8/81"
benefit. He said:

KENNISGEGING 649 VAN 1981
DEPARTEMENT VAN MANNENKRAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWENSORGANISASIE

Ee. Matheus Wlllem Johannes le Roux, Nywerheidsregistrator, maak in gevolge artikel 4 (2), soms toegepas by artikel 7 (5), van bovenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvass is van die South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgeverorganisasie wat teen die aansoek bewaar man, word vermoed om hine om maand na die datum van publikasie van hierdie kennisgewing bewaar skriftelik by my te dien, Playback Departement van Mannenkrag, Ongevallegebon 449, Scheepsweg 215, Pretoria (posadres: Privataak X117, Pretoria, 0001).

TABEL

Naam van werkgeverorganisasie.—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

Datum waarop aansoek ingediend is.—17 June 1981.

NOTICE 649 OF 1981
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OR AN EMPLOYERS' ORGANISATION

J. Matheus Wlllem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Particulars of the application are reflected in the attached table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 499 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation.—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

Date on which application was lodged.—17 June 1981.

Then the Malays, chinned on other land than South Africa,

his speech at the conference of the Cape Malay Association that:

It was with this in mind, one may assume, that he declared in

opposition to their racial subjugation.

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standing with their Indian co-religionists, he used the old calico

Bill, rather than linking the possibility of the Cape Malays,

reservation Bill was going to be met with vigorous oppo

considerably stiffened the regulations of the Class Areas Bill.
Pension Bill may result in strikes, warns Chamber

The FTC believes that the pension bill is likely to lead to strikes if it is passed. The bill, in its current form, is expected to affect a large number of workers, particularly those in the manufacturing and construction sectors. The FTU has called on the government to reconsider the bill and find an alternative solution.

The bill, as currently drafted, would reduce the benefits that workers receive from their pension plans. This would put a significant burden on workers, particularly those who have been in the industry for many years and have relied on these benefits for their retirement.

The FTU has called on the government to consider the impact of the bill on workers and to work with unions to find a solution that is fair and just. The FTU has also called on the government to consult with workers and their representatives before making any changes to the pension system.
The idea is to concentrate on non-controversial areas within the food trade like industrial relations, distribution, administrative systems, and the introduction of a Universal Product Code (UPC) which would benefit from trade co-ordination.

Some retailers, however, fear accusations of collusion and price fixing. The industry has a reputation for being one of the most competitive in the world and is loathe to jeopardise the image.

Pick n Pay's Raymond Ackerman and OK's Meyer Kahn are against competitors sitting down together. They say the tendency for competitors to carve one another up is basically healthy.

Says Kahn: "I see no morit in it. Associations like Assocom are capable of dealing with most of the issues facing the industry. Perhaps on some minor issues, but that's all."

Ackerman concurs, but cites the inflation meeting at which he and other retailers got together, as an indication of a willingness to co-operate.

But Checkers' MD, Rex Glanville, believes that an association would upgrade the industry generally and "what is good for the industry will be good for profits."

Fears of price fixing and collusion seemed unfounded if overseas experience is anything to go by. Retailing and manufacturing associations operate throughout the world without prejudicing consumers. Efficiency has been increased, especially in the service areas of retailing. Australia has a strong retail association yet maintains tight margins.

Another point in favour of an association would be the muscle it might be able to flex with the authorities. For example, the Food Marketing Institute, a group of US retailers and manufacturers, is one of the strongest lobbies in Washington.
Provident fund plea

Provident funds should be exempted from the proposed legislation to preserve pension rights, says Mr. B.J. Ironside, chairman or the Labour Affairs Committee of the Federated Chamber of Industries.

He said the FCI believed that conditions of service, remuneration and benefits were matters to be negotiated between employers and employees through the new industrial relations machinery.

"The undoubted benefits which will be enjoyed by pensioners as a result of the preservation of pension rights cannot, however, be imposed in all situations. To meet all aspects of the existing situation, hourly paid industrial workers must be given the option of negotiating for a pension fund with preservation, or a provident fund without preservation."

It was an unacceptable principle that discretionary powers should be given to the Registrar of Pension Funds to exempt certain groups of workers from the compulsory preservation where a threat of industrial unrest arose.

"This could trigger work stoppages," Mr. Ironside said.

- Sapa
Rules:

1. An intrinsic function is referenced by name and list of actual arguments and order with the specified and/or modified type. Note, however, that the function is variable.

2. The intrinsic functions AMOD, MAX, and MIN are the value of the second argument is.

3. It is not necessary to declare the intrinsic function as a reference to an intrinsic processor.

4. For a valid intrinsic function reference:
   a. must appear as specified in parentheses, also specified in the list of actual arguments.
   b. must not appear in an EXTERNAL name in a program unit where it appears as a reference.
   c. must not appear in any type declaration different from the implied type declaration.

5. If a particular intrinsic function is not referenced in a program unit, its symbolic name may be used for any valid purpose in that program unit.

Examples:

1. This series of statements reads in the six complex type elements of array VCTR, then prints the conjugate of each array element, using intrinsic functions CMPLX, REAL, and AIMAG.

   ```fortran
   C.O.M.P.L.E.X. V.C.T.R(1,6)
   R.E.A.D(1,1.0) V.C.T.R
   F.O.R.M.A.T(-------)
   D.O.2.0 K 1.6
   W.R.I.T.E(3,3.0) V.C.T.R
   F.O.R.M.A.T(-------)
   ```
President Funke should be exempted from the proposed new legislation to compulsorily preserve pension funds. Mr. R. J. Ross, chairman of the Labour Affairs Committee of the Federated Chamber of Industries, said in a statement in Pretoria. — Sapa.
Industry in Border concerned about union detentions

BY KEITH ROSS

EAST LONDON — Concern about the effect on labour relations of the Osiber's detention at 20 trade unions has been expressed by the president of the Border Chamber of Industries, Mr. John Rich.

The detentions, by the Osiber's security police, were carried out in Manzane last Sunday. Three husbands of trade union officials were held after they attended a union meeting in East London.

Mr. Rich said labour unrest in the area could have an adverse effect in the short term on the industrial growth that was expected when the Government announced concessions to boost the economy of the region. These are expected within months.

"I do believe industrialists realize that this is not the only area that has been affected by labour unrest and it should not, therefore, have a long-term effect on development."

Mr. Rich did not want to comment on the detentions. "There are a lot of rumours going round, but the detentions seem to have been made for political reasons. "My chamber does not involve itself in politics."
Seifsa president warns of difficult times ahead

By David Bamber

Members of the Steel and Engineering Industries Federation will find it increasingly difficult to remain competitive and to provide additional employment for the country's rapidly growing population.

Issuing this warning at Seifsa's annual general meeting, the president, Mr L Boyd, said in spite of a lower tempo of growth in South Africa, there were still no signs of any meaningful reduction in inflation which remained the most serious problem currently facing the business community.

This led to it becoming harder to structure realistic industrial agreements acceptable to both employers and employees "and at the same time enable our members to remain competitive."

COMPETITION

Mr Boyd noted that Seifsa's companies had faced increased competition from imports at a time when expansion in South African industry was essential to creating additional work opportunities for the large numbers of unemployed.

He said during the 1970s the relationship between contracting and client companies was stabilised by the emergence of contract price adjustments formulae aimed at ensuring healthy competition tendering in inflationary times.

"However, continuing high levels of inflation are now generating doubts on both sides as to the ability of these formulae to meet the needs of the respective parties," he said.

PHENOMENON

Mr Boyd said another phenomenon of the high levels of economic activity had been the mushrooming of labour brokers who competed with established engineering businesses for capital and maintenance work without having to meet the costs involved in operating under the various training and benefit fund agreements in the industry.

"While nobody denies the right of labour brokers to exist, their continued operation outside the scope of the Industrial Council can only harm both employers and employees in the industry," Mr Boyd said.

IMPORTANCE

Illustrating the importance of economic growth of the Seifsa group of industries to South Africa's welfare, Mr Boyd pointed out that the gross output of this sector was more than R11 000-million, representing some 33 percent of the country's total manufacturing output.

Its workforce of all population groups was now 500 000 representing more than a third of the total manpower engaged in all manufacturing activity.

New capital investment in this group of industries amounted to R2 745-million over the past five years whereas total crude steel production last year was 0.1-million tons.
Seifsa plea on black unions

By STEVEN FRIEDMAN

THE president of the giant Steel and Engineering Industries Federation (Seifsa), Mr Leslie Boyd, said yesterday that the official industrial council system would have to be adapted to ensure that black unions took part.

He reiterated, however, that Seifsa, the largest manufacturing employer federation, and it is a party to the country's biggest industrial council.

Mr Boyd's remarks, made in a speech to Seifsa's annual meeting in Johannesburg yesterday, come at a time when it is re-examining its labour guidelines which strongly support the system.

Observers believe they herald employer support for changes aimed at making the industries' industrial council system more attractive to black union critics.

Mr Boyd said that the industrial council system had been subjected to "much criticism" in the past 12 months.

He added: "It is evident that adaptations will have to be made to enable black unions entering for black employees can participate in the system with the support of their members."

But Mr Boyd went on to say that "inefficient attention is being given in the debate to the considerable merits of the system."

He said "fragmented bargaining at plant level" would lead to a "leapfrogging" of wage rates and "a chaotic situation."

The metal industries' council would have to be strengthened.

"Our industry is to remain stable, and continue to grow." he added.

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Heunis hint has employers worried

BY STEVEN FRIEDMAN

A GOVERNMENT hint that tax concessions for the training of labour in the cities could be phased out to encourage firms to move to homeland areas is causing widespread concern and uncertainty among employers.

Federated Chamber of Industries economist Mr. Arthur Hammondd-Tooke told the Rand Daily Mail that the FCI has been "forced" with calls from employers who were concerned at a report that the concessions could be phased out.

Spokesmen for the clothing and civil engineering industries have also voiced concern and employers fear that such a move would be "a disastrous setback to efforts to train skilled workers.

Employers who train workers at present can claim a 100% tax concession on training costs. Businesses say the concessions have provided a crucial boost to training at a time when the country faces a growing skilled manpower crisis.

In the Parliamentary debate on the Prime Minister's budget vote, Mr. P W Botha indicated that subsidies for employers in the cities would be phased out.

Mr. Harry Schwart of the FPF then asked whether this would include subsidies on the training of labour. The Minister of Interior, Mr. Chris Heunis, replied that "the point is valid" and that all urban subsidies to employers would have to be removed.

He and Mr. Botha made it clear that the Government seems removing city subsidies as a way of encouraging employers to invest in homelands.

Mr. Hammond-Tooke said there was employer "conclusion and concern" at Mr. Heunis's remarks and added: "We hope that he did not intend to say that the training concessions will be removed. "To do so would discourage employers from investing in training which is essential to our economic future."

Mr. R. Mogag, director of the Federation of Civil Engineering Contractors, said his federation would be "extremely unhappy" if the concessions were phased out.

"It may be true that employers shouldn't need concessions to get on with training, but the fact remains that this is a powerful incentive," he said.

Mr. Mogag said employers had to pay levies to finance the upkeep of infrastructure training centres and removing the tax concessions would mean that "there is a training stick but no carrot."

Another source in the industry said that some workers trained in the cities would work elsewhere and that removing the concessions would hamper their training as well.

A clothing industry source said that clothing employers were "particularly worried."

"Training is very important to the growth of our industry and we are specially worried because we have always been a target of the decentralisation programme," he said.

However, the director of the Building Industry Federation, Mr. Lou Davis, said RISA had heard nothing to indicate that the concessions would be removed.

"We would be very surprised. The Government has continually told us the opposite and promised continued support for our training efforts," he said.
Seifsa hammers out new union bargaining deal

By STEVEN FRIEDMAN

THE giant Steel and Engineering Industries Federation, whose members employ about half-a-million workers, is finalising major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system.

Seifisa has been the staunchest and most important supporter of official industrial councils, and negotiates on the country's biggest council.

However, informed sources say influential Seifisa employers, although they continue to favour industrial councils, also support a "decentralisation" of bargaining with representative unions, as well as some form of direct negotiation with unions on the factory floor.

The sources say influential Seifisa employers have been looking for the best way to accommodate the demands of black unions without losing the support of their white members.

Seifisa's review comes as industrial councils are subjected to mounting criticism from unions demanding direct negotiating rights on the factory floor. Any change in its policy could have far-reaching implications for labour relations in other industries.

Seifisa's director, Mr Sam van Coller, confirmed yesterday that Seifisa was rethinking its labour guidelines, published in 1979, which rejected any negotiation outside the existing industrial council system.

He declined to disclose details of the proposals. "We will make our stand public at the appropriate time," he said.

But on Monday Seifisa's president, Mr Leslie Boyd, while strongly supporting the industrial council system, added that there was a need for adaptation to enable black unions to take part in it "with the support of their members".

Unwieldy

A major metal employer who favours the council system has told the Rand Daily Mail the council will have to be "decentralised" to allow for smaller bargaining entities.

"The council is just too large and unwieldy. Decentralising it would allow greater worker participation," he said.

A source in another large company said he favoured retaining the industrial council as an umbrella.

But he added: "We would like to see decentralised bargaining under that umbrella -- bargaining in much smaller units."

"It is quite possible for councils to provide for "house agreements" in which unions can bargain issues with individual employers. We would support such a system."

Industry sources say the proposals will be discussed with unions on the council and those off it before the new policy is finalised.

Registered unions on the council are known to favour the industrial council system.
The chairman of the Domestic Workers and Salesladies Association (Dwasa), Mrs Montwane Suka, said it was unfair that domestic workers, who received the lowest pay and were not protected by law, would have to carry the burden of the increases.

"These workers, who receive sometimes as little as R6 a month, are now going to be faced with more price increases. And this follows the increase in the price of bread. They must get a subsidy on their fares," she said.

The chairman of the Indian Management Committee, Mr R Bhana, said the increases were "most unfair" to lower income groups, who depended on trains for transport.

"Instead of pushing up fares, train services should be subsidized. The increases can be blamed only on poor administration on the part of the railway authorities," he said.

The leader of the Labour Party, the Rev Allan Hendriks, said it was to be regretted that blacks, who formed the bulk of all train commuters, had to be affected by inflation, which was a "direct result of the Government's policy of separation".

In Johannesburg, the South African Federated Chamber of Industries said it supported the principle that the SAR should charge economic tariffs for its services, but where un-economic tariffs had to be provided in the interests of the country as a whole, the burden should be carried by the community at large rather than transport services alone.

"The Chamber advocates that the railways should plan its tariff adjustments with greater regard to the business cycle," the SACI said.

"This would mean that increases in rail rates are not synchronized with declines in the economy," the statement said.

Assesom believed that where the railways were expected to provide non-economic services at a loss, the cost should be borne by the taxpayer, not by other users.

The association welcomed the emphasis on training employees, irrespective of colour.

The Afrikaanse Handelsinstituut also welcomed the absence of general tariff increases.

The institute welcomed the R3.6-million surplus envisaged by the Minister for 1961-62 and hoped that it would be used against future cost increases and possible tariff increases.

— Sapa
Focus on urban blacks—

Minister

Political Correspondent

SERIOUS attention would have to be given to the position of blacks outside homelands in the next decade, the Deputy Minister of Co-operation, Dr G de V Morrison, said today.

Speaking at a meeting of the Afrikaanse Sake-kamer in Middelburg (Cape), Dr Morrison said moves in labour had shown the Government was serious about the position of blacks in white South Africa.

Comprehensive legislation on bottlenecks affecting these people was being prepared by the Department of Co-operation and Development.

While in the case of the black 'national states' there had been rapid unfolding of Government policy, something concrete would now have to be done to satisfy the political and social aspirations of blacks in the rest of South Africa.

The aim would be for blacks to have close links with their national states while also being satisfied with life in white South Africa.

Realism demanded that the problem be faced squarely.

"What we have to face is whether 9,5-million blacks in white South Africa are to be our allies or not in the struggle to keep our country strong and progressive.

If we see blacks as potential partners then it is important that we create a dispensation for them to make it worthwhile to be
to city tourism

Consumer Reporter

The 10 percent increase in air fares to a blow to the tourist industry which is vital to Cape Town, Air John Brown, managing director of Capair, said today.

He suggested that, instead of losing money on some flights between Cape Town and Johannesburg which were not completely full, South African Airways should arrange to sell seats at a reduced price through Capair and similar organisations.

"They already have "part-charter" arrangements — under which a block of seats on an ordinary scheduled flight is sold at a reduced price — on international flights because of competition from other airlines.

But they do not do it on internal flights because there is no competition."

The Mayor of Cape Town, Mr M.J. "Kosie" van Zyl, and the Deputy Mayor, Mr. H. Bremer, also said they were concerned about the effect the rise in air fares might have on tourist trade from the Transvaal.

Pointing out that it would now cost a couple R500 to visit Cape Town from Johannesburg, and that there had already been a 15 percent rise in air fares earlier this year, Mr van Zyl said: "That is a lot of money and I really feel it would discourage holiday-makers from inland.

Mr van Zyl said although any increase in fare was to be deplored, the Minister had no option but to put them up in view of rising costs.

Mr. Bremer said although the increase of nine percent in weekly season tickets was not a very big increase in third-class fares, it would still be a blow to the less affluent people who had to travel long distances from the innercity.

INCREASED rail fares were wise for motorists — particularly since so many of Cape Town's work force did long distances to travel.

This was the reaction of Mr Jack Ross, director of the Cape Chamber of Industry, to the announcement of higher rail fares from October 1.

It was true that most commuters would have to pay only a nine percent increase for weekly and monthly season tickets, but their families, and casual workers, who would no longer be able to buy return tickets, would be faced with a bigger increase when they bought single tickets in each direction.

Mr Ross said it was good that freight charges had not gone up. But they were not expected to do so, in view of the increase in freight charges earlier this year.
KENNISGEWING 720 VAN 1981
DEPARTEMENT VAN GEMEENSKAPS-ONTWIKKELING
KENNISGEWING VAN BEPALING VAN VERGOEDING

Aan:
DIE PERSONE HIERONDER AANGEDUI EN ALLE BELANGHEBBENDE PARTYE

1. Die eindom hierna beskrywe, waarvan u na die wete van die Gemeenskapsontwikkelingsraad ingestel deur artikel 2 van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966), soos gewysig, die geregistreerde eiendoms is, word deur die geneemde Gemeenskapsontwikkelingsraad beëindig.

2. Derhalwe is die eindom kragtens paragraaf (a) van subparagraaf (1) van artikel 38 van gemelde Wet op 11 September 1981 onteien.

3. Die Gemeenskapsontwikkelingsraad het die vergoeding ingevolge artikel 10 (2) van Wet 63 van 1975 bepaal soos in die Bylaw hierdie aangedui.

4. Alle belanghebbendes word verzoek om vertoe wat hulle in verband hiermee wil maak skriflik binne 30 dae vanaf dat datum van hierdie kennisgeving by die Streetkvereenwoordiger, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000 (Tel. 28-3500), in te dien.

5. Hierdie advertensie word ingevolge die bepaling van artikel 7 (3) en (5) van Wet 63 van 1975 gepubliseer.

Gedateer te Johannesburg op hede die 11de dag van September 1981.


BYLAE

<table>
<thead>
<tr>
<th>Beschrywing van eindom</th>
<th>Groote m²</th>
<th>Eiendom</th>
<th>Aandeel</th>
<th>Transportakte No.</th>
<th>Vergoeding aangebied</th>
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<tbody>
<tr>
<td></td>
<td></td>
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<td>¼</td>
<td>F0974/54, gedateer 23/9/54</td>
<td>R600 plus 10%</td>
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<tr>
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<th>Area</th>
<th>Owner</th>
<th>Share</th>
<th>Title Deed No.</th>
<th>Amount offered</th>
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<tbody>
<tr>
<td>Stand 108, Middel-Emmerdale</td>
<td>3 965 m²</td>
<td>The Executor: Estate late Mollie Beukes The Executor: Estate late Harold Wilson</td>
<td>¼</td>
<td>F0974/54, dated 23/9/54</td>
<td>R600 plus 10%</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>¼</td>
<td>F0974/54, dated 23/9/54</td>
<td>R600 plus 10%</td>
</tr>
</tbody>
</table>

(18 September 1981)

KENNISGEWING 721 VAN 1981
DEPARTEMENT VAN MANNENKRAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N WERK-GEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van hogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werk-gewersorganisasie ontvang is van die O.F.S. en Northern Cape Soft Drink Manufacturers Association. Besonderhede van die aansoek word in onderstaande tabel verstrekg.

NOTICE 721 OF 1981
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the O.F.S. and Northern Cape Soft Drink Manufacturers Association. Particulars of the application are reflected in the subjoined table.
Enige geregistreerde werkgewersonsorganisatie wat teen die aansoek bestaar maak, word versoen om binne een maand na die datum van publikasie van hierdie kennisgewing sy bewaar skryflik by may in te dien, p/a die Departement van Mannekrag. Ongevallegebou 449, Schoemanstraat 215, Pretoria. (posadres: Privaatsak X117, Pretoria, 0001).

**TABEL**

<table>
<thead>
<tr>
<th>Naam van werkgewersonsorganisatie</th>
<th>O.F.S. and Northern Cape Soft Drink Manufacturers Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>1 Mei 1981</td>
</tr>
</tbody>
</table>

Belange en gebied ten opsigte waarvan aansoek gedaan word.—Werkgewers betrokke deur die Sagtedrankvervaardigingsmywerd in die Landboudistrikte Bethlehem, Bloemfontein, Kimberley, Kuruman en Welkom.

“Sagtedrankvervaardigingsmywerd” beteken, sonder om die gewone betekenis van die term enigens te beperk, die nywerheid waarin sagtedrankte berei, vervaardig, gebottel, gebrik of op ‘n ander manier behouer, toegedraa en/of verpak word.

“Sagtedrank” beteken enige vloeistof wat bedoel is vir verkoop as ‘n drank vir menslike verbruik, en dit omvat—

(a) enige vrugte- of groente drank;
(b) water, sodawater, Indiase of kinetolionkumwater, natuurlike bronwater en enige versste kunsmatig gekarboonede water, beteg geoor of ongeoor;
(c) gemmerbier en enige kruid- of botaniëse drank;
(d) vrugtesap, versoet of onversoet, kwasse en vrugtesye;
(e) gegeurde gortwater en vloeisoplysfekte wat deur die bereiding van gortwater gebruik word;
(f) enige proteïenreep drank; en
(g) enige ander onversoete drank;

maar dit sluit die volgende uit—

(i) Melk of enigiets wat van melk berei is;
(ii) tee, koffie, kakao of sjokolade, of enigiets wat daarvan berei is;
(iii) enige eierprodus;
(iv) veles- of gistkraak, sop of sopmengsels; of
(v) enige drank wat ressorteer binne die bepalingen van die Drankwet, 1977 (Wet 87 van 1977), sowo wysig.

Posadres van applikant.—Posbus 455, Bloemfontein, 9300.

Kantooradres van applikant.—p/a S.A. Bottling Company (O.V.S.) (Pty) Ltd, Tannery Road, Hamilton Industrial Area, Bloemfontein.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin ‘n bestaarmakende werkgewersonsorganisatie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskappe betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met ‘n bewaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(19 September 1981)

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (posadres: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>O.F.S. and Northern Cape Soft Drink Manufacturers Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>1 May 1981</td>
</tr>
</tbody>
</table>

Interests and area in respect of which application is made.—Employers engaged in the Soft Drink Manufacturing Industry in the Magisterial Districts of Bethlehem, Bloemfontein, Kimberley, Kuruman and Welkom.

“Soft Drink Manufacturing Industry” or “Industry” means, without in any way limiting the ordinary meaning of the term, the industry in which soft drinks are prepared, manufactured, bottled, canned or otherwise containerised, wrapped and/or packed.

“Soft drink” means any liquid intended for sale as a drink for human consumption, and includes—

(a) any fruit or vegetable drink;
(b) water, soda water, Indian or quinine tonic water, natural spring water and any sweetened artificially carbonated water, whether flavoured or unflavoured;
(c) ginger beer and any herbal or botanical beverage;
(d) fruit juice, sweetened or unsweetened, squashes and cordials;
(e) flavoured barley water and liquid products used in the preparation of barley water;
(f) any high-protein drink; and
(g) any other unsweetened drink;

but does not include—

(i) milk or any preparation of milk;
(ii) tea, coffee, cocoa or chocolate, or any preparation thereof;
(iii) any egg product;
(iv) meat or yeast extracts, soup or soup mixtures; or
(v) any drink falling within the provisions of the Liquor Act, 1977 (Act 87 of 1977), as amended.

Postal address of applicant.—P.O. Box 455, Bloemfontein, 9300.

Office address of applicant.—c/o S.A. Bottling Company (O.V.S.) Pty Ltd, Tannery Road, Hamilton Industrial Area, Bloemfontein.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(18 September 1981)
'Blacks in white SA demand attention'

Political Staff
CAPE TOWN — The next decade would be one where, more than ever before, serious attention would have to be given to the position of the black man outside the homelands, the Deputy Minister of Co-operation, Dr Morrison, has said.

Addressing the Afrikaner Bakenkamer in Midelburg (Cape) earlier this week, Dr Morrison said initiatives such as those in the labour field had shown that the Government felt strongly about the position of blacks in white South Africa.

Comprehensive legislation to deal with bottlenecks affecting black people was being prepared by the Department of Co-operation and Development.

LINKS

In the case of the black "national states" there had been rapid unfolding of Government policy. Something concrete would also have to be done to satisfy the political and social aspirations of blacks in the rest of South Africa, Dr Morrison added.

He said the aim must be for blacks to have a maximum link with their national states while at the same time ensuring satisfaction with their lives in white South Africa.

According to the latest census there were 9.5 million blacks in white South Africa. There were another 6.5 million in the self-governing states which were still part of South Africa, and there were 4 million in the independent national states.

"What we must face is whether these 9.5 million people inside white South Africa are to be our allies or not in the struggle to keep South Africa strong and progressive."

"The question is whether we see the black man in South Africa as a potential enemy, or a potential partner."

CHALLENGE

Dr Morrison said the greatest challenge was in the field of housing.

There was an estimated shortage of 180,000 houses for blacks in the urban areas.

The total economic system of the country was at stake and the private business sector would have to make an active contribution.

Greater progress would have to be made with the removal of hurtful discriminatory measures.
Textile men to talk out proposed tariff boost

THE Textile Clothing Advisory Council has appointed a subcommittee to talk out the proposed round of tariff increases that could, if implemented, send the price of clothing skyrocketing.

The National Clothing Federation's Simon Mocum told the Sunday Express an attempt would be made early in October to get around a table and iron out the differences amicably.

"The application for increased tariffs is a bit like a union wage demand: they ask for far more than they are expecting," he said.

Mr Mocum says the Government has notified the industry that in future it must rely on tariffs for protection against imports.

While we are preparing ourselves for this, we are strongly opposed to the system. We feel the answer is import control combined with moderate tariffs.

"Import control is easy to administer and the flow of imports can be controlled quite easily, according to the needs of the industry."

At present, the textile industry has one application for massive increases on tariffs for knitwear material gazetted and it is believed it has another huge application for a heavy increase in duty on woven fabrics in the pipeline.

If the applications are granted, the clothing industry, which has a turnover of around R1.26 million a year, will be hard hit.

The textile manufacturers have been at loggerheads for a number of years now, with the clothing men claiming that they must be allowed to import cloth as the textile industry was late with supplies and couldn't meet some of the standards required.

The textile manufacturers reacted strongly by accusing the clothing industry of being too fussy and said there was no need for imports as they could meet most of the demand.

The ongoing acrimony eventually resulted in the formation of the joint advisory council.

It is hoped that this body will be able to sort out disputes without tempers fraying and lead appeals to the Government for help from both sides.

By TONY HUDSON
Business Editor
Assocom to cover housing and education

Among the wide ranging issues which will be discussed at the 79th Assocom congress which will be held in Durban from October 13 to October 15 are resolutions dealing with:

- Housing for all population groups;
- Financing of State Corporations;
- Taxation;
- The education system;
- Finance and organisation of the metropolitan areas;
- Opening up CBD trading to all races.

Assocom resolutions are not debated in a vacuum. Leading State officials attend — and often speak to — the debates, and resolutions are later discussed by senior Assocom officers with the Ministers concerned.

Two aspects of housing will be examined — the national housing policy and black housing and the private sector.

As a matter of urgency the Cape Town and Springs chambers of commerce ask for a joint study to be undertaken by the public and private sectors in order to formulate a sound long-term policy, especially for the lower income groups.

The resolution calls for streamlined and simplified administrative procedures, the wider use of all building methods and options in order to reduce housing costs, a review of methods of financing, and amendments to all regulations and by-laws which impede changes.

Discussion on black housing hinges on the investigations of the Viljoen Panel into the extent to which the private sector can become involved in solving the housing backlog in Soweto.

As it is believed that the findings of the Viljoen Panel will have a beneficial impact on the black housing, the resolution urges that the panel report be published as soon as possible, that it should be speedily implemented and that the principles should be extended on a nationwide basis.

A call for correct priorities for the capital expenditure programmes of all State corporations and statutory bodies comes from the Cape Town chamber which says that the Government should determine the correct limit of the extent to which these capital spending programmes should be financed from revenue.

The reasons given for the resolution are that the State corporations have a considerable influence on general economic development, their use of scarce resources, and on inflation because of the financing, pricing and expenditure policies.

The resolution on tax is simple and straightforward. Because of the impact of the fringe benefits tax and of fiscal drag it simply calls for the tax ceiling to be raised from R48 000 to R50 000 and for the marginal rates to be reduced.

In order to produce people with suitable skills so that the growth rate can be maintained at an optimum rate, the education resolution calls for equal opportunities for all races, with greater emphasis on technical education through a twin-stream system.

And once again a call is being made for the immediate opening up of white central business districts of cities and towns to businessmen of all races, to phase in the opening of other business areas at present limited for the use of a particular race group, and to repeal legislation which prohibits the use of black, coloured and Asian managers in white-owned businesses in white areas.

The Congress will be opened by Mr Chris Saunders, chairman of the Tongaat Group, and Professor Jan Lombard, Mr Meyer Kahn and Dr Kobus Louwier will take part in a symposium on the challenges facing business.
Industrialists blamed for low productivity

Own Correspondent

DURBAN — Productivity in South Africa lagged far behind the levels attained by the country’s main trading partners and much of the blame lay with industrialists who had failed to provide adequate training for employees whose basic education “might have been just about nil.”

This was said in Durban last night by Mr. Ken Lunn, president of the Natal Chamber of Industries, at the chamber’s annual dinner.

“Unless we, as industrialists, work out training programmes to ensure optimum production from our machinery, we will not be successful in expanding industry to provide employment for people who are unemployed at present and the school leavers who will be coming on to the market annually,” he said.

In assessing South Africa’s productivity, Mr. Lunn said it was only about one third of Britain’s and one sixth of that of the United States and West Germany. From 1972 to 1979 the gross domestic product a head, compared with 26 other countries, had exceeded only those of Zambia and Switzerland which “both registered negative growth rates.”

Mr. Lunn urged industry leaders not only to train workers but also themselves — particularly in communication and the art of negotiating with trade unions.

Over the past year, Government legislation had permitted black trade unions to become registered. Whether registered in terms of the Industrial Conciliation Act or not, such unions were a force to be recognised.

It was possible that many employers were “ill-prepared for dealing with this new organised labour force.” Mr. Lunn appealed to them to ensure they were properly trained in dealing with claims and disputes.

“It will be absolutely necessary for an employer or chairman of an employer association to have done his homework and prepared a stand. It is no good thinking the people with whom you are going to negotiate are not knowledgeable or capable. Never underestimate and always investigate.”

Turning to the economy, Mr. Lunn said inflation remained a major problem but warned the Government of the dangers of “overkill” in efforts to control it.

“I realise we cannot live with high inflation in South Africa, especially when our main trading partners’ inflation rates significantly lower. But we must avoid back-hand growth.”

Such rapid change, he warned, would lead to unemployment and its attendant problems.
Minister urges employers to avoid conflict

By Drew Forrest

South African employers knew too little about trade unionism and were not ready to deal with possible conflict situations in industry, the Minister of Manpower, Mr Fanie Botha, told Afrikaans business leaders in Johannesburg last night.

At a meeting of the Johannesburg Afrikaanse Sakekamer, Mr Botha warned that local industrialists "did not know the anatomy of industrial conflict."

South African labour history was short and because of inexperience in labour relations, the country's employers could more easily make errors of judgment.

"The first response of some employers to labour conflict has been to call in the police and officials of the Department of Manpower — the last thing to do," he said.

Local management faced a particularly difficult problem, both because of South Africa's racial situation and because workers were still "very unorganised and easily influenced."

"To maintain labour peace and stability among our millions of industrial workers, the highest level of skill, insight, balance and decisiveness in the handling of industrial relations will be demanded of us," Mr Botha said.

It was an inescapable reality that the labour field could develop into a battlefield for social, economic and political rights, and this had to be avoided at all costs.

Stressing that all workers, regardless of race, colour or sex, could now join registered trade unions and take part in the country's negotiating structures, Mr Botha appealed to employers to "maintain the orderly system now provided, and to remain within its framework."

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By Drew Forrest
DON'T TURN PROFITMAKING INTO EXPLOITATION, SAYS STEYN

A WARNING to Natal industrialists not to turn profit-making into exploitation was given by deputy Minister of Finance and Industries Dan Steyn at the NCI annual dinner this week.

Stressing the fact that it was the private sector's "absolute responsibility" to create growth and investment, Steyn added: "Be sure your profit does not become exploitation as the word profit would then become a swearword in the mouth of the public."

He said the success of the country's continued industrialisation depended partly on a widening horizon of export possibilities. Richards Bay could be a major factor in this respect.

"In 1990 Richards Bay accommodated 6,552 vessels and handled more than 28 million tons of cargo, a remarkable performance for an entirely new harbour," said Steyn. "But Richards Bay is only at the beginning of its development."

The deputy minister asked Natal industrialists to take a closer look at decentralisation.

"Neither you nor the country can afford that industry and commerce (in existing areas) become bogged down in traffic congestion of a nature which would seem to be almost insurmountable."

The NCI president Ken Lunn warned of the strengthening of the trade union movement and the need for employers to educate themselves in the correct techniques of negotiation.

He also made a plea to Government to give organised industry sufficient time to study draft legislation and make comment.

"I would suggest the old adage 'more haste, less speed' should be considered," he said. "Industry has, through the federated chamber and regional chambers, a tremendous wealth of knowledge which can assist Government in framing legislation which thereby will not require amending in the short term and hopefully medium term."

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**THE UNIVERSITY OF CAPE TOWN**

**DEPARTMENT OF ACCOUNTING AND ESTATE DUTY II - 1981**

**FEADING LIST 3rd & 4th QUARTER**

**MEYEROMITZ**

**ILLUSTRATIVE EXAMPLES**

**TUTORIALS**

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**Definition of South African 1964, 864, 193, 1292 - 1294.**

Handout on U.K.

- 3, 11, 30
- 10, 19
- 6, 10

Handout on S.30(a)

- 1294
- 1292

- 6, 11

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**S.1. Gross income definition**

- 10.4
- 6.3

**Chapter 7**

- 10.6
- 3.17.3

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**Summarised Table on D.T.A.**

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**ILLUSTRATIVE EXAMPLES**
Financial Editor

THE LACK of a clear statement on the new Government policy on
decentralisation has caused potential investors to delay
investment decisions, to the detriment of ongoing economic
development in Natal, the Natal Chamber of Industries
says in its annual report.

'When the wraps are finally removed it may
well be that the economy will be in a cyclical
downswing and the postponed decisions
will not be implemented at all — either within
or outside the new policy.'

The Chamber says that 'as so often happens
with Government plans, the concept is good but the
timing is bad.'

The changes to the policy have been in the air for
many months and a new four-tier package has been
forecast.

The notion of de-concentration, with the development
of industrial complexes at the periphery of established
metropolitan areas, so as to make use of existing
infrastructure, was said to be central to the new
scheme, as also the establishment of so-called
counter-balancing growth poles.

Growth pole

'In Natal, the Chamber says, the logical area for
such a growth pole would be Richards Bay-
Empangeni.'

In another area, the Chamber examines the economi-

cise and expresses the fear that 'the State
monetarists, bent on

squeezing the economy into early submission through stringent monetary control,
may go too far.

'We fear that the Government may be attaching insufficient importance to the
dangers of over-correction.

'We base this fear substantially on the fact that there are a number of fac-
tors which are already operating to reduce the balance of payments liquid-
ity base and whatever official measures are superimposed in the operation
of natural market forces will have to be applied with caution and precision.'
The FCI vice-president, Mr Tony Hesp, accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power for political gain".

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers would achieve.

"Where will it stop if we back down on the pension issue?"

He was backed by Mr Alex Hamilton of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over pensions.

Mr E L Klopper, of the Transval Chamber of Industries, said that when people got into the habit of striking they would strike again and again.

He held up the sackings of air controllers in the US as an example of how to deal with a strike.

Mr Bill Hamilton, also of the Natal chamber, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired.

He said the real problem was that the issue had been instrumentally handled by the Government.

**Committed to talks**

Mr Brian Matthew, of the Midland Chamber, said the Government had started halfway up the ladder in introducing the proposed legislation.

He distanced himself from hardline attitudes on the issue, saying the MCI remained totally committed to negotiation.

In a statement, the general manager of Dunlop Floorings, Mr N Yeaden, said members of the workers' liaison committee approached management on Thursday and asked for employees' pension contributions to be paid out.

"After the company's policy was explained to the workers — the number could not be established — they left the factory, thereby terminating their employment with us", said Mr Yeaden.

Recruitment, including selective re-employment, would begin on Wednesday.

Some of the other firms hit by strikes this month were:

- **October 1**: About 1 600 workers at Car Distributors Assembly in East London walked out over the dismissal of a fellow worker who had been involved in a scuffle with a white worker.
- **October 6**: About 250 workers at the SA Bottling Plant in Port Elizabeth walked out for the second time in eight days over a dispute about pay.
- **October 7**: About 300 workers at the Epol plant in East London downed tools demanding their pension contributions be paid out to them.
- **October 13**: About 180 workers at Motoria in Uitenhage stopped work and refused to return unless their union, the Transport and Workers' Union, was recognised.
- **October 15**: About 200 workers at Imperial Cold Storage poultry factory at Algoa walked out over a wage dispute.
Companies have to grasp the nettle

By C Menell

If fair labour practices were the "right thing," discussion on them would probably be restricted to the pulpits on Sundays. The fact is, they are good for business, and it is essentail for the future stability and security, for, whether anyone likes it or not, black opinion will have an increasing impact on companies' decision-making in the future.

Fair labour practices are good for business ... they are also essential for future stability and security, for, whether anyone likes it or not, black opinion will have an increasing impact on companies' decision-making in the future.

Business's top challenge

In this series of articles, South Africa's business leaders share their thoughts on what many see as the greatest challenge facing private enterprise this decade. It is a many-headed challenge involving:

- Abolishing race discrimination;
- Creating equal opportunity;
- Intensifying training;
- Improving management/worker relations.

In the coming weeks, managing directors and chief executives will spell out how they are meeting this challenge.

On the issue of collective bargaining, our major challenges are to enter mutually acceptable recognition agreements with unions, to determine settlement of disputes procedures with unions and to get on with the job of collective bargaining on conditions of employment.

In the mining industry, the upgrading of wages and living standards has been slow, owing mainly to protracted negotiations between the Chamber of Mines and the trade unions. These negotiations have been beset by problems of representation and the basic principles embodied in the Code — such as equal pay for work of equal value, non-discrimination in the employment, training and advancement of all employees and the recognition and exercise of universal labour rights.

Progress has, however, been achieved in some companies, notably those companies which have now achieved the upgrading of minimum wages in line with the objective of reaching common pay structures, greater uniformity in conditions of employment and the advancement of employees on the basis of skill in areas where there are no legal or union agreement restrictions.

Who has anyone wished it or not, black South African opinion will have a greater and greater impact on decision-making in our companies and country in future.

If companies are seen to be grasping, anti-social instruments of apartheid or even benignly neglectful, it could spell the doom of flourishing business in South Africa.

Let us not fool ourselves. Some black South Africans already see business in this way, and when police are called, when informers are used among the workforce and when victimisation of labour organisers and the labour force itself occurs, we are verging on management by coercion.

A final, possibly contentious, point is that companies, however enlightened, are working within the context of laws and regulations which impose on the implementation of our codes. Thus companies have to give serious attention to often politically sensitive issues and should not shrivel back with fatalistic mutterings about sticking to last.
Assocoom, and FCI may merge

By HAROLD FRIDJHON

TWO of South Africa's largest employer organisations, the Association of Chambers of Commerce (Assocoom) and the SA Federated Chambers of Industry (FCI) have recently held exploratory talks on the possibility of a merger at the national level between the two bodies.

Presidents of both organisations, Mr Isny Finshaw of Assocoom and Mr Chris du Toit of the FCI were very circumspect when asked to comment last night.

Both said that talks about a possible merger had been going on for a number of years but with no decisions having been taken. Mr Finshaw added, however, that as a result of fresh talks the matter had been taken a little further. It would be more fully discussed by Assocoom in the near future.

Mr Du Toit said that the subject had flared up again but no one had taken any positions. He said the impression given was that the issue was wide open and that there were no commitments.

For many years past, leaders in both organisations have felt that the interests of industry and commerce would be better served by a single employer organisation representing the full weight of the business section of the community.

Difference

There was some historical justification for two organisations years ago when the Assocoom stance was for low tariffs, free trade and an open import policy, while the FCI stood for the encouragement of industry, protection and import control.

But that difference of attitude has long since disappeared. Both organisations are at one when it comes to the encouragement of industry so as to create job opportunities for a growing population, and of working for the real and fundamental growth of the South African economy.

The policy lines of both organisations are the same when it comes to education and training so that the country can provide its own skilled labour force.

Both organisations have expressed their opposition to State interference in the business sector.

If the two bodies can be welded into one powerful employer body, the unified structure will be more powerful and influential, particularly in Government circles where it would represent the concerted view of private enterprise.

Proliferation

Maintaining the two structures is costly, both in terms of money and also of the time which businessmen have to devote to chamber work. It has been suggested that the larger business and financial groups which support both Assocoom and the FCI would probably give added support to a more powerful and representative employer organisation.

There is another aspect that must be considered. In recent years there has been a proliferation of smaller business organisations which have sought to plough their own narrow furrows.

These organisations would be attracted to a strong power group which talks to Government and other authorities with one authoritative voice. In all probabilities, if the merger should eventuate it would attract wider membership.
Employers may ask for shelving of pension Bill

The Government may be faced with requests by Natal employers that it delay for several years its proposed Bill "freezing" employee pension contributions.

Moves are afoot among Durban companies to ask the Government to put the Bill on ice for three to five years.

Since the Government announced it was going ahead with the Bill, employers -- particularly in Natal -- have been hit by a wave of unrest as black workers demand to withdraw from pension funds to escape the provisions of the Bill.

The strikes at three Illovo sugar mills and a Sape paper mill this week were sparked by pension protests on the part of black workers.

BY STEVEN FRIEDMAN

Trade unions have warned that the pension Bill poses unacceptable pension pressures throughout the industry and have added that "workers are now beginning to question the whole manner in which pension funds are run".

The Natal Chamber of Commerce has rescued a resolution calling on the Government to delay the Bill for three to five years.

It adds that this move is believed to enjoy support from major employers, including Illovo, who are becoming increasingly concerned at the Bill's implications for labor stability.

Examining

The Natal Chamber of Industries is also examining the pension issue in the light of the strikes. When the Bill was released several weeks ago, management sources expected it to allay worker fears because it had been done that all pension money paid into funds until the Bill became law would not be subject to the "freezing" provision.

But since the Bill has been released, there have been a wave of strikes in protest against the Bill and some industries, such as the Transvaal clothing industry, have allowed workers to opt out of pension funds without demanding that they resign.

The Federated Chamber of Industries has called for precedent funds to be exempted from the Bill and for workers to be given the choice -- in negotiation with their employers -- of opting for a pension fund created by the Bill or a precedent fund which would not be covered by it.

The FCI is understood to be negotiating with the authorities on this suggestion.

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By Steven Friedman

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Big business move on super-merger

It was agreed that the aims and objectives of the two organisations were in substantial accord, and policy issues which in the past had been divisive had largely disappeared.

It is the firm belief ... that any residual differences and future differences ... could be resolved domestically within a merged organisation.

An appendix to one of the reports to result from the discussions quotes votes in favour of a merger — backed by reasons from an impressive list of business leaders.

These include Anglo American's Gavin, Hally, Barlow's Mike Rouhol, Barclay's Rob Aitworth, Afrox's Peter Joubert, Nedbank's Gerry Muller, AECC's Ted Smale, Standard Bank's Dr Conrad Strauss, EDGERS' Sidney Press, Old Mutual's Jan van der Horst and SA Breweries' Dick Geiss.

Dealing with relations with the Government, the latest document notes: "In view of the expressed wish of Government to co-operate with the business community it is important that communication (from the private sector) be effective and clear.

"There are approximately 245 organisations representing businesses in South Africa, which most inevitably result in conflicting and confusing messages. This is also wasteful of time and resources both from the Government side and from the side of business."

The key recommendations include:

- Assocom considers it desirable that the two organisations should be merged ...家.
- The merger should be approached as a matter of urgency.

Commenting, members of the management teams at Assocom and the PCI agree that the main stumbling block is likely to be agreement on the executive hierarchy of a merged body.

As one adds, however: "Some 30% of the PCI's revenue comes from a relatively small number of corporate members and there is much the same situation at Assocom."

"In the final analysis, it will be up to these heavyweights to use their muscle to overcome disputes about who will hold which senior executive posts in a unified organisation."
Urgent talks to dispel workers' mistrust
Labour unrest: FCI gives guidelines

By Dree Forrest

The powerful Federated Chamber of Industries (FCI) has issued guidelines to its members as a short-term response to mounting labour turmoil over the Government's proposed pensions legislation.

Last Friday, about 400 workers struck at the Hulett's Pfolston mill in a demand for the immediate refunding of their pension fund contributions. About 2,000 workers at four Hulett's mills in Natal — Pfolston, Darnall, Amatikulu and Mount Edgecombe — are now on strike over the issue.

In its guidelines, issued to various regional chambers last week, the FCI stresses that black workers see the compulsory transfer and preservation of pensions proposed in the Government's recent draft Bill as "depriving them of access to savings."

As a first response to worker unrest on the pensions issue, the FCI recommends "meaningful negotiation with employee representatives."

These representatives should be offered the "three-way choice" of:

- Remaining in the existing pension fund without being paid out.
- Resigning and reclaiming pension contributions, with attendant loss of long-term benefits.
- Opting into a "savings fund" with similar benefits to a pension fund, but which would yield a lump-sum payment on resignation.

Companies hit by unrest should stress to workers that the draft Bill may still be amended, and that industry is negotiating with the authorities to have it changed. The Chamber recommends.

FCI sources said this week that the guidelines were intended as a bridging measure in the current pensions-related unrest.
Call for all-race training. This is a joint effort between the community and the business sector to promote a healthier and more inclusive environment. The training will be led by experts in fitness and will cover topics such as cardiovascular health, strength training, and nutrition. Attendees will receive a certificate of completion. For more information, please contact the community center at 555-1234.
Mr Naas van Staden's statement that there was no possibility of the withdrawal or undue deter-
ment of the Preservation of Pensions Bill could cause a storm at his meeting with Natal employers.
Mr van Staden, the Registrar of Financial Institutions, is to meet the em-
ployers in Durban tomorrow to discuss the pensions issue, which has
caused six recent strikes in the province involving about 5,000
workers.
While it is not certain what line employers will take at the meeting, the Durban Chamber of Com-
mmerce last week announced that it favoured a three-year to five-year de-
tement of the law to educate workers on its implications. Both the
Natal Chamber of Indus-
tries and the Heilts group are known to share this view.
However, in an inter-
view with our Durban cor-
respondent, Mr van Staden said the legislation
"would go through as cer-
tainly as I am sitting on
this chair." He added that
it was "utter nonsense" to
suggest that the Govern-
ment was rethinking its
plan.

LEGISLATION
It is understood that
the Government would like to enact the legis-
lation next year and pro-
nounce it in January 1963.
Natal employer sources
said yesterday that tomor-
row's meeting is likely to
be "fiery".
Mr van Staden did.
however, distinguish be-
tween a "saving's promise"
and a "pensions promise."
This is broadly in line
with the view of the Federaled Chamber of In-
dustries which has re-
commended to the Govern-
ment that workers be
allowed to choose between
pension funds which
would be subject to
preservation and provident
funds which would not.
**KENNISGEWING 772 VAN 1981**

**DEPARTEMENT VAN MANNEKRAK**

**WET OP NYWERHEIDSVERSOENING. 1956**

**AANSOEK OM REGISTRASIE VAN ’N WERKGEWERSORGANISASIE**

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat ’n aansoek om registrasie as ’n werkgewersorganisasie ontvang is van die Agricultural, Mining and Industrial Chemical Manufacturers’ Association. Besonderhede van die aansoek word in onderstaande tabel verstreël.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek bewaar om, word verstaan om teen die maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.s. die Departement van Mannekraak, Mannekragbegau 449, Schoemansstraat 215, Pretoria. (Posadres: Privaatsak X117, Pretoria, 0001).

**TABEL**

**Naam van werkgewersorganisasie.** — Agricultural, Mining and Industrial Chemical Manufacturers’ Association.

**Datum waarop aansoek ingediend is.** — 7 Augustus 1981.


‘Landbou-, Mybou- en Nywerheidschemikalieënywerheid’ beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkgewers en werknemers met mekaar gesosiseër is vir die vervaardiging en/of formulering en/of verspreiding van die volgende, en sluít dit ook in alle werksoamhede wat daarin in verband staan of daarvan voortspruit: Strookstof, fosfaatstof, kalkstof en gravelstof, asook verskeie dié komplekse chemikalië, met name: saakpyn, saakpyn en ontmynningsmiddels, chloroalkylethylace, waterstof, suur en ander anorganiese stoffe, asook die chemikalië van die skadery en gereedskappe, asook die chemikalië van die skakery en gereedskappe.

‘Agricultural, Mining and Industrial Chemical Manufacturing Industry’ beteken, sonder om die gewone betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkgewers en werknemers met mekaar gesosiseër is vir die vervaardiging en/of formulering en/of verspreiding van die volgende, en sluít dit ook in alle werksoamhede wat daarin in verband staan of daarvan voortspruit: Strookstof, fosfaatstof, kalkstof en gravelstof, asook verskeie dié komplekse chemikalië, met name: saakpyn, saakpyn en ontmynningsmiddels, chloroalkylethylace, waterstof, suur en ander anorganiese stoffe, asook die chemikalië van die skadery en gereedskappe, asook die chemikalië van die skakery en gereedskappe.

**Posadres van aanvraar.** — Postbus 61204, Marshalltown, 2107.

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**NOTICE 772 OF 1981**

**DEPARTMENT OF MANPOWER**

**INDUSTRIAL CONCILIATION ACT. 1956**

**APPLICATION FOR REGISTRATION OF AN EMPLOYERS’ ORGANISATION**

1. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the Agricultural, Mining and Industrial Chemical Manufacturers’ Association. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

**Name of employers’ organisation.** — Agricultural, Mining and Industrial Chemical Manufacturers’ Association.

**Date on which application was lodged.** — 7 August 1981.


**‘Agricultural, Mining and Industrial Chemical Manufacturing Industry’ means, without in any way limiting the ordinary meaning of the term, the industry in which employers and employees are associated for the purpose of the manufacture and/or formulation and/or distribution of the following, and all operations and procedures incidental thereto or consequent thereon: Nitrogenous, phosphatic and potassium-bearing raw materials for fertiliser production, fertilisers, soil improvement chemicals, plant growth stimulants and inhibitors, crop protection chemicals, seeds, chloroalkyl products and chlorine derivatives, hydrogen, salt and other inorganic raw materials, industrial acids and anhydrides, base minerals, industrial polymers and elastomers including PVC, polystyrene, polyethylene, polyurethane, rubber, styrene butadiene rubber and polyisoprene, plasticisers, driers, viscosity modifiers and fillers, rubber chemicals, fermentation products including alcohol, polyhydric alcohols, solvents including esters, ketones and ethers, vinegar, methylated spirits and yeast, animal feeds and animal feed supplements, ion exchange resins, industrial adsorbents, flocculants, coagulants, despersants, flotation reagents, including collectors, activators, frothers and modifiers, solvent extraction chemicals, leaching reagents, reagents for the metallurgical industry, chemicals for efficient treatment and water purification including chemicals for water recycling and boiler feed regulators, catalysts, coal derived chemicals and chemical raw materials.

**Postal address of applicant.** — P.O. Box 61204, Marshalltown, 2107.
KENNISGEWING 773 VAN 1981
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N WERKGWEERGORGANSIE:

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
registrateur, maak ingewolke artikel 4 (2) soos toegepas by
artikel 7 (5) van bogenoemde Wet, hierby belend dat 'n
aansoek om die verandering van sy registriesbestek ont-
vang is van die Johannesburg Dry Cleaners' en Lau-
unders' Association. Besonderhede van die aansoek word in
onderstaande tabel vermeld:

Enige geregistreerde werkgeersorganisasië wat teen die
aansoek bestaar maak, word versoek om binne een maand
en die datum van publikasie van hierdie kennisgewing sy
beswaar skriftelik by my in te dien, p/a die Departement van
Mannetjie, Mannetjiegebou 449, Schoemagustraat 215,
Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL.

Naam van werkgeersorganisasië.—Johannesburg Dry
Cleaners' en Lauunders' Association.

Datum waarop aansoek gedoen is.—7 Augustus 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen
word.—Werkgevers betrokke by die Wassery-, Droeg-
skoonmaak- en Kleurbedryf in die landboudistrikte Albert-
ton, Germiston, Kempton Park, Randburg en Roodepoort.

Wassery-, Droogskoonmaak- en Kleurbedryf” bete-
ken, sonder om die gewone betekenis van die uitdrukking
enperwerpse te beperk, die bedryf wat in bedryfsregulierings
uitgevoer word waar artikels gewas en gestryk, skoonge-
maak of gaker word volgens die bestelling van klante, en
dit omvat Departe waar sodanige artikels ontvang word om
gewas en gestryk, skoonmaak of gaker te word volgens
die bestelling van klante, maar uitsluitend die kleur van
dise: Met dien verstaande dat die woord “klante” by
	
die tans deur hierdie omskrywing nie kleraservice van
	
diers insluit nie.

Posadres van applikant.—Posbus 4863, Johannesburg,
2000.

Kantooradres van applikant.—Greenfieldweg 32,
Greenside, Johannesburg.

Die aanvraag word gewestig op onderstaande vereistes van
artikels 4 en 7 van die Wet:

(a) Die mate waarin ’n beswaarmakende werkgeers-
organisasië vereenwoordigend is, word ingewolke artikel 4
(4), soos toegepas by artikel 7 (5), bepaal volgens die feite
soos hulle bestaan het op die datum waarop die aansoek
gedoen is, en wat die lidmaatskap betref, word alleen de
artikel 12 (2) van die Wet op voormelte datum
volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel by artikel 4 (2) moet
gevolgd word in verband met ’n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(9 Oktober 1981)

NOTICE: 773 OF 1981
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Regis-
trar, do hereby, in terms of section 4 (2) as applied by
section 7 (5) of the above-mentioned Act, give notice that
an application for the variation of its scope of registration
has been received from the Johannesburg Dry Cleaners' and
Lauunders' Association. Particulars of the application are
reflected in the subjoined table.

Any registered employers' organisation which objects to
the application is invited to lodge its objection in writing
with me, c/o the Department of Manpower, 449 Manpower
Buildings, 215 Schoeman Street, Pretoria (postal address:
Private Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice.

TABLE

Name of employers' organisation.—Johannesburg Dry
Cleaners' and Lauunders' Association.

Date on which application was lodged.—7 August 1981.

Interests and area in respect of which application is
made.—Employers engaged in the Laundry, Dry Cleaning
and Dyeing Trade in the Magisterial Districts of Alberton,
Germiston, Kempton Park, Randburg en Roodepoort.

"Laundry, Dry Cleaning and Dyeing Trade" means
without in any way limiting the ordinary meaning of
the expression, the trade carried on in establishments where
articles are laundered, cleaned or dyed to the order of cus-
tomers, and includes depots where such articles are received
in order to be laundered, cleaned or dyed to the order of cus-
tomers, but excludes the dyeing of fur pelts: Provided
that, for the purposes of this definition, the term "cus-
tomers" does not include clothing manufacturers.

Postal address of applicant.—P.O. Box 4863, Johanne-

Office address of applicant.—32 Greenfield Road.
Greenside, Johannesburg. Attention is drawn to the follow-
ing requirements of sections 4 and 7 of the Act:

(a) The representiveness of any employers' organisa-
tion which objects to the application shall in terms of sec-
tion 4 (4) as applied by section 7 (5) be determined on the
facts as they existed at the date on which the application
was lodged, and, as far as membership is concerned, only mem-
bers who were in good standing in terms of section 1 (2) of
the Act as at the aforesaid date shall be taken into consid-
eration.

(b) The procedure laid down in section 4 (2) must be
followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(9 October 1981)
Kampvoordrachts van aplicant.—14de Verdieping, Andersonstraat 20, Marshalltown.

De aandag werd gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewerorganisatie verteenwoordigend is, word ingevolge subparagraaf (4) bepaal volgens die lote soos hulle bestaan het op die datum waarop die aanvoer ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voornemde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel deur subparagraaf (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nywerheidsregistraatour.
10 Oktober 1981

Office address of applicant.—14th Floor, 20 Anderson Street, Marshalltown.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
9 October 1981
Tuctsa, FCI endorse De Lange report

Own Correspondent
DURBAN.—The South African education system was slammed yesterday by the general secretary of Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, and by the South African Federated Chamber of Industries (FCI), both of which endorsed the De Lange commission recommendations.

Calling for an equal unitary education system in place of the present fragmented one, Mr Grobbelaar urged industrialists and trade unionists to "get cracking and do something about it".

At a seminar organized by the National Development and Management Foundation at a beachfront hotel, Mr Grobbelaar told 40 management and personnel executives on black advancement and education that: "We've got to grow up and accept in pure economic terms the need for one department of education."

"We're going to face serious difficulties in the next few years in finding suitably educated blacks to move into occupations requiring high levels of technical skills."

He raised this largely to the poor level of black education in particular, but spoke of the poor quality of South African education generally.

"All groups, but particularly the blacks, must be trained and educated to avail themselves of the opportunities that are available," Mr Grobbelaar said.

He urged employers and trade unionists to help remove the most serious barrier to the advancement of blacks — racial prejudice. Calling it a "monstrous and illogical attitude", Mr Grobbelaar said prejudice could be eliminated by a process of training and education.

Universities

"I am perturbed by the thought that universities are providing people with knowledge and wisdom of no practical purpose. They are not being used to equip people with the knowledge, know-how and skills needed for an industrial society," he said.

There should be one educational institution providing this technical training and not a number of institutions catering for the different race groups.

○ The Federated Chamber of Industries said that after a year of intense consultation, the De Lange report had come forward with a new perspective on the education crisis which had been partially responsible for the crippling national skills shortage and widespread unrest.

○ De Lange report vindicates FFP — page 4
Employer Attitudes

Shopfloor statistics

A surprising result of a recent survey of 152 such companies, employing 500,000 workers, showed that no less than 60% have no definite industrial relations policy. There was, nonetheless, no ignorance of shopfloor conditions – except in a minority of cases. The survey was conducted by FSA management consultants.

The indications are that there is some uncertainty about the appropriate response to labour developments. While the majority of companies had not formalised an industrial relations policy, 60% of the companies reported that at least some of their employees were unionised, and, according to FSA director Bernard Chalmers, "42% of companies, when approached, welcomed unions."

In 1980 only 29% of the participants were approached by black unions for recruitment purposes, a figure which increased to 42% in 1981. And, also this year, 90% of the companies were prepared to deal with trade unions and were prepared to give representatives access to company premises (1989, 60%). Recognition and registration have long been thorny issues. While 39% of participants were prepared to recognise unregistered unions which were not seeking registration, 63% were prepared to recognise those seeking registration or already provisionally registered. Of companies, 92% were prepared to recognise registered unions in 1986 whereas 95% are now prepared to do so.

Competition for membership on the factory floor has increasingly posed problems for employers. Of the sample, 15% had two or more rival unions trying to recruit members and 60% of participants indicated that they would be prepared to recognise two or more unions representing their black employees. And, 66% would run a verification exercise to determine which unions, if any, were representative of black employees.

Although many employers regard industrial councils (ICs) as the best vehicle for the determination of wages, conditions of employment, and to some extent industrial relations practice, only 30% of participants were actually party to an IC agreement. The majority of companies not party to an IC agreement are still subject to a wage determination or other wage regulating measures – indicating that a substantial number of workers still have their wages and conditions of employment regulated by forces over which they have no direct control.

Nonetheless, 54% of participants maintained that the attitude of unions representing black employees towards the IC system was positive. 32% of employers adopted a neutral attitude, and only 14% maintained that black unions have a negative attitude towards the IC system.

Increasing unrest on the factory floor has highlighted the necessity for workable grievance and disciplinary procedures. However, only 69% of participating companies had defined disciplinary procedures. A significant proportion of companies still had no formal means of resolving disciplinary issues in spite of the fact that almost half the strikes in SA last year were caused by disciplinary and dismissal issues.
Don't leave it to tiny minds, commerce urged

DURBAN — If systematic and specifically significant reform was unlikely to emerge from the State, the business community would have to consider prompting the necessary reforms.

Mr C J Saunders, chairman of the Tongaat Group and a member of the Prime Minister's Advisory Council, said this in Durban yesterday.

Opening the 7th annual congress of the Associated Chambers of Commerce, Mr Saunders said his statement was obviously contentious.

TINY MINDS

"Frankly, as I have no intention of being involved in politics I should refrain from making such a suggestion. But we cannot, as leaders in industry and commerce, allow the foolish consistency of tiny minds to continually masquerade under the banner of white racial harmony."

"We must wake up and we must realise that we are a developing, dynamic nation, who must soon be prepared to enter the 21st Century," he said.

The pressures for fundamental change, both within and without, were mounting steadily.

NEUTRAL GEAR

While much change had taken place in the last decade — certainly a considerable amount of substantial as opposed to superficial change — the political, socio-economic structure presented a lack of symbolically significant change.

The Government for political reasons had often played down the significance of the changes that had been made.

In spite of Government attitudes, the challenge of change and its direction could now be identified with "a good deal more clarity and confidence" although unfortunately since the general election in April the much-publicised reform programme of the Government appeared to have been "put into neutral gear."

Without question the greatest force for change in South Africa today was the determination among black, coloured and Indian citizens to gain freedom from racial domination.

Pursuit of this goal had already involved some violence but peaceful change remained the goal of most non-whites and the moral force of such a course, when pursued by such numbers and with such deep passion, must trouble the conscience of white society.

"There is an almost total lack of communication between whites and blacks in regard to both the ultimate shape of a new South African society and even the beginnings of a process by which to get there," Mr Saunders said.

"Blacks have their own agenda for the future and consider what is being discussed by whites to be largely irrelevant."

RIGHT WING

A second barrier to peaceful change was the determination of a sizeable hard core of whites to maintain the status quo of white supremacy at any cost.

This group included many working-class people who were naturally fearful of black competition for jobs, much of the rural farm population, inhabitants of small towns and villages and a good part of the police and civil service.

This group apparently felt safeguarded by the limited degree of change the present leadership had instituted and appeared to wish to give its support wholeheartedly to the Government's rightwing opposition. ..."
Slowdown will dominate FCI convention

By Morvyn Harris

By Morvyn Harris

Concern over the cyclical slowdown in the economy and the country’s ability to maintain growth over the longer term are expected to dominate proceedings at the 8th annual convention and executive council meeting of the Federated Chamber of Industries (FCI) in East London next week.

Key issues are likely to be the effect of the world recession on export prospects and gold-sales policy, the size of the import bill and the need to develop mechanisms for solving conflicts.

The FCI president, Mr C W H du Toit, said at a press conference that government policies of discipline and moderation, coupled with private sector entrepreneurship, formed the combination needed to find solutions to knotty problems.

These were in the interlocking social and economic areas of industrial relations, unemployment, housing, health, education, exports and decentralisation.

Dissatisfaction over the system of differentiated education, housing shortages, lack of civic amenities, long commuting distances and legislation to preserve pensions, had become cause for unrest on the factory floor.

Strikes and work stoppages, in protest against conditions which lay beyond the factory gates, attested to the demand for recognition by emergent unions.

Suggestions which delegates at FCI meetings would put forward included:

- Specific unemployment relief measures favouring informal sector growth to supplement employment generation through industrialisation.
- Deregulation and greater private involvement in low-cost housing for all races to permit workers to make a contribution to solving their own housing needs.
- A more decentralised education system with less academic and more career-oriented.
FCI's fears on jobless in slump to be raised

WIDESPREAD fears that the downturn in the economy could go too far and too deep, leading to a massive rise in unemployment, will be voiced next week at the executive council meeting of the Federated Chamber of Industries.

A statement by Mr. Chris du Toit, president of the FCI, said: "With the economy in a critical phase of a cyclical slow-down, delegates will be considering two primary problems:

- The more immediate problem of how to prevent the momentum of the downturn from carrying the economy too far into recession, triggering a new round of unemployment.
- The country's ability to keep the growth window open over the longer term."

Mr. Du Toit said: "Key issues are likely to be the effect of the world recession on South Africa's exports and gold sales policy, the size of the import bill, the need to develop conflict resolution mechanisms to maintain urban and industrial peace."

"A broad consensus has developed that Government policies of discipline and moderation, coupled with private sector entrepreneurship and innovation, form the powerful combination needed to find solutions to these problems."

"Employers are confronted by the fact that the work force is experiencing real bargaining power through the new conciliation machinery."

"This dissatisfaction over the system of differentiated education, housing shortages, lack of civic amenities, long commuting distances, strained health care services and legislation to preserve pensions have all become causes for unrest on the factory floor."

Mr. Du Toit warned of the dangers of an "unbearable burden on the taxation system and precipitate unbridled inflation" if these issues were wrongly handled.
Assocacom warns on exploiting firms

A WARNING the Government might act against companies which "exploit" consumers unless such practices were stopped voluntarily was made last night by Mr Iasy Pinshaw, the president of the Association of Chambers of Commerce.

He was speaking at the formal opening of the Assocacom annual congress in Durban.

Mr Pinshaw said: "In recent months Assocacom has received complaints from the authorities to the effect that certain businesses are not making their contribution in co-operating with the Government in its fight against inflation.

"Accusations of outright exploitation have been levelled against certain sectors in the economy and Assocacom regrets that it has had to agree with the authorities that a small minority of firms are not acting responsibly.

"Although I am sure that only a small minority are guilty of this it is the few bad apples that spoil the rest."

Mr Pinshaw said: "What the guilty parties fail to appreciate is that unless they put their respective houses in order Government may be compelled to force them to do so.

"This would come at a time when active steps are being taken by the authorities to deregulate business.

"Legislation is costly to enforce, has disturbing side effects and often prevents sound competition and so should be avoided as far as possible.

"Such irresponsible behaviour by a small group of businessmen unfortunately damages the image of the free enterprise system as a whole.

"I, therefore, urge such businessmen to adopt a more responsible attitude in their approach to consumers and to cease those practices which result in the cry of exploitation being made."

Mr Pinshaw said: "At the same time consumers should realise that the most effective weapon in their hands remains competition.

"It is just as much the task of the consumer to make competition work by insisting on value for money and a fair deal."
Council
April 11/0/81

To launch

Wesgro

Municipal Reporter

CAPE TOWN City Council is to take on the job of officially launching Wesgro, the brainchild of former Mayor Mr. Louis Kreiner, to promote the economic development of the Western Cape...

The council's executive agreed yesterday that the council would act as a 'clearing house' for the legal formation of Wesgro, which is to be an incorporated association not for gain.

The committee convened by the Cape Chamber of Industries to investigate the feasibility of Wesgro had asked the council to go ahead with the formation. It was confident it would soon meet the R180 000 a year target set as the new organisation's running expenses.

DIRECTORS

The council is to appoint Mr. Kreiner and another councillor, Mr. Peter Muller, as its directors to the board of Wesgro.

Any expenses for the formation of the organisation will come out of the R50 000 the council has already agreed to give annually to the new organisation.

The rest of the money will come from the private enterprise through the Chamber of Commerce and Chamber of Industries and from surrounding local authorities.

The feasibility committee already has a guaranteed R160 000 a year.
Call to drop city centre trade bar

Michael Chester, Financial Editor

Durban - Botha Administration came under reduced pressure today as the National Party banned all black-owned businesses from entering city and suburban shopping centres.

The appeal to the Government to scrap the 'no sale' colour bar was made at the 1981 congress of the Association of Black Commerce. The congress was attended by members from black communities in the education system, primary schools and universities.

It is likely that both the Labour Party and the Liberal Party will be pursuing similar issues at their congresses scheduled for the next month.

The Cape Town and Durban branches of the ANC and other black forces are in discussions with the Government to bring up the issue of Central Business Districts to businessmen of all races.

Education

The Durban chapter of the ANC argued that the Central Business Districts of larger towns and cities should be opened for mixed trading as soon as possible to open opportunities to compete on equal terms with experienced white businessmen.

At the moment, black employers are forced to apply for special permits to employ workers of other races at higher pay levels.

"It is difficult to escape the conclusion," said a Durban study, "that the Government accepts the principle of removing restrictions in employing delaying tactics as far as specific action is concerned."

The ANC's Education Committee is urging the Government to take urgent steps to provide equal educational opportunities for all race groups.

The Port Elizabeth Chamber of Commerce said in a resolution proposed today that about R720 a week was spent on education for each white child and only R72 on each black child.

In a unanimous resolution, the congress backed the call for equal opportunities, urged greater emphasis on technical education through a twin-stream system and called for more black involvement in the education sector.

The Star's Political Staff reports from Cape Town that economic decentralisation could turn into one of the most important topics to be discussed at the Prime Minister's meeting with business leaders there on November 12.
CONSUMER—spending growth in South Africa will rise at a considerably slower rate this year than in 1980, with the increase in retail sales falling to about 4% from 9% last year.

Mr Meyer Kahn, managing director of OK Bazaars, said there was little doubt that business activity was on the downward path, with most economists predicting a real growth rate of between 4% and 5% this year against 8% last year.

But Mr Kahn said the slowdown was a challenge to commerce — "A downturn is a time for courage and nerve, not timidity."

The constraining factors appeared last year, but were overshadowed by the boom, and were now coming to the fore, said Mr Kahn, with inflation likely to accelerate to about 13.5% from 13.6% last year. With wages rising at a slower rate than they did last year, real earnings were at best stagnating now.

The boost given to overall demand in 1979 and 1980 by new jobs had been reversed this year as unemployment started to rise again. Direct tax paid by individuals was likely to rise by about 25% this year against an increase of only 7% in 1980. Statistics showed that consumers were not dipping into their savings to the extent they did in last year's boom when almost half the spending increase was financed by credit and saving. This reduced the ratio of personal savings to disposable incomes from 10.5% in 1979 to an unusually low 6.7%.

Higher interest rates had dampened consumer demand more directly in the sense that purchases financed with credit had become considerably more expensive over the past 12 months than in the previous year. The ripples of expensive and scarce money extended beyond high-priced durables, such as cars and houses, as the decline in demand for housing affected sales of a wide range of products associated with a new home, such as garden equipment, domestic appliances and furniture.

All these factors — lower disposable incomes, tighter money and higher savings — were convincing evidence that the boom was ending, and even those sectors which were still relatively buoyant would experience a marked fall-off in business over the next few months.

In spite of these negative factors, Mr Kahn was optimistic that, barring a sustained col- lapse in the gold price, chances were good that the present downward phase in the business cycle would be relatively brief and mild.

"It seems most unlikely that South Africa will experience in 1982 and 1983 a recession as painful as that of the mid-seventies when the growth rate dropped to zero."

"The coming downturn was likely to be felt most severely in the sale of durable goods, most of which were expensive "big-ticket" items, such as cars, large domestic appliances and furniture. Sales of these goods rose particularly fast in the boom, with total consumer spending on durables rising by an "astronomical" 27% in real terms last year. Purchases then were encouraged by low interest rates and freely available credit.

Many households had delayed committing themselves to heavy outlays in the last downturn, and the reverse was now true. Stricter credit terms were a strong discouraging factor to potential buyers, and it was also possible to postpone purchases of durable goods for a considerable time because they normally had a relatively long life and could be kept in sound condition by maintenance and repairs.

Sales of durable goods were likely to rise by only 10% in real terms this year, but there would be a sharp drop in 1982 and 1983 to a marginal increase of no more than 1% or 2%.

In contrast, food sales should remain steady over the next two years. After a modest rise in sales of food and other non-dura-
bles last year, their growth rate was unlikely to fall below 3% a year between 1981 and 1983.

Mr Kahn predicted that the growth in consumer spending would undergo a significant geo-
graphic shift in the next few years. Many of the large public and private investment programmes being undertaken were not in urban areas but on the platteland where employment opportunities were likely to grow faster than before.

The trends in consumer spending and in the overall economy would make the next two or three years more challenging for most companies than 1979 and 1980, starting with a marked drop in growth of sales volumes. Revenue would also be eroded by keener price cutting and a shift in sales patterns. High-margin exporters could be expected to lose market share because consumers would be under extreme pressure to economise.

"In fact, pricing will remain the major marketing tool of the 1980s, and average margins on total sales are likely to narrow considerably."

On the supply side, with inflation unlikely to drop into single figures for some time, raw-material costs would continue rising sharply, and passing on the cost increases would be more difficult than it was during the boom as consumer demand would be sensitive to rising prices.

The result would be a classic squeeze between the pressures of higher costs and stagnant or falling demand. Many companies would be tempted to meet the situation by putting in their horns, aiming for the lowest possible performance targets. Advertising budgets would be cut, promotions cut and expansions shelved in the belief that by surviving, the company could at least live to see the next upturn.

"We believe these arguments to be wrong, and possibly even dangerous. The lights should not be on amber during the downturn, they should be on green."
BY JOHN MOLLOY

Escom is likely to remain a top borrower.

Dr. J. de L. Louie, Director-General of Finance, has supported the concept of continuing the bulk of capital expenditure, which was planned for the next year, but has emphasized the need for substantial reduction in overall expenditure.

He stated that the capital priorities, although drawn up last year, must be reviewed in the light of the current economic situation.

The Department of Finance is preparing a comprehensive list of capital priorities for the next financial year, which will be presented to Parliament.

The steps taken will be in accordance with the recommendations of the Department of Finance, which has been reviewing the capital priorities since the last budget."
Reaganomics — good and bad for SA

INTERNATIONAL banking considerations may play an important part in the determination of South Africa's economic fortunes.

If applied long enough, the Reagan Administration's form of supply-side economics could technically succeed in its objectives, and this could spell good and bad news for SA business.

On the negative side, success of Reaganomics could in the short term lead to slower growth in expenditure on internationally tradeable goods, relatively high real interest rates, a strong dollar and a sluggish gold price.

These restrained conditions would lead to a weakening of the rand and the rest of Europe, said Professor Lombard, and would be further intensified by the compromising monetary policies of the UK and the German determination to avoid domestic inflation.

Such trends would put pressure on SA's balance of payments, in the form of sluggish foreign exchange earnings and a drain on liquidity.

For these reasons the "foreign sector" in SA's economic accounts would over the next few years turn out to be a weak generator of domestic activity, and it could also represent a sensitive parameter of constraint on the scope of domestic fiscal and monetary policies to allow for domestic expenditure expansion.

The good news about the ascendancy of US economic policies, said Professor Lombard, was that in the longer run, they policies could lead to a renewed and rapid expansion of real demand for industrial inputs, to stable prices of capital goods imports, and to more stable international currency exchange rates.

Exciting business activity could not be expected from the international economy in the short term as President Reagan's strategy had to be allowed "to have its sanitising impact" on the roots of inflation. Success of the Reagan approach would not necessarily be negative for gold, as the gold-mining industry's long-term fortunes did not depend on the failure of international economic stabilisation policies.

Although the industry had suffered from "certain unrealistic" gold-price policies of the US and the International Monetary Fund in the 1960s, Professor Lombard suggested that in the Reagan-type gold was not scheduled to be subjected to that kind of unrealistic price control.

Professor Lombard said that although the Opec oil-price increases since 1973 were not an unmixed disadvantage for SA, which as a major producer of oil from coal benefited in many ways from the change — both in commercial and strategic economics.

"It is worth a thought that Sasol, whose management in the 1960s had to almost annually pleat for special fiscal support in order to break even, could in the late 1970s attract more private equity finance even from abroad than it could use for its huge new capital outlays."

It would, however, be incorrect to conclude that SA should normally gain from increases in energy prices, as it was still that a net fuel importer, consuming more energy than it produced. Increases in energy prices relative to the index of all other international commodity prices were still to the net disadvantage of the SA economy.

"In the 1970s South Africa did happen to gain, on balance, from the entire oil strategy, but indirectly through the effects of international balance of payments there was instability in the commodity price of gold in terms of most other currencies."
Assocom, FCI study merger

Financial Editor

ASSOCOM is to take a serious look at the question of a merger with the Federated Chambers of Industry (FCI).

Yesterday Mr. Jaya Prakash, president of Assocom, said: "The 90th domestic session of congress considered the feasibility of a merger between Assocom and FCI. Assocom agreed that the matter be investigated with the FCI with a view to formulating recommendations to both the organisations."
Assocom plea for all-race CBDs

By JOHN MULCAHY

ASSOCOM issued a strong plea to the Government yesterday to open central business districts to all races. Its congress in Durban called on the Government to encourage the development of business and managerial skills among blacks, coloureds and Asians, and to open the free enterprise system to everyone.

The motion was proposed by the Cape Town and Durban chambers of commerce.

The Cape Town Chamber, viewing in a serious light the lack of progress in implementing the Hertzog Commission recommendations for the removal of racial barriers,

It said the report found there was a considerable difference of opinion on the desirability or otherwise of free trade areas and the three main options were maintenance of the status quo, completely free trade, or demarcated free trade areas.

The commission found that the disadvantages of the present system were the cost of resettlement to the State, dissatisfaction among traders, inconvenience to the public and the fact that only a small proportion of the community benefited by the protection of trading rights.

While the Government had accepted in principle that certain trading areas within the group area of one population group be opened to other groups, the Cape Town chamber could not agree that these principles were being applied with the speed believed to be necessary for blacks, Asians and coloureds to take part fully in the free-enterprise system.

The Durban chamber said that for practical reasons the legal restrictions on mixed trading could only be phased out because it would be necessary to protect less-experienced trading groups, especially coloureds and blacks. This was necessary because restrictions on mixed trading had deprived these people of training opportunities and business experience over many years.

It should not be regarded as reverse discrimination, said the chamber, but as providing them with an opportunity to catch up with those members of society who had enjoyed more privileged conditions in the past.

As a first step, the central business districts of larger towns and cities should be opened for mixed trading as soon as possible, providing business opportunities for coloured, Indian and black traders who believed they were capable of competing on equal terms with the rest, and at the same time providing a training ground for management.

Opening of central business districts to all races would also provide opportunities for inter-racial partnerships which were now often not practical.

"The natural aptitudes of the various race groups are frequently different and the formation of inter-racial partnerships could encourage optimum use of the natural expertise of all groups," said the Durban representative.

Assocom had raised these matters directly with the ministers of community development and of co-operation and development who confirmed that removal of restrictions was Government policy, but that they had been referred to the President's Council and no action could be taken until its report was received.
Business efficiency show draws 60 exhibitors

SIXTY companies will take part in Cabex 82, the Cape Business Efficiency Exhibition in the Good Hope Centre next February, Mr Roger Haupt, the Cape Town Chamber of Commerce's exhibition manager, said today.

The chamber is joint organiser of the exhibition, with the Business Equipment Association of South Africa which has more than 100 member companies and represents more than 90 percent of the business equipment industry in South Africa.

The exhibitors will spend more than R176 000 on their stands and the exhibition is expected to generate millions of rand's worth of business for the industry, says Mr Les Wood, executive director of BEA.

The three-day exhibition from February 17 to 19 — already fully booked — will bring together millions of rand's worth of business equipment ranging from typewriters, microfilm, and photocopiers to computers and telecommunications systems.

A series of business efficiency seminars will be held in conjunction with the exhibition. They are to be arranged by leading technical societies involved in business efficiency.

The exhibition would be an important one for the Cape business community, the president of the Chamber of Commerce, Mr Tony Stibbe, said today. "While buyers from the large companies are able to visit exhibitions in other centres, managers of smaller businesses cannot justify the time or the expense."

HEALTH NEED

"Even a large company cannot transport all of the members of its staff who influence decisions on administrative systems and equipment to exhibitions held elsewhere."

The exhibition will therefore meet a need that has been growing in the Cape and "important results should flow from it."

More than 300 specialists in business equipment will be on hand at the exhibition to answer questions and do demonstrations..."
Black homes bond plan is suggested by Rive

The man in charge of the development of Soweto, former Postmaster-General Mr Louis Rive, has suggested the introduction of housing bonds on the lines of the defence bonds — but for blacks only.

At the Association of Chambers of Commerce congress in Durban yesterday, Mr Rive said it was time the red tape was cut in the formalities for providing housing for blacks.

The black man, he said, is a good saver but is not a big investor in defence bonds.

"Can we not involve ourselves in selling him housing bonds?" he asked.

He later said the bonds he had in mind would be for blacks only and could carry prizes — maybe even a house.

Mr Rive described housing as "our second front".

"I hope the Viljoen Report on housing will be the beginning of a new era in housing because unless we overcome our problems we are in for a lot more problems in the future," he said.

Mr Rive said he believed the priority is to upgrade homes. He said there were 105,000 houses in Soweto of which 98.5% had two bedrooms. If one extra room was added it would increase the sleeping capacity by 50%.

He said 80% of blacks were prepared to upgrade their homes if they were given assistance.

When a black applied to buy a house, there were 35 steps he had to go through, all of which could cause delay or rejection.

He believed local authorities, black and white, should dictate what should be done in local conditions.

"It cannot be done from Pretoria," he said.

Mr Rive said housing problems could not be solved unless blacks were motivated and they could be motivated if they were involved.

He believed it was not necessary for a man to have a R20,000 house straight away, but to have a R5,000 house and help him to upgrade it over the years.

On private sector involvement he said financial institutions and employers should co-operate and all types of housing should be explored, including shell and core and mini housing on serviced land.

Efficiency

Speaking of Soweto's housing, Mr Rive said a housing bureau should be staffed by those whose watchword is efficiency and who could cut red tape. There should also be a centre where blacks could be guided into methods of upgrading and a place to buy materials for building — owned by black entrepreneurs.

Durban Chamber delegate said there was a backlog of 95,000 homes in metropolitan Durban. The chamber had calculated that if 900 units were built a year it would take 18 years to work off the waiting list. And in order to overcome the whole problem it would take 100 years.

The congress recommended that the Viljoen Panel report be published as soon as possible, studied and implemented nationally, including non-independent black states.
Call to open up business to all

ASSOCOM has decided to ask the Government to open white business districts to all races immediately and to phase in the opening of other business areas.

Delegates at the 7th Assocom conference in Durban also decided yesterday to ask the Government to repeal existing legislation which prohibits the use of black, coloured and Indian managers in white-owned businesses in white urban areas.

Durban businessman Mr Alec Rogoff yesterday suggested the Government had adopted "stalling tactics" over the phasing out of job reservation.

Mr Rogoff said job reservation had been removed in theory, yet businessmen could be prosecuted if they appointed black, coloured or Indian managers in white areas.

The recent South African rugby team to New Zealand had coloured people in its management, he said.

"How can we explain to our staff that their training and advancement is being held back because of their colour?"

It was difficult to escape the conclusion that the Government, while accepting the principle of removing these restrictions, was employing stalling tactics, he said. — Sapa.

New Assocom chief inducted

MR GORDON Stuart-Rockling, of Durban, was yesterday inducted as the new president of Assocom. He takes over from Mr I J Pimhaw, of Johannesburg. — Sapa.
**Assocom: critical questions for PM**

ONE could hear the ideologically palpitations rumbling "between the lines" at Assocom's annual congress in Durban this week.

However, gently, and protected in bureaucratic flannel, this was a congress to remember. Must un-Assocom — and quite right, too...

Unfortunately, what should have been the central issue — who will do all the things now apparently necessary to secure the country's future — was not addressed.

Hopefully, it will loom large at the Prime Minister's summit on November 13.

An important and tacit objective at the congress was to prepare the ground for a collected and rational case from business at the Prime Minister's critical "Cabinet Revisited" summit meeting next month.

Yet the clear message from key speakers — and the overall nervous system — at the 300-strong gathering was of sharp frustration, exasperation and unease.

By contrast, the feeling about the business outlook itself was sanguine. OK Bazaar's managing director, Meyer Kahn, characterised the mood with predictions of slower growth next year but a gradual recovery thereafter — and little chance of the grievous downturn of the Seventies.

Likewise, in assessing Realismomics, Professor Jan Lombard, vice-chancellor to the Reserve Bank felt that, if given ample time, there were favourable odds that it might produce, as intended, a combination of price stability and rapid real growth in output.

For South African business, the good news about the ascendency of classical economic policies in Washington is that, in the somewhat longer run, these may lead to a renewed, rapid expansion of real demand for industrial inputs, to stable prices of cap-

By Stephan Opene

**Assocom: some queries for PM**

- The revolt of the intelligentsia (De Lange Commission).
- The issue of the relationship between growth, with its in-built dynamic for social and political change, or artificial restrictions on growth to try to maintain the status quo. (Later, Professor Lombard)

...equipped that Mr Saunders had largely represented the "Victoriana English and Zulu" relationship — yet his most important message was in warning not to forget the Afrikaner imperative (survival).

Professor Lombard went on to note that the gross domestic product of the South African economy is now about R80 600 million and the total population 38 million, giving a per-capita figure of R2 000.

"In fact, however, this average disguises a very skewed geographic distribution, with areas like Botswana, Lesotho and Swaziland averaging less than R500 per capita..."

"On the other hand, in the highly industrialised Pretoria/Teh/Bloemfontein area, the comparable figure would be around R3 500."

"In Natal, the per-capita income in the Durban metropolitan area is much more than 10 times higher than in KwaZulu..."

Thus the PWV area produces 49% of the income of the economy using only 26% of the economically active population. An altogether new approach (as outlined in the report of the Special Committee for Consolidation to the Government in July) to decentralisation and homelands and independent island states was necessary at once if the drift to the PWV and Durban/Port Elizabeth areas was not to be an avalanche — while areas like the Eastern Cape and Northern Natal, warned, said Professor Lombard.

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Downturn in economy poses threat for FCI

By Mervyn Harris

Delegates at the opening of the annual convention of the Federated Chamber of Industries (FCI) heard today that the national economy was firmly in the grip of an export-led downturn.

The basic question was whether to permit the momentum of the cycle to carry the economy towards a low rate of growth or to sustain the pace of economic activity nearer the longer-term growth potential in the interests of income and employment creation.

WARNING

The question was posed by the executive director of the FCI, Dr J C van Zyl, who warned in a report for consideration at the convention:

"It is necessary to ensure that, as the authorities gain control over the money supply, conditions do not become overrestrictive, precipitating recessionary conditions."

He said that the chamber emphasised the danger of using monetary instruments alone to regulate the economy.

The FCI accepted the desirability of broad and realistic monetary targets, but it opposed mechanistic application of a money rule with policy adjustments keyed automatically to money-supply statistics.

The FCI would continue to monitor developments and make representations to the authorities as and when necessary.

Dr van Zyl said that the chamber had redefined its policy on industrial protection in view of the need to maintain economic momentum to create employment and, at the same time, reduce inflation.

The methods of protection being granted to domestic industry was thus of considerable importance.

The removal of price control from a large number of industries was welcomed and the chamber was in the process of making representations to the government over general policy on price control.

DISTORTIONS

"A less-satisfactory position has been reached with price control under the Marketing Act affecting a large number of food products."

"Not only has price control introduced wide distortions into this sector but the adjustment mechanism in terms of which the value of capital assets is adjusted for inflation has proved ineffective.

"Equally important under these circumstances is the policing of effective competition."

"The chamber has made a number of submissions to the Competition Board designed to align competition policy with the needs of the country, especially in the area of guidelines for acquisitions and mergers."

WATCHING BRIEF

The FCI continued to hold a watching brief over possible unfair competition between co-operatives and the proprietary sector.

The package deal arrived at between the government and the proprietary sector as far back as 1977 had not as yet been put into effect.

At the same time the Department of Agriculture had been engaged in a major revision of the Co-operatives Act.

In the first draft of the new legislation the chamber was greatly alarmed to see a number of changes which went far beyond a consolidation of the legislation and introduced a number of principles and privileges.

FUNDAMENTALLY

These conflicting fundamentally with the terms of the package deal as understood by the chamber.

This was a matter of deep-going concern and the FCI had pledged itself to curbing the power of co-operative societies, to use their privileges.

These had been given as part of an agricultural-support programme in such a way as to disrupt activities of the proprietary sector.
Rosy all the way for building

By SUSAN DALLAS

STRONG demand for housing means a healthy outlook for the building industry and there should be no recession “this century, let alone in the rest of the decade”.

This optimistic prospect is given in the annual report of the Building Industry Federation of South Africa (Bifa). It says: “With the present shortage of housing units for all race groups amounting to 400,000 and an estimated ongoing demand for an additional 150,000 units a year, the building industry is going to be hard pressed to deliver the goods.”

The need for infrastructure development surrounding new housing is expected to supplement construction demand.

Companies are expected to invest vast sums of money in employee housing, reducing the role of building society finance.

The report says the allocation of bigger percentages of company profits to housing for employees will be “an industrial relations exercise to encourage worker stability”.

“In due course, the Government must support its plans for Southern African stability with funds for mass housing.”

Predicting a rise in the deficit on the current account of the balance of payments, Bifa says pressure will be exerted on the gold and foreign exchange reserve, necessitating a capital inflow.

Acknowledging the sensitivity of the building industry to the money market, Bifa is nevertheless confident that capital will be provided for housing.

A continuing growth rate of 5% a year is necessary to meet demands on the industry.

Strategic planning in all areas of Bifa will be made from the plateau of high growth prospects.

An alarming shortage of 20,000 general workers, 6,800 skilled artisans, and 1,200 technicians as well as shortages of materials have had a debilitating effect on the building industry this year.

But productivity of workers has increased because building activity is greater now than in the boom of 1974 although labour wages 15% less than then.

An extensive recruitment drive has been made in Britain to draw skilled immigrants for permanent employment, but there is no question of these people replacing dedicated South African workers.

On the premise that the industry will enjoy a continuing 5% growth rate, by the year 2000 it will require 3,000 building management students, 15,000 technicians, 48,000 artisans and craftsmen, and 144,000 general workers.

The report says price controls in the industry are not in the national interest.
‘Productivity should enter wage talks’

Productivity should become a major element in wage bargaining between employers and unions, says Dr Jan Visser, director of the National Productivity Institute.

He told the annual convention of the Federated Chamber of Industries in East London that there should be a lot of uneasiness among businessmen over low productivity.

Productivity improved by only 2.6 percent in the year to May 1980 while wages increased by 21 percent in the same period.

The country is bound to suffer by such disparities between productivity and wage improvements. We cannot be competitive in export markets unless we increase our productivity,” said Dr Visser.

He asked how unions could justify another claim for a 15 percent wage increase without guaranteeing an increase in productivity.

Replying to suggestions that low productivity was linked to the social and political environment of the worker, Dr Visser put the blame for low productivity on management.

He said there was a lack of production planning and control and a shortage of skilled staff to meet production standards.

“We need hundreds of industrial engineers but we do not even have 40 students at technicians.”

Dr Visser continued: “Quality must become a way of life, but while we all pay lip service to training, few do something about it.”
Sharp attack on poor standards at airports

The poor standard of services at airports came under sharp criticism yesterday at the FCI convention.

Delegates complained that businessmen had to use inadequate facilities and that refreshments were of poor quality.

Part of the problem was said to be that private work at airports was not put out to tender.

Mr A Heuer, of the Transvaal chamber, called for more competition at airports.

Another delegate said that more people were arriving in the country by air but when they came off the flight they moved into a scene of disruption.

Some of the buildings and methods of transport used to ferry passengers to aircraft were out of date.

Other points raised during discussions were:

- Fuel restrictions.
- Speed restrictions and fuel saving could not be looked at on their own.
- A Shell report showed that only 15 percent of costs was linked to fuel and 75 percent to labour.
- High-speed transmissions of a letter from Johannesburg to Durban could now be relayed in one minute at the price of a telephone call.

Railways still looking to a healthy surplus

South African Railways is still hoping for an estimated surplus of R6.4 million in the financial year to March in spite of sharp increases in expenditure in July and August.

Mr C P van Coller, assistant general manager, commercial SAR, told the Federated Chamber of Industries convention that SAR had a surplus of R6.4 million in the five months from April to August.

"Although the economy is in a downward phase, we do not see this as a trend and hope to achieve a surplus."

In the previous financial year the railways had a surplus of R6.4 million.

Mr van Coller said that high-rated traffic accounted for 13 percent of total revenue but was responsible for 37 percent of revenue.

He said that it would take a long time to narrow the gap between high and low-rate tariffs.
Fuel is part of road costs

EAST LONDON — The problems of the public sector were highlighted at a meeting of the East London strike committee.

The committee has warned that the consequences of the ongoing strike could be severe if the government does not address the issues urgently.

The meeting was attended by representatives from various departments and trade unions.

Reported by:

EAST LONDON

Wage hikes not matched

by productivity

EFCI CONVENTION

The Federation of Civil Service Employees' Union (EFCI) has urged the government to increase the wages of its members in line with productivity gains.

Union officials said that the current wage structure does not reflect the increased productivity of public sector workers.

"We are calling on the government to ensure that the wages of our members are increased in line with productivity gains," said Mr. John Roberts, the union's general secretary.

Mr. Roberts added that the union would take action if the government fails to address the issue.

The government has promised to review the situation and make a decision on wage increases in the coming weeks.

"We are committed to ensuring that our members are fairly compensated for their efforts," Mr. Roberts said.

The union has called on its members to continue their strike until their demands are met.
Welcome to East London

Two Primary Programs on the Agenda

FCD Convention
Today's programme

0815 — 0915: Taxation
0915 — 1015: Tariff and imports
1030 — 1245: Labour affairs
1400 — 1500: Export trade
1515 — 1730: Central economic affairs
1800: Mayoral cocktail party

Tomorrow

Theme: Regional co-operation and industrial development, including training and low cost housing.

Conference chairman: Dr Hennie Reynders, chairman of the National Manpower Commission.

0830 — 0840: Welcome by Mr Chris du Toit, FCI president.
0840 — 0930: Keynote address: Growth prospects for the RSA in the 1980s — Dr Simon Brand, chairman of the Prime Minister's Economic Advisory Council and economic adviser to the Prime Minister.

0930 — 1020: Research results on black needs in development — Prof Laurie Schlemmer of the University of Natal and director of the Inkatha Institute.

1045 — 1130: Regional economic development — Prof Jan Lombard, adviser to the SA Reserve Bank for the Development Bank of Southern Africa.

1130 — 1215: Education and training in regional development — Prof W. L. Rautenbach of the University of Stellenbosch.

1215 — 1240: Discussion and summary: Dr Reynders

1400 — 1430: The urban and rural needs for low cost housing — Mr Louis Rive, chairman of the Greater Soweto Planning Council.

1430 — 1500: The financing of low cost housing — Dr Joep de Loor, Director General for Finance.

1500 — 1530: Discussion and summary: Dr Reynders

1530 — 1540: Votes of thanks: Mr Du Toit.

1600 — 1645: SA Federated Chamber of Industries 64th annual convention.

FCI coat of arms

The chain denotes the links in the federal structure of the FCI: the gear in the centre denotes the turning wheels of industry; and the oblong or elliptical circles denote the paths of electrons, the revolving components of the atom which by orbiting around the gear, turn the wheels of industry — the atom denoting the basic source of primary energy as well as being indicative of the ultimate in energy.

The FCI coat-of-arms enjoys legal protection in terms of the Heraldry Act, 1962, and a certificate of registration dated April 7, 1977 has been issued.
AN IMAGINATIVE combination of stabilisation and growth policies will be needed in the economy next year to avoid rising unemployment and falling business confidence, according to the Federated Chamber of Industries.

This view has been put forward at the FCI's executive council meeting in East London by its economic affairs committee, reports HOWARD PHELPE.

The report refers to "concern over the increased industrial unrest".

It says the Government's economic strategy "is directed towards reducing the inflation rate as market forces combine with fiscal and monetary restraint measures to remove excess demand."

"The basic question which remains is whether to allow the momentum of the cycle to carry the economy towards a very low rate of growth or to attempt to sustain the pace of economic activity nearer the long-term growth potential of the country in the interests of economic strength and employment creation."

"There is broad agreement that excessive stimulation would be inappropriate in the phase of structural adjustment facing South Africa."

"On the other hand, there is a need for support measures to maintain the economic momentum in spite of the persistent world recession and international unemployment."

"There is thus a commencement of a debate on the mix of policy measures dealing with the timing of demand management, support and the range of instruments to encourage structural change to effect the necessary supply-side adjustments."

A key factor will be the rate at which inflation can be brought down to more acceptable levels."

The FCI warns: "As the authorities gain increasing control over the money supply, care must be taken to ensure that conditions do not become overly restrictive, precipitating recessionary conditions."

"Overemphasis on monetary instruments alone to regulate the economy should be avoided."

"The FCI has accepted the desirability of broad and realistic monetary policy adjustments, but has opposed any mechanistic application of a monetary rule with policy adjustments automatically keyed to monthly or even quarterly money supply statistics."

On labour the FCI says: "It has become apparent to all that the established negotiated machinery has come under attack in the present phase of inter-union rivalry."

"There is now increased emphasis being placed by emergent unions on decentralised negotiating frameworks where the negotiating strength of the emergent union is focused."

"It is vitally important that the present phase of instability in industrial relations is traversed as rapidly as possible."

"There is a welcome emphasis placed in the report of the National Manpower Commission on the need for industrial relations training for both management and workers."

"There is also a need to make broader use of international experience as a guide in the vital process of securing general agreement on the forms of negotiating structures within which disputes can be settled."
Perks tax will add to inflation
— FCI speaker

EAST LONDON. — Employers and employees need to be made aware as early as possible of the way in which fringe benefits are to be subjected to tax.

This was the major plea of delegates during a taxation debate at the Federation of Industries convention today.

Mr A G Bramwell, president of the Cape Chamber of Industries, said statements made by the Inland Revenue Department showed the onus would be placed on employers to declare the amount of non-cash income for tax purposes.

Mr George Thorns, chairman of the FCI taxation committee, said it would be naive to assume that employers would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax.

The tax would therefore add to wage inflation in the economy.

WELCOMED REFORM

The FCI welcomed the tax reform measures which had been introduced by the Government, including the reduction of tax rates.

But the FCI would continue to press the authorities for further tax reform, with regard to:

- Incentive systems harmonised to the market mechanism.
- Method of offset inflation in investment allowances without discriminating arbitrarily between companies or classes of assets.
- Ensuring that after-tax yields do not discourage productive investment, confiscate savings or indulge non-productive efforts to avoid tax.

Rand today

BARCLAYS BANK rate for the Rand today:

- 11.1420
- 11.1420

- 3.2890
- 3.2890

- 0.8920
- 0.8920

- 43.2850
- 43.2850

- 1.2800
- 1.2800

- 2.2800
- 2.2800

- 0.7500
- 0.7500

- 6.0500
- 6.0500

- 7.3000
- 7.3000

- 34.0000
- 34.0000

- 66.0000
- 66.0000

- 44.5000
- 44.5000

- 36.0000
- 36.0000

- 15.0000
- 15.0000

- 1.5000
- 1.5000

- 0.7250
- 0.7250

- 0.7150
- 0.7150

- 7.1250
- 7.1250

- 6.2150
- 6.2150

- 8.3550
- 8.3550

- 10.4820
- 10.4820

- 10.0820
- 10.0820

- 9.1250
- 9.1250

- 10.6240
- 10.6240

- 6.3300
- 6.3300

- 58.3000
- 58.3000

- 5.1820
- 5.1820

- 153.3180
- 153.3180
Mervyn Harris reports from the Federated Chamber of Industries convention in East London

FCI urges commercial stake in low-cost homes

EAST LONDON — A dynamic way around the existing impasse through which housing could become a leading sector rather than a lagging cause of social unrest has been advocated by the Federated Chamber of Industries.

It says in a report tabled at the opening of the Chamber's 64th annual convention yesterday that housing represents an outstanding example of a major mechanism through which employment opportunities could be encouraged.

TARGET

Unless many jobs are created in this way there is no chance of meeting the target of about 1 000 jobs a day for the next decade or two.

The report says the country's serious backlog of low-income housing is largely because its availability has been determined in the past by the amount of finance on hand from the central budget and by land set aside by the State.

CHANGE

The FCI has advocated a major policy change to permit the involvement of the formal commercial employers, financial institutions and properly developers as well as informal private initiative in the form of 'sweat equity' and local construction teams.

Within the framework of the 90-year leasehold, the resources of the State should be confined to the acquisition of suitable land and the provision of basic services.

Greater flexibility should be introduced with regard to the setting of standards and the range of housing options available, always bearing in mind the twin criteria of affordability and improvability.

The resources of the entire private sector might then be involved without loss and in the process employment, especially in the informal sector, could be greatly encouraged, says the FCI report.

All this would make housing a national asset rather than a millstone around the neck of the taxpayer.

A similar approach to involving private initiative within a system of decentralised decision-making was advocated by the Chamber in a parallel study into the country's critical education problem.

DISSATISFACTION

Basic education represented a serious deficiency inhibiting training advancement.

School boycotts and urban disturbances also demonstrated the dissatisfaction of black communities themselves with the educational structure of the country, says the FCI report.

Chambers for parity and for uniform levels of expenditure for white and black education threatened to impose an insupportable burden on the taxation systems.

It was therefore essential that an alternative approach be developed since the output of the educational sector in the country failed to fulfil the needs of the users of the system, including employers.

In its submissions to the De Lange Commission, the chamber advocated a more decentralised educational system with greater autonomy at local level.

NEEDS

Such a system, it argued, would be more responsive to user needs and at the same time would encourage the injection of funds from the private sector at these levels.

The important issue of equity could be addressed by making the bulk of central government education funds available on a more uniform basis and without discrimination on racial lines.
Call for tough line on strikes over pensions

EAST LONDON — Delegates attending the meeting here of the executive council of the Federated Chamber of Industries have called for a tough line towards workers striking over pensions.

The FCI vice-president, Mr. Tony Heep, yesterday accused certain trade unions of "exploiting" the pensions issue with the aim of "wielding power or political gain".

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers could achieve.

"Where will it stop if we back down on the pensions issue?" he asked.

He was backed by Mr. A.J. Hamilton, of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over the pensions issue.

Mr. E.L. Kipper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again.

He held up the sacking of shift controllers in the United States as an example of how to deal with a strike.

Mr. Bill Hamilton, of the Natal Chamber of Industries, said that apart from the role of pensions, there was a genuine feeling among workers that their provident fund contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired.

He said the real problem was that the issue had been insensitively handled by the Government.

Mr. Brian Mathieson, of the Midland Chamber of Industry, said the Government had started half-way up the ladder in introducing the proposed legislation. He distanced himself from hard-line attitudes on the issue, saying the MCI remained totally committed to negotiation.

It was decided to debate the matter further before formulating a standpoint. — Sapa

See Page 7
MERVYN HARRIS REPORTS FROM THE FCI CONGRESS

Employment and growth strategy needed—Brand

EAST LONDON — Dr Simon Brand, economic adviser to the Prime Minister, said yesterday that growth projections for the 1980s showed that five percent growth would keep unemployment in check.

Unemployment was, however, expected to rise again with the failure in growth, especially among the unskilled.

The past three years had confirmed economic development programme (EDP) conclusions that attainable growth in itself was not enough to wipe out accumulated unemployment.

Employment strategy was therefore required in addition to growth strategy.

Measures recommended included removal of impediments to employment creation and elimination of measures that encourage replacement of labour by capital.

One element directly relevant to regional development was the importance of using capital as sparsely as possible. This meant giving priority in decentralisation to places where there was already an infrastructure rather than have to create one, said Dr Brand.

With growth and unemployment relationships sorted out, a big step would have been made to the second important objective of a more acceptable distribution of economic opportunities.

This was obviously important if the economic system was to be widely accepted in a multi-ethnic society.

The first thrust had already been made in the manpower field with the opening up of opportunities and equipping people to use them.

The second thrust was through the movement to parity in the provision of public services.

Two related questions were:

• To what extent should government accept responsibility?

• At what level of provision should parity be aimed?

Next Budget will be critical—economist

The next Budget would be critical in the transition from the current overheating of the economy to sustained growth in the longer term, said Mr Arthur Hammond-Tooke, economist of the Federated Chamber of Industries.

Addressing industrialists at the economic affairs debate, he said: "Technically we are in the downward phase of the business cycle but statistics show the economy is still at a high level of activity."

"There were signs of revival in the third quarter and employment is still on an upward trend. We were asking for a soft landing from the business boom but we are caught in an important time problem — we are within six months of the next budget," said Mr Hammond-Tooke.

"If we still have a high rate of inflation there will be a strong tendency to allow the economy to cool off."
Delegate warns: tariff protection raising prices

LONDON — Tariff protection was pushing up the prices of locally produced goods to "unrealistic levels" in some cases.

This was claimed by the chairman of the Industrial Development Corporation, Mr. A. B. van den Berg, at yesterday's Federated Chamber of Industries' Tariff and Import Committee report.

Mr. Van den Berg said the tariff levels imposed on imported goods were leading to the prices of the same locally produced goods being raised to near the tariff level.

"It is now the rule rather than the exception that when price protection is introduced local producers increase prices rapidly to price protection levels," he said.

Mr. Van den Berg warned that the effect of such industrial protection would be eroded if industrialists allowed prices to rise to tariff levels.

He said the primary purpose of the tariff duty was to provide a market for local industrialists and thus make it easier for industrialists to plan sales.

In response, Dr. S. J. Kleu, chairman of the Board of Trade and Industries, said it was a serious matter of concern that international competition could be seriously damaged by inordinate price increases.

He said the replacement of imports by locally produced goods had now reached the phase where goods requiring higher capital costs, sophisticated technology and highly-skilled workers would be affected.

This, he warned, was the most dangerous phase in the trade-off between the benefits of import substitution and additional costs.

Dr. Kleu said the BTI was prepared to review the protection already granted to local industry, but added there were practical problems in coping with the demands placed on the BTI to grant tariff protection for new applicants.

He said the level of existing tariffs was being eroded by a number of factors, including:

- Reduction in the effective tariff protection on final consumer goods because protection was granted to intermediate products,
- Dilution of existing tariff levels as local content increases,
- Structural changes in world trade such as subsidised exports and the formation of economic blocs.

Dr. Kleu further warned industrialists that protection policy to encourage import substitution would be threatened unless inefficient management practices were effectively dealt with. — DDR

At a cocktail party for delegates and their wives in the East London City Hall last night were Mr. S. S. Bach, a past president of the FCI, Mrs. Peggy Borman, Mrs. T. Pietersen, and Mr. Leo Borman, immediate past president.
Warning over Border's jobless

EAST LONDON — The severely critical unemployment situation on the Border was a danger that could not be ignored, Mr. John Rich, chairman of the Border Chamber of Industry, told the Federated Chamber of Industries' executive council yesterday.

Addressing the Exec's debate on the economic affairs committee report, Mr. Rich urged industrialists not to close their eyes to the unemployment situation.

He said it was a peculiar paradox in South Africa that there was a severe shortage of skilled labour at the same time as a critical unemployment situation.

"We in the Border Chamber see job creation as the number one priority," he said.

"In nearby Mdantsane, which is the second biggest black city in South Africa, there are 30,000 unemployed, and this is a very realistic figure," he said.

Mr. Rich said that in Ciskei it was estimated that 35 percent of those who could work were out of jobs.

He said the dangers of high unemployment could be seen in civil unrest in Europe and that it was a responsibility of industry to create jobs.

"I would like to urge you, my colleagues in industry as well as the government, to become job creation-oriented," Mr. Rich said.
Trade declining due to ease

THE LONDON Stock Exchange in East London remains open (from 8am till 4.30pm) for business.

CONGRESS

East London - October 1973

Hard line taken

over pensions on strike.

The report made the

statement that the

situation of the

stock exchange had

been altered by the

extreme situation of

the market.

The report confirmed

that the situation of

the market had

improved as a result of

the measures taken.

The London Stock

Exchange was in a

stable position.

The report stated that

the London Stock

Exchange had

been affected by the

extreme situation of

the market.

The report confirmed

that the situation of

the market had

improved as a result of

the measures taken.

The London Stock

Exchange was in a

stable position.
Optimism in SA despite world gloom

EAST LONDON — Despite a deepening world-wide economic depression, leading South African industrialists yesterday expressed confidence that the country would "bounce" through repressive economic forces and maintain a reasonable growth rate.

However, delegates to the Federated Chamber of Industries' executive council debate on the central economic affairs committee report were warned that conditions could change rapidly.

The debate, which was the climax to two days of executive council committee reports, focused on three central questions:

These were:
Can South Africa sustain economic growth in a world recession with a high inflation rate and a worsening balance of payments deficit?

What can industry do to deal with threats to the industrial system from labour unrest, the need for increased production and the threat of urban unrest?

What can be done to maintain incentives for growth in the private sector through decentralisation, tax reform and avoiding international sanctions against South Africa?

The FCI economic adviser, Mr. Arthur Hammonds-Tooke, told the meeting that in the short term the Republic's economy was constrained by its own growth ceiling and in the long term by the world economy, which was likely to remain depressed.

However, he said although there was technically a downswing in the economy, statistics showed the economy was remaining at a high level of activity.

"The economy is showing remarkable resilience," he said.

But he warned that the economy was caught in a timing problem. The budget had been delayed for six months by the general election, and there were only six months to go to the next budget.

"The next budget will be pretty critical in guiding between the constraints of the two legs previously mentioned (the short term and long term constraints).

"We need to sustain an average growth rate of five per cent," Mr. Hammonds-Tooke said.

"In fact, the world is into two years of a very bad recession and will not recover much before 1985.

"If we, by the time the Minister of Finance, Mr. Owen Horwood, sets his budget, still have inflation above 13 per cent and we still find signs that the economy is overheating, then there will be a very strong tendency to say let us ride out the downturn and let the economy cool off."

Strong confidence for the future was expressed by Mr. Bill Hamilton of the Natal Chamber of Industry and supported by Mr. Ernst Klopfer of the Transvaal Chamber.

Mr. Hamilton said the present momentum of the South African economy would help "bounce" the country through the international recession, but warned of the socio-economic problems of unemployment and the shortage of skills.

"South Africa should have a reasonable future in the 1980s. We have plenty of money built up over the years, and money makes money.

"The greatest problem we face is the shortage of skills."

"I think we will bounce through this overseas recession. Sanctions is a bogey — forget sanctions. Some countries, which I will not name, who want sanctions against us have increased their trade with us."

Mr. Hamilton said one area where industry needed to do more home work was industrial relations.

"We have got to get our industrial relations right. We have seen how something like the transferability of pensions can result in serious labour unrest."

"We must consult with our black people first before we move."

He said it was a paradox that although South Africa was unpopular internationally and there was a world-wide recession, an estimated 30 000 immigrants a year were expected from overseas.

"I think these people realise the potential of this young, vibrant country and are flocking here."

The problems of unemployment and skills shortages featured prominently in the debate.

Mr. Alan Bramwell, of the Cape Chamber, said economic growth and the provision of jobs went hand in hand.

"It is essential the nation over that the rate of increase be achieved in all areas so that job opportunities can be provided all over the country," he said.

Mr. I. J. Rutonsiz of the Northern Transvaal Chamber pointed out that if the "bonus" effect of agricultural growth was removed, the country only had a growth rate of three per cent.

He also said that in the future government spending would have to increase to pay for improvements to roads, electricity, water and housing and to finance decentralisation of industry.

Mr. J. B. Amegar of the Transvaal Chamber warned small and medium-sized companies to adopt inflation accounting procedures, or they would find themselves in liquidation as had happened overseas at an alarming rate.

He also warned companies making a lot of money that they could be put out of business by debtors, rather than creditors. — DDR.
New export incentives backed

EAST LONDON — The convention of the Federated Chamber of Industries, which is being held here, agreed yesterday to give full support to the new system of export incentives.

On a proposal by the FCITrade Committee, the convention rejected proposals for an alternative scheme including an excise value-added subsidy of about 10 per cent and an export targeting system.

A report by the committee pointed out that this alternative scheme did not meet the objective of the export incentive package which was to stimulate local export industries.

The committee argued that the export targeting approach was in conflict with the fundamental market orientation of the existing export incentives system.

There was some debate on the problem of providing incentives for those industries which did not receive import tariff protection which is used as a basis for calculating the export assistance. The chairman at the afternoon session, Mr. Herbert Shield, pointed out that some industries could not make use of the incentive system because they did not have a protective tariff but received protection in other ways.

The chairman of the Board of Trade and Industries, Dr. S. J. Klei, told the convention that the broad thrust of government policy was to get rid of the non-tariff forms of protection such as quantitative restrictions on imports, the value of which could not be calculated.

He said the intention was to replace such devices with other protection measures such as tariffs so that the amount of protection could be calculated.

Dr. Klei said that in cases where this had been done, there had been some rationalisation within the industries concerned.

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Brand outlook could change

EAST LONDON — The present buoyant condition of the South African economy could change very rapidly, Dr. Simon Brand, the economic adviser to the Prime Minister, said yesterday.

Addressing the Federated Chamber of Industries' economic affairs committee debate, Dr. Brand said the short-term economic outlook was "pretty good", he said, "but there are signs that this will change fairly rapidly and we will not have these conditions tomorrow," he said.

Dr. Brand said he did not think next year's budget would be too restrictive. He said there was a build up of pressure to reduce government spending.

"The problem that we may go into is overexpenditure rather than underexpenditure," he said.

He said careful attention would have to be given to policy factors to ensure that the strong position built up in the South African economy over the years was not squandered.

Regarding the balance of payments deficit, Dr. Brand said that a deficit equivalent to four per cent of the gross domestic product was within South Africa's financing capability.

Both the size of the deficit and the rate of inflation were factors which would need careful watching, he said.

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Reveal system used to tax fringe benefits call

EAST LONDON — Delegates to the Federated Chamber of Industries Congress here yesterday called for employers and employees to be told as early as possible how the way in which fringe benefits were taxed would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax, Mr. George Thomas, chairman of the FCI taxation committee, said. The fringe benefits tax would therefore add to wage inflation in the economy.

The FCI welcomed tax reform measures introduced into the tax system, including the reduction of tax scales, and said it would continue to press for further tax reform in regard to:

- Systematic steps to offset the effect of fiscal drag in the tax system so as to avoid a gradual escalation of the real tax burden as a result of inflation;
- Steps to simplify and rationalise the tax system where this was possible;
- Incentives systems harmonised to the market mechanism;
- Methods to offset inflation in investment allowances without discriminating unfairly between companies or classes of assets;
- Ensuring that after-tax yields did not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax.
Economy may face sudden change

Brand

Howard Preece

A warning that the economy may face sudden change in the coming months, with Dr. Simon Brand, author of the

Economic Policy, at the Ministry of Finance, stating that the economy will not be able to

sustain the current growth rates.

Previously, excessive stimulus measures were taken to support the economy, but Dr. Brand warned that these measures may have led to overheating of the economy.

Dr. Brand also mentioned that the Reserve Bank of South Africa needs to act swiftly to prevent inflation from

escalating further. He called for a reduction in interest rates and a

tighter control on the currency.

Despite the challenges, Dr. Brand expressed optimism about the future of the economy, stating that with proper adjustments, the economy can recover and

remain stable.
Boom yields growth in productivity

EAST LONDON. - Manufacturers have generally recorded a big increase in their return on capital employed during the current economic boom. There have also been gains in labour productivity - but money wages have risen by vastly more, fuelling inflationary pressures.

These points were made in a detailed paper discussed at the Executive Council Meeting at East London of the FCI in a debate on productivity.

The figures in the paper were produced by the National Productivity Institute. These show that the return on investment - defined as net profit before interest and tax on capital employed - rose by 3.5% from 13.8% in 1979 to 17.3% in 1980.

The FCI says: "This increase in profitability resulted from a 4.3% productivity gain which was, however, reduced by a 0.8% cost absorption where manufacturers increased prices of their products at lower rates than the price increases of their inputs."

The FCI reckons that the return on capital this year will still be around the 17% mark. This means, with inflation in the 13% and 15% bracket over the past few years that the return on capital has moved from negative to positive in manufacturing.

However, Dr Jan Visser, executive director of the NPI, gave the FCI a warning on "the alarming recent trend of wages per employee."

These have been going up at an annual rate of 21.2% against extra production per worker of 2.6%. Total production in manufacturing had been boosted, however, by a 4% rise in employment. According to the figures given in the paper.

FCI leaders are concerned that the huge gap between wages and productivity will fan inflation and impair the competitiveness of South African products in international markets.

But Mr J Rutkowitz of the Northern Transvaal Chamber of Industries said the problem of productivity was not as bad as it might seem. Wages would have to be deflated by price rises to be comparable with productivity figures.

Another factor which affected the comparison was the deliberate attempt at closing the wage gap and the training of black employees which led to higher wages.

The FCI concluded: "It would seem that the production per labour unit increased at a relatively lower rate during the first five months of 1980 than in 1979."

But notwithstanding disproportionate increases in wages and other costs it seems that manufacturers were able more or less to maintain the return on investment attained in 1980, indicating that there were productivity gains in the utilisation of materials input.

It nevertheless seems that the gains in productivity were more or less cancelled out by increases in costs which were not totally compensated for by increases in prices of manufactures so that no further increase occurred in the return on investment during the first five months of 1981, if compared to the same period of 1980."
By Penny Harris

EAST LONDON — Employers should stand firmly united to resist strike action over the pensions issue, delegates were told at the annual convention of the Federated Chamber of Industries.

The idea was made by Mr Alex Hamilton of Nalal during the debate on the preservation of pensions, which has touched off industrial unrest.

Delegates agreed that the Government had acted precipitately in introducing the legislation to preserve pensions.

But they decided that a three-year delay in bringing the legislation into effect would not unset employers.

Mr Tony Resp, FCI, vice-president, said many trade unions were showing an irresponsible attitude to their workers by demanding the payout of pension contributions.

Such unions were motivated by the desire to wield power for political gain.

He asked where this pressure would stop if employers capitulated.

Mr Brian Matthew, of the Midland Chamber of Industries — an area where the pension issue has caused much unrest — said that pension preservation had come as part of a package.
Economy may face sudden change

HOWARD PREECE

EAST LONDON—A warning that the continuing boom conditions in the economy may "change fairly rapidly" was given yesterday by Dr Simon Brand, head of economic policy at the Ministry of Finance.

He was speaking in East London at the Executive Council Meeting of the Federated Chamber of Industries. Dr Brand said: "We will not have the same buoyant conditions in the economy next year."

Dr C.J. de Swart of the Reserve Bank also told the FCIT that the authorities had no option but to maintain a conservative policy approach to the economy. He said: "The process may not be entirely painless but a conservative policy stance is called for."

Dr Brand and Dr de Swart were speaking at the end of the FCIT's main economic debate.

Several industrialists expressed the fear that economic policy might become too restrictive, leading to "overkill" and a dangerously high rate of unemployment.

"The FCIT's economic affairs committee said: "There is broad agreement that excessive stimulation would be inappropriate in the phase of structural adjustments facing South Africa. On the other hand, there is a need for support measures to maintain the economic momentum in spite of the persistent world recession and international unemployment."

Dr Brand said there was little risk that policy would be too restrictive. The danger lay rather the other way. After five years of tight control over State spending, pressures for increases were building up. This applied in particular to education, and low cost housing.
FCI clash on cure for pension trouble

By HOWARD PREECE

STRONG differences of opinion among employers over the Government's proposed new pension legislation emerged at yesterday's executive council meeting of the Federated Chamber of Industries in East London.

The crunch issue is the apparent opposition by thousands of black workers to eventual compulsory preservation of pension rights and contributions.

On one hand, some industrialists argued yesterday that the pension plan had been drawn up in "ill-conceived haste" and was causing genuine anxiety among blacks.

They suggested modifying and or postponing the legislation. The Government now intends passing the legislation next year, with full effect from 1983.

On the other hand, some employers argued the pension issue was simply being used as an excuse by militant trade unions to create labour unrest. Concession here, it was said, would simply encourage more militancy and would deprive employees of very real benefits.

The outcome is that at this stage, FCI officials have not have an agreed policy on pension preservation.

There was agreement, however, in the view of Mr H Ironside, chairman of the FCI's labour affairs committee and a senior executive of General Motors, that the three-year delay will not itself solve anything - the basic issue will still have to be faced.

Mr Tony Heap, an FCI vice-president, said the attitude being taken by some trade unions was "shockingly irresponsible". They were motivated by "power and political gain" without concern for consequences.

Mr Heap urged: "We should make our stand very clear. We cannot condone any concerted action to the detriment of our employees."

Compromise

But Mr Roland Freaks and Mr Alex Hamilton, both of the Natal Chamber of Industries, suggested a compromise. They recommended some figure be chosen - perhaps R7,000 a year - below which the compulsory pension preservation would not apply.

Mr Freaks said: "The way workers would gradually get "worked into" the system in stages and not in one move, which would be more difficult to handle.

Against that, Mr Tony Evarts, of the Transvaal Chamber of Industries, demanded the whole question of legislation be dropped pending a new look at the entire proposition.

He said the present intended legislation had been embarked on too quickly and industrialists would not be able to cope with.

Mr Brian Matthew of the Natal Chamber of Industries said "pension preservation should have come as part of a wider package. The first step should simply have been to make it compulsory for all firms to have pension funds."

Management and trade unions would then discuss, in each individual case, the nature of the fund. This would ensure greater acceptability and would help achieve co-operation from the trade unions.
Briefing

Mervyn Harris reports from East London on the Federated Chamber of Industries convention.

WANTED ON NEW TAX

Employers and workers need to be made aware as early as possible of the way in which fringe benefits are to be subjected to tax.

This was the major plea of delegates at the FCI taxation committee debate.

Mr A G Braunwell, president of the Cape Chamber of Industries, stressed that statements already made by Inland Revenue showed that heavy onus will be placed on employees to declare the amount of non-cash income for tax purposes.

It would be naïve to assume that employees would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax, said Mr George Thomas, chairman of the FCI taxation committee. The Fringe Benefits Tax would therefore add to wage inflation in the economy.

WENOMFED

The FCI welcomes the tax reform measures introduced by the Government, including the reduction of tax scales, and will continue to press the authorities for further tax reform in regard to:

- Systematic steps to offset the effect of fiscal drag in the tax system so as to avoid a gradual escalation of the real tax burden as a result of inflation.
- Steps to simplify and rationalise the tax system where this is possible.
- Incentive systems harmonised to the market mechanism.
- Methods to offset inflation in investment allowances without discriminating arbitrarily between companies or classes of assets.
- Ensuring that after-tax yields do not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax.
EAST LONDON — The government would have to cut more red tape and let blacks own land before the private sector could become fully involved in imaginative financial plans to solve the country's black housing problems, industrialists said yesterday.

Tackling black housing problems at the Federated Chamber of Industries convention, Mr Louis Rive, chairman of the greater Soweto planning board, called for more involvement in black housing by individuals and the private sector.

And the Director General of Finance, Dr Joop de Looir, called for more imaginative housing finance and said that unless South Africa placed a higher priority on housing at the cost of other priorities such as defence, health, social and educational services, there would still be a black housing shortage in the year 2000.

However, industrialists expressed concern over bureaucratic barriers preventing full private sector involvement and the fact that blacks were not able to own their own homes.

"Until such time as blacks can own the land they live on, all we have heard today will be retarded," Mr J. B. Annegarn of the Transvaal Chamber said.

"Too much bureaucracy is blocking us," Mr Bill Hamilton of the Natal Chamber said.

Mr Rive said the backlog in black housing far outstripped the state's ability and that the state, private sector and individuals would have to join forces.

"Unless we get inputs from the private sector as well as from the government we have no hope at all," he said.

Mr Rive repeated his call made at the Assocom congress in Durban last week for the introduction of housing bonds and said he was disappointed by the apparent lack of reaction to the idea.

"This should be worked out for and in consultation with them, and if properly engineered could be the most effective way in satisfying the housing needs of blacks by helping them to help themselves."

Mr Rive outlined three ways in which housing needs for blacks could be met more efficiently:

- A state housing bureau to provide basic advice and process housing applications more efficiently;
- A technical and demonstration advice building centre sponsored by private enterprise; and
- A centre where basic commodities such as door frames, windows etc could be sold cheaply to self-help builders.

He said the provision of housing for black employees was one of the most effective ways to bring stability, loyalty and greater production to industry and commerce and that housing was one of the soundest investments in the future.

Dr De Looir said that at today's prices more than R1 000 million a year of taxpayers' money would be needed to provide reasonable housing for the population over the next 10 years.

He said it would be impossible for the Department of Community Development to solve the housing problems on its own.

"It is essential that we look anew at the available sources for home financing."

Dr De Looir said that at present national housing was being financed through budget allocations, building societies, employers and financial institutions.

"Miscellaneous financing sources represent the largest and still relatively untapped reservoir which could be used to assist in financing our housing demand. Here I specifically have in mind the pension funds and insurers."

He said last year these institutions and funds increased their assets by more than R4 400 million, which was more than their total assets only a decade ago.

"Conservatively estimated, their annual cash flow will rise to R10 000 million by the middle of this decade and to the R20 000 million level by 1989-90."

"For the decade as a whole their investment requirements will amount to nearly R100 000 million."

"It must be quite evident that the traditional investment opportunities open to insurers and pension funds will become relatively scarce and that in addition to providing substantial funding for the public sector fixed investments, they are bound to play a far greater role in the provision of new housing."

"Such involvement could be affected, for example, either by enticing available investment funds via the building societies into the housing field or via a special public body offering long term investment opportunities at market related prices.

"What is necessary, however, is that we start preparing ourselves to use new and imaginative financial instruments and channels to capture a fair share of these mammoth institutional flows to assist in the financing of our housing needs," he said.
Adopt new employment strategy says Brand

EAST LONDON — Dr Simon Brand, Chief of Financial Policy in the Department of Finance, said here yesterday that a more acceptable distribution of income and economic opportunities was a key factor if an economic system was to be widely accepted in a multi-ethnic society.

Dr Brand was speaking at the Federated Chamber of Industries conference on regional economic development. He said all indications pointed towards the conclusion that South Africa could still rely on the prospect of a gross domestic product growth rate averaging 5 per cent in the eighties. The question then was how growth could be expected to affect socio-political developments.

First, the Economic Development Programme for 1978-79 showed that a five per cent growth rate should and did keep unemployment in check, but it was not enough in itself to wipe out accumulated unemployment and underemployment. Even with the improvements achieved, measured unemployment was still in the 8 per cent range.

Thus, said Dr Brand, in addition to a growth strategy, an employment strategy was required.

The Economic Advisory Council and the National Manpower Commission had considered this question and had recommended emphasis on the removal of impediments to the creation of employment, and the elimination of measures which encouraged the replacement of labour by capital.

This involved liberalising the framework of regulations affecting business and the use of labour, the adoption of market-related interest rate and wage policies, and the positive encouragement of small business development.

One element directly relevant to regional development was the importance of using capital as sparingly as possible. This meant giving priority in decentralisation to places where infrastructure was already available, rather than having to create new infrastructure.

Also necessary was the structure the incentives package so as to avoid "discriminating" against labour.

Once the growth and unemployment relationship had been sorted out, a big step would have been taken towards the second important objective, which was a more acceptable distribution of income and economic opportunities.

Dr Brand said the first thrust in the manpower field was to open up opportunities and equip people to utilise them — and these happened also to be essential conditions for achieving an adequate growth rate. Much progress had been made in reforms to labour legislation, although impediments in other legislation had not yet been sorted out, and increased emphasis on training.

A related fact was the widening of opportunities in the entrepreneurial and semi-entrepreneurial fields.

The second thrust regarding manpower was through movement to parity in the provision of public services such as education, housing for low-income groups, health services and other fields. Here, said Dr Brand, a crucial question was to what extent the government should accept responsibility. The danger was too big a rise in the government share of the economy, with adverse effects on employment and the generation of income. The inevitable conclusion was that programmes for parity would have to be accompanied by a reduction in the government role and the giving of a greater share to private enterprise.

He said the approach to regional development must be reconcilable with broad economic strategy.

The private sector must not be required to act in ways not reconcilable with its basic motivating forces..."I cannot see how one can have success in regional development on a basis which expects private enterprise to forsake its profit motive," Dr Brand said. — DDR.
Tradition of Conflict Ended

Cille: Days of Certainties Over
The prime purpose of tariff protection was to ensure an adequate market for local manufacturers and not a mechanism to increase prices of locally produced products, Mr. Arie van den Berg, chairman of the Industrial Development Corporation, told the PCI.

He said during the debate on tariffs and imports that the effects of industrial protection would be evaded if industrialists allowed prices to rise by the full extent of tariffs. Concern was expressed by delegates at the excessive level of imports which had led to a serious balance-of-payments deficit.

Dr. T. du Plessis, Director General for Industries, Commerce and Tourism, said that if current import trends persisted the authorities would have to again investigate the need for a new import-substitution drive.

Mr. Ruby Bock, past president of the PCI and Cape Chamber of Industries, warned of the damage caused to industries by actions and of disruptive trade practices, especially from Far East markets.

Dr. S. J. Klein, chairman of the Board of Trade and Industries, said that local manufacturing to substitute for imported products had entered an area of high-capital costs, large scale, sophisticated technologies and high-level skills.
Blacks go ‘mad’ with money

Own Correspondent
PORT ELIZABETH.—The intellectual capacity of coloured people “is that of our children”, Mr S E Mostert, gold services manager of Old Mutual, said at the Eastern Cape and Karoo Conference of the Afrikaanse Handelstunie in Graaff-Reinet yesterday.

He said this in reply to a question from the floor after he had addressed the conference on personnel management and productivity.

In his speech he said some South African black workers had a “location behaviour that did not fit in with behaviour in white residential areas”.

When blacks received a lot of money they went absolutely mad and spent the whole lot”, he said.

Mr Mostert, who is based at Old Mutual’s head office in Pinelands, said during office parties coloured workers were told they could attend to “a certain point, but not after that”.

He said that “a few years ago” when students were expelled from the University of the Western Cape after a student unrest, the company decided to employ some of the students with B Comm II qualifications.

“But we naturally asked the Security Police to look matters through, in order not to have problems in future.”

He said the Zimbabwean Government had demanded that the company appoint more black managers. He said this was circumvented by writing “manager” behind workers’ official titles.

In Zimbabwe he once had to hand over prizes to workers. He had to kiss a white woman and wondered what he would do if a black woman had to receive a prize.

“Fortunately no black woman received a prize.”

Referring to Zimbabwe, he said: “We told some of the workers to go and wash themselves with soap. But apparently we also stink to them. We also had to tell some of them that toilet paper was there to be used.”

Making an alteration to his typed lecture, he said: “It shows you a white man can also make a mistake.”

Responding to a question about what should be done when a male coloured employee spoke to white woman, he said: “We have a liquor licence on our premises, we show them how to behave when they take a drink (a dop mask).”

Another delegate said his coloured employees were not addressed as mister but by their surnames.
Continuing worker unrest: old age is not the only issue...
Sugar men to ask Govt: let us decide on pensions

OWN CORRESPONDENT - DURBAN - In a dramatic turn in the Pensions Bill controversy sugar industry employers are to ask the Government to allow employers and employees to decide for themselves on pension schemes.

The Federated Chamber of Industries has said its general policy is that pensions and other forms of remuneration should be negotiated between employer and employee without interference by the State.

The Natal Chamber of Industries and the Durban Chamber of Commerce, however, will not be excluded from the proposed legislation which, in the present form, will "freeze" future pension contributions of all workers until they reach retirement age.

The sugar industry has been particularly hard hit by the spate of strikes in Natal arising from workers' opposition to the legislation.

Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers' Association, said: "The main thrust of our comments is that there should be self-determination on pensions between the employer and the employee."

"Pension arrangements are part of the total employment package and as such should be a matter between employer and employee - a private matter."

The Natal Chamber of Industries and the Durban Chamber of Commerce favour the exemption from the Bill's provisions of workers earning less than R7,000 a year.

This suggestion was put forward by Natal to the Federated Chamber of Industries at its meeting in East London this week and, according to a Natal delegate, was generally well received.

The FCI said after the meeting it would consider a number of options available to harmonise conflicting interests of pension matters within its general policy that pensions and other forms of remuneration should be negotiated between employers and employees without interference by the State.

The statement said the three-year delay in bringing the legislation into effect would not assist employers.

This was the conclusion reached at the FCI debate on the subject during which Mr Alex Hamilton of Natal urged employers to stand firm to resist strike action.

Mr Ron Hobson, general manager of the Durban Chamber of Commerce, said yesterday his chamber favoured the exemption of workers earning less than R7,000 unless they voluntarily wanted to be included.
Employers' call on pensions

Argus Correspondent
DURBAN.—In a dramatic turn in the pensions Bill controversy, sugar industry employers are to ask the Government to allow employers and employees to decide for themselves on pension schemes.

And the Federated Chamber of Industries has said its general policy is that 'pensions and other forms of remuneration should be negotiated' between employer and employee without interference from the State.

In addition, both the Natal Chamber of Industries and the Durban Chamber of Commerce want lower paid workers excluded from the proposed legislation, which in its present form will 'freeze' future pension contributions of all workers until they reach retirement age.

Today is the official deadline for comments on the Bill to be submitted to the Registrar of Financial Institutions.

Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers' Association, said today: 'The main thrust of our comments is that there should be self-determination on pensions between the two parties concerned, the employer and the employee.'

The Natal Chamber of Industries and the Durban Chamber of Commerce both favour the exemption from the Bill's provisions of workers earning less than R7,000 or thereabouts a year.
Call for firm line on pension strikes

From Mervyn Harris

EAST LONDON. — Employers should stand firmly together to resist strike action over the pensions issue, delegates were told at the annual convention of the Federated Chamber of Industries.

Delegates agreed that the Government had acted precipitously in introducing legislation to preserve pensions. But the convention decided that a three-year delay in bringing the legislation into effect would not assist employers.

Mr Tony Heep, vice-president of the Federated Chamber of Industries, said many trade unions were showing an irresponsible attitude to their workers by demanding the pay-out of pension contributions.

Such unions, he said, wanted power for political gain.

He asked where the pressure would stop if employers capitulated.

Mr Brian Mathew of the Midland Chamber of Industries, representing an area where the pension issue has caused much unrest, said that pension preservation had come as part of a package.

Steps that should have occurred were:

- Legislation to make membership of pension or provident fund compulsory for all workers.
- After a year of phasing-in, legislation to preserve pensions.
- Penalties in the form of exclusions from State benefits on workers who did not avail themselves of membership of private pensions schemes.

PROVIDENT FUNDS

Mr J F Roos of the Cape Chamber of Industries said that because of their different characteristics, it was essential to maintain provident funds.

These were important in many industries, especially the clothing industry.

The PCI is to consider a number of options available to harmonise conflicting interests on pension matters within its general policy that pensions and other forms of remuneration should be negotiated between employer and employee without interference from the State.
Mostert agrees he was unjustly fired

MR S'E 'Mossie' Mostert, the insurance executive, was fired this week after making disparaging remarks about blacks at a Rand physician's institute meeting in Graaff-Reinet. He says he has no grudge against the Old Mutual.

"Under the circumstances I would have done exactly the same," he said yesterday while clearing out his office at Old Mutual headquarters in Pinelands.

"I am very glad I had the opportunity to work for Old Mutual, and I still hold them in fond regard. I am not going away with ill feelings."

PROBLEMS

He said he would have preferred his remarks quoted in the full context of his speech. Its basic theme was the need to develop South Africa's full human resources.

"But it takes 10 years to develop middle and senior management, and there are practical problems. You have to face up to them."

"I used too straightforward words in answering a practical question."

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industrial problems
Bifsa hits out at material shortages

By Frank Jeans

The Building Industries Federation, which holds its annual congress in East London tomorrow has launched a sizzling attack on building material producers over recurring shortages.

Bombarding the cement industry in particular, the Federation warns that frequent recurring shortages are creating violent reaction from the builders who, even under ideal circumstances, will be hard put to satisfy the enormous construction demands of society.

Referring to "this dreaded thrombosis" which disrupts building works, Bifsa, in its latest issue of South African Builder, says: "Whatever excuses have been offered by material producers, ranging from the inefficiencies of the SAR to the obsolescence of their own equipment, it cannot be denied that they owe a vast debt of responsibility to the construction industry and South African citizens in return for the very handsome profits appearing in the published accounts of the corporate reports."

Emphasizing the threat of serious repercussions through materials shortage leading to increased construction costs and the "severest damage to the public", the Federation pulls no punches on the question of labour.

"A builder would be committing economic suicide if he succumbed to the temptation to retrench workers during a period of severe shortage — and so, by not paying staff to stay on without material with which to work, the productivity of labour goes for the proverbial Burton," it says.

At the same time, work stoppage will only push up the final cost of a building contract.

"What is the point of spending R50-million on training, with no return on capital invested, when the whole concept can be negated by material producers who do enjoy a handsome guaranteed return on the capital invested and yet seem unable to come to grips with the simpler problems of strategic planning," asks Bifsa.

Taking a tilt at the pricing structure of the producers, the Federation says: "We are told that prices of primary materials must be raised in order to make larger profits — so that more capital can be invested to purchase plants — only to make even more profit."

Hitting at those with "monopolistic advantages" which will "allow" cement or other commodity imports, the Federation believes that in recompense for their privileged position in the economy, those "rather smug industrialists" should see it as a sociological duty to supply South Africa with primary materials over short periods of excess demand — even if it hurts a little — in return for the uncontested privilege of never being able to experience any financial loss.

Urging abolition of price control on products such as cement, Bifsa says this would attract overseas competition.

"After all — with profits being enjoyed at a rate that the present system is supporting — overseas investors should be crying with each other to join the club," it says.
Strong unions are ‘good for peace’, SA builders told

By SUSAN DALLAS

EAST LONDON. — Strong responsible labour unions and employers’ organisations with equal bargaining weapons were necessary for social peace, Dr Woll Dieter Lindner, a director of the Confederation of German Employers’ Associations said yesterday to delegates at the annual congress of the Building Industries Federation of South Africa.

Explaining industrial relations principles in Germany, he said that successful labour negotiations depended on strong unions which were able to wield weapons such as strikes and employers who were able to “lock-out.”

“We believe that the chances of social peace are higher in a system of industrial unions.”

Bargaining was more successful on an industry basis than in one of craft unions.

In Germany, 42% of people in dependent employment were unionised. This union strength stemmed from the fact that under the German legal system, only labour unions and employers could fix wages and other conditions by collective agreement.

The government had no power to intervene in the negotiating process. In the case of industrial action it could only assist the bargaining parties.

Dr Lindner said labour conflicts in the event of failed negotiations were rare in Germany.

“The unions and employers know that it is unpopular and therefore all efforts are made to reach a compromise in negotiations,” he said.

The powerful weapons of strike and defensive lock-outs were balanced and this helped to keep the peace, Dr Lindner said.

During discussions at the congress it that the majority of employers in the industry were small companies with inadequate managerial competence. Mr Hugh Post told delegates there were only 350 companies which employed more than 100 employees compared with 8,000 companies with less staff.

Mr Johan Brandt said that only 1% of all housebuilders in the Transvaal were “large” by the same definition of 100 employees. In fact 90% had less than 20 skilled employees.

Thousands more were unregistered black entrepreneurs doing painting, plastering, alterations and additions to houses.

Mr Brandt said management education for these small businesses was urgently needed. Few small businessmen had the time to attend training courses.

These should in future be designed to be more intensive, more accessible to the small builder and less time-consuming.
Bifsa set to drop race barriers

AFTER preliminary talks with the major building trade unions, the Building Industries Federation of SA has promised a new "status-blind" labour structure.

Bifsa's new president, Mr Leen Glaser, yesterday announced a labour structure with wages linked to productivity instead of job classification.

Previously, a bricklayer received a fixed income and had little access to further training for job advancement. Now there will be no ceiling for advancement in a "colour-blind" labour field.

Bifsa's executive director, Mr Lou Davis, told the federation's congress in East London that the backlog of black skills compared with white was a national scar which the industry was committed to heal.

He said no educational standards would be required of apprentice craftsmen to make it easier for unskilled workers to enter the industry.

Talks on the new labour deal are expected to be completed by mid-November.

Mr Glaser said collective bargaining and greater worker participation were key principles in a progressive new labour relations policy to be followed by the building industry.

He outlined a plan to avoid a "management crisis" and to increase the strength of building workers' unions.

He said management depended on worker participation to face and overcome problems like recession and unemployment. The trend in labour relations in other countries was towards a greater say through works councils, unions, safety committees and even the whole worker body.

"We have got to realise we are dealing with an emerging group who want their share of the cake. They have the same ambitions as you and I. They want to see light at the end of the tunnel and a possible road of continual upward mobility."

"I would say Bifsa's training programmes are definitely going to have the effect of extending the ladder of upward mobility. These programmes will ensure that promotion and advancement are linked to ability and effort."

Mr Glaser predicted the emergence of a contented and proud work force, "jealous and protective of their standing" if a free market of reward for effort was allowed to exist.

Bifsa's training programme meant that in three years 2 000 artisans would qualify every year, having increased their status and wages by about three times.

"We must have strong employer bodies and equally strong unions able to keep their word and able to discipline their members," he said.

A major problem faced the industry, however, to persuade emerging black unions to register and to operate within the industrial council system when they had so long been excluded from it.

Mr Eauu Neube, industrial relations officer of LTA Construction, told delegates that effective communication with workers through liaison committees was a basic requirement for reducing industrial unrest. Literate blacks would want to join trade unions and would see them as a powerbase.
Building industry
looking at new training scheme

Trade unions and employers are discussing the final details of an agreement designed to open job opportunities in the building industry to all races.

The executive director of the Building Industries Federation of South Africa (BIFA), Mr Lou Davis yesterday said the parties were "smoothing out the wrinkles" in the agreement, which would be negotiated in the industry's industrial council early next year.

He said the agreement would introduce a "new concept of learning" for building workers unable to meet the educational qualifications required for normal apprenticeship.

"For historical reasons many workers — and particularly blacks — cannot be indentured as apprentices because they lack the Standard 6 or 7 level demanded of them." The new scheme will introduce a new stratum of training to allow these people to progress to artisan or even craftsman level over a longer time.

Mr Davis stressed that the same standards would be demanded of trainees as of apprentices.

Although one party to the building industry's industrial council, Mr Gert Beige's White Building Workers Union, had in the past resisted black job advancement, Mr Davis praised all the unions for "their responsible attitude" to the scheme.
Blacks ‘reject pension schemes’

THE BLACK worker will not join industrial pension schemes because by tradition the old are looked after by the young, the Building Industries Federation of South Africa was told yesterday.

Mr E. Neube, an industrial relations officer, was speaking at the annual congress in East London.

He said: 'The worker wants his money now and not later.'

NOT UNDERSTOOD

Pension funds were not understood by his people.

'If father becomes my son when he is old, and you cannot break away from this tradition.'

Black workers were also losing interest in industrial liaison committees.

'They use them for one purpose only — to get more money. They do not want to waste their time, talking about transport and toilets.'

COMPLAINTS

Mr Neube said the main complaints about the committees were that employers were reluctant to give time off to workers to report back to their men, and failure by employers to give decisions promptly.

Workers deplored blanket increases in wages. They only encouraged absenteeism.

Merit increases would reward those who were prepared to work, he said.
'Do something on housing'

THE building industry --- the country's third biggest employer of labour --- would have to do something about its employees' living conditions and not wait for the Government to provide housing, the new president of the Building Industries Federation of South Africa said yesterday.

Addressing Bifa's congress in East London, Mr L. S. Glaser said the question of housing was at the root of many of the industry's problems.

"The time has long passed when we can afford to sit back and wait for Government to provide relief. If we want a contented workforce, we are going to have to do something about the appalling conditions in which some of our workforce are expected to live and still turn out a decent day's work."

Mr Glaser said South Africa had its own particular problems caused by current legislation and the varying cultural heritages of blacks.

"We have influx control regulations and legislation which, necessary though they may be, give rise to all sorts of problems and imbalances stemming from the unnatural way of life they cause, together with the financial implications."

"For instance, a general worker --- who is the lowest paid employee --- in fact has the added expense of running two houses."

"On the cultural side you have the fact that a man who is only allowed into the urban areas on contract finds himself with pension fund deductions he had no hope of ever collecting and, in any event --- as he may only be there for a comparatively short period --- much prefers his own tribal or cultural system where his children will look after him in his old age."

"He wants his money now and not in 30 or 40 years' time," Mr Glaser said.

These problems were important to labour relations in that they affected the quality of working life. — Sapa.
6. One major problem at the Pre-University of the course content has been time restricted the extent of discussion.

Some students suggested that more time should be made available for discussion.

7. As regards the study lectures had been w value lay. All fell up by further instr year; and that hand course would be of

As one student for 1792.0x2486.0 "The emphasis have to do. 'how'. When 'doing' then

8. Among the "lesser" content lectures expressed. Some i in the nature of a syllabus, others that not enough detail was given.

A justifiable complaint was that in the case of some departments the supply of handouts ran out; students also felt that the handouts should contain not only course outlines, but more general information about the department and what is expected of the student.

9. One of the sections containing the largest number of replies was that of "additional comments". All of these stated that the Pre-University course as organised was worthwhile and represented the best use of time and resources.

Some added the suggestions however, that as most students attended a few lectures on course content each day, the rest of their time might be usefully organised.

10. Improvements to the Pre-University course for 1981, taking students' comments into consideration will be incorporated into the design of the 1981 course to be submitted for Faculty's approval at a later date.

11. In conclusion, I would like to quote one student's comment:

"I don't know what you're worried about. The pre-University Course is as good or as bad as the students who go to it."

Associate Professor Marcelle Koy
Student Adviser: Faculty of Arts

15 July 1980.
Big employer body sets out labour rules

By Drew Forrest

New labour relations guidelines have been issued to member companies by South Africa's largest employer body outside mining, the powerful Steel and Engineering Industries Federation of SA (Seifsa).

The guidelines supersede those released in 1979 and represent a significant relaxation in Seifsa's stance on the unionisation of the metal industries' 300,000 black workers.

Support

They envisage a limited form of recognition for representative black unions outside the metal industries' industrial council.

Seifsa's standpoint, however, is still that negotiations on wages and working conditions should continue under the umbrella of the industrial council, the official bargaining forum which many black unions reject.

Introducing the guidelines, the Seifsa executive director, Mr Sam van Coler, said they "expressed continued support for the industrial council."

But changed circumstances, and particularly the redefinition of "employee" in law to cover blacks, meant that the industrial council would have to be adapted.

This would be achieved by "ongoing discussions" with the established unions on the council. Discussions were also being held with unions outside it in an effort to secure their participation.

The guidelines break new ground by recommending certain plant level facilities for unions. These would be "freely granted" to union parties to the industrial council, and could be "points of negotiation" with unions outside it.

Access

They include recruiting access, access for union officials to shop stewards and access to company notice boards.

Also recommended in the guidelines are certain industrial relations procedures at plant level which should have the support of line management, employees and all representative unions.

They include:

- Procedures for the accreditation of shop stewards, elected by secret ballot, and included in the normal communications procedures of the company.

- Grievance and disciplinary procedures. Although model procedures are annexed to the guidelines, Mr van Coler stressed this would be an area of negotiation.

Companies wishing to negotiate on wages outside the industrial council are warned in the guidelines that they are "in effect establishing an alternative bargaining arrangement" to the council.

Observers consider it highly significant, however, that the guidelines do not expressly rule out wage bargaining outside the industrial council's structure as with the 1979 policy.
Unions wary of Seifsa's labour guides

By STEVEN FRIEDMAN

NEW labour guidelines announced this week by the Steel and Engineering Industries Federation showed a change in "style, not substance," unions who have refused to join industrial councils said yesterday.

None of the unions who have refused to join the councils would comment officially on the new guidelines yesterday. They said they wanted to study them and refer them back to their members before commenting publicly.

However, one prominent unionist said that, at first glance, the new guidelines seemed to be an indication that Seifsa had "changed its tune in dealing with unions who refuse to go on to councils.

He added: "This will obviously help. But the substance — Seifsa's insistence on the council system — remains unchanged."

Another unionist also acknowledged that the guidelines represented a shift but said: "The real issue is the demand to bargain on wages and working conditions outside the council system and Seifsa has not changed its stand on that."

Both said they did not believe the new guidelines would persuade unions to change their minds about serving on the councils, but said they could assist in creating "a more open labour atmosphere" in the metal industries.

The new guidelines reaffirm Seifsa's opposition to any bargaining on wages and working conditions outside the official industrial council system.

Facilities

They also recommend that employers grant facilities to unions who serve on councils more easily than to those who don't.

However, Seifsa has restated its commitment to changes in the industrial council system, and to hold talks on possible changes both with those unions who serve on councils and those who have refused.

The new guidelines also recommend changes in attitude to those unions who refuse to serve on industrial councils.

Employers are advised to hold talks with those unions and establish whether they are representative (although not by means of a referendum, which Seifsa says is "not a test of representativeness"). If they are, the possibility is left open that employers will negotiate with these unions on the granting of some of the facilities which will be extended to unions who serve on councils.

The guidelines also alter Seifsa's policy in recommending that employers recognise and deal with the shop stewards of unions who are on the councils — although not that they negotiate with them on pay and work conditions.
Seifsa firm against 'unofficial' union talks

Own Correspondent

JOHANNESBURG — The giant Sefar and Engineering Industries Federation, whose members employ about 450,000 workers, has recently recruiting metal workers outside the council system to join the council. For this reason, it had decided to initiate meetings with all unions on the council as well as with those who had not joined.

"We want to discover exactly what our differences are and what common ground we can find. This will obviously be a lengthy process and we do not expect the talks to be over quickly," Mr Van Collier said.

He said Seifsa did not want to prejudice the talks by spelling out the sort of changes it would like to see, but said it would favour changes to council dispute procedures and ensuring that all races helped to administer agreements.

Mr Van Collier also released Seifsa's amended guidelines. These advise employers to grant unions who have agreed to serve on councils "stop order" facilities; access to workers for recruitment purposes; access by officials to shop stewards and access to company notice boards for union announcements.

They also urge companies to set up company-level labour procedures by recognizing union stewards and bargaining with them on issues not covered by the council, such as dismissals.

Proof

On unregistered unions and those who refuse to join councils, the guidelines suggest that employers request certain information from these unions and then test proof of their representativeness.

But it strongly opposes the holding of referenda to test union support saying that this is not a test of representativeness.

It advises employers to consider whether these unions have been recognized by other companies and whether it has a record of industrial unrest.

The facilities granted to unions on the council should not be automatically granted to these unions, but should be "points of negotiation" between them and management.

The guidelines also warn employers who sign agreements with such unions that they are "in effect establishing an alternative" to the industrial council but will still be covered by its agreement.
Johannesburg — The growing controversy over the government's proposed pension legislation took a dramatic turn yesterday when the influential Federated Chamber of Industries called for the Bill to be scrapped.

It is understood that the FCI's call has the support of at least some senior government men.

The FCI says it believes that reforms in the private pension industry can best be achieved by negotiation between workers and employers. It says that the controversy over the Bill has led to worker demands for improvements in pension funds which are certain to produce reform.

The Bill, which says employers may not withdraw pension contributions when they leave jobs, has caused nationwide unrest and the government recently announced that its implementation was being postponed for three years.

But neither employers nor unions saw this as a solution and a recent FCI meeting was divided over what approach to take to the Bill.

In a statement issued yesterday, the chairman of the FCI's labour affairs committee, Mr Rod Ironside, said: "To defuse and normalise the industrial relations situation, the proposed legislation on the preservation of pensions must be withdrawn and a fresh start made."

Mr Ironside said that the "essential reform of pensions" which the Bill seeks to bring about "can safely be left to negotiation" and to competition between pension funds.

The FCI says it still supports the concept of preservation of pensions, but believes this "should not be accomplished by legislation enforcing preservation for all."

Mr Ironside added that private pension reform could be helped by the development of a code of pensions practice through negotiation between employers, employees and managers of pension funds.

It could also be "supported and encouraged by various indirect government measures such as tax incentives." Other measures could allow the "remuneration of lost service and support contributions." — OBC.
AECI urges response to the unregistered

A one-day seminar on labour relations was held in Johannesburg this week. A wide range of subjects were covered by industrial relations officials, unionists and labour lawyers. TONY DAVIS reports on a few of the speakers...

Reported mainly skilled workers and not general industry workers. The councils were seen as too large and bureaucratic. Unions had to be registered to belong to councils and a number of “independent” unions had rejected registration. Mr. Botha said industrial councils had served industries well, but employers had to watch for the growth of bureaucracy in the system and lack of contact with workers.

Liaison committee system “a failure”

Liaison committees and works committees introduced as an alternative to union systems had failed dismally, the industrial relations manager of Hendred Pruehaus, Mr. Brian Smith, said at a labour relations seminar this week.

Mr. Allen said organised labour was a function of industrialisation and could not be legislated away.

The committees were imposed from above and were not recognised by workers. Where management still resisted trade unions the committees were sometimes taken over by union shop stewards.

Mr. Allen added that the old committee system was legislated away on November 1 by the new Labour Relations Act which repealed the earlier Act.

“The Act is silent on the subject of works committees and one can only wonder what will happen to those in existence.”

“My guess is that they won’t go away but will continue to operate as points of entry for unions where employers have resisted trade union incursion.”

Labour lawyer Mr. Halton Cheadle and the general secretary of the SA Electrical Workers Union, Mr. Ben Nichnel, also addressed the seminar.

Recognition ‘a wedge for future demands’

Once recognition was accorded to a trade union it was foolish to believe that the union would limit itself to its initial demands.

Industrial relations consultant Mr. Andrew Levy told delegates at the labour relations seminar that recognition was the key, whereas there were some rights of the right of a company to manage in a certain area.

A recognition agreement was a “wedge” which would increase in time, he said.

In a “good” agreement unions were bound to help in strikes outside the terms of an agreement. Recent disputes showed some unions had lost control of their workers.

Labour deals: the spirit counts most

The spirit of an agreement between management and union is more important than its mechanics. This was the view expressed by Ford’s industrial relations director, Mr. Fred Ferreira, at a one-day labour relations seminar.

He said it was essential that management should not try to “second guess” a union and that management should have the right to withdraw from an agreement.

Mr. Ferreira said the emergence of “sympathy strikes” was a new feature of labour unrest. There were four reasons for disputes over union-company agreements: ignorance, differences in interpretation, employer error and the union flexing its muscles.
Johannesburg — Despite the “worrying issue” of finding a solution to labour and industrial issues, legislation for the preservation of pension rights should be regarded as vital to ensure that communication between workers and management on this matter was based on a solid foundation. Mr R.C. Lloyd, outgoing chairman of the Life Offices Association (LOA) said here yesterday.

He hoped that the recent announcement of the withdrawal of the bill pending discussion with interested parties, did not mean that the need for producing a revised and acceptable bill would not be regarded as urgent.

In his farewell address to the association, Mr Lloyd said it would be agreed that among current issues affecting the life assurance industry, the preservation of pension rights deserved the highest priority.

“I think it is important to keep in mind clearly why we of the LOA are strongly supporting the preservation of pension rights. It is simply that without an effective system of preservation of pension rights, we will end up with a national pension scheme with consequences that do not need to be enumerated.

“But if we water down the preservation system too much, the consequence will be inadequate pensions and the pressure for a national pension scheme will then become irresistible. So the emphasis must be on having an effective system.”

Mr Lloyd said that the main concern of the LOA in dealing with the technical, legal and administrative matters associated with the implementation of pensions had been to advocate that, as far as possible, there should be a greater degree of administrative policy, and that matters extraneous to the principle of preservation should be put aside.

Also that the proposals that would finally be adopted “must blend with, and not revolutionise, the basis on which pension provision has been made.”

“But the more worrying issue is the need to find a solution to the labour and industrial issues that gave rise to the decision to defer the implementation of the legislation until three years after its enactment.

“It should be accepted that it is vital to have legislation next year or as soon as possible thereafter — otherwise communication between workers and management will not be based on a solid foundation.

“There must be no continuing uncertainty on the form the preservation legislation is to take.

“However, we must not make the facile assumption that the troubles that have arisen have all been due to misunderstanding and that all that is needed is to explain matters and all will be well. The workers among whom most of the trouble has arisen have certain clear priorities among their different needs.

“While they want pensions, this is seen as a re- note, but the need to have money to tide them over in a real and urgent need,” Mr Lloyd said. — SAPA.
Applie by wool union dismissed

BLOEMFONTEIN — The Appeal Court here yesterday dismissed with costs the appeal of the Sheep and Wool Producers' Union of South Africa and of its secretary, Mr Daniel Jacobus du Plessis, of Cradock, against a judgment which rejected an application by them in regard to the wool-marketing scheme in South Africa.

On October 18, 1979, in the Transvaal Supreme Court, Mr Justice F. S. Steyn and Mr Justice D.A. Mlamet dismissed with costs an application that the Minister of Agriculture should be ordered to reconsider the method of wool-marketing in South Africa; that the Wool Board should be authorised to market the wool of the union's members according to a floor price system; that certain benefits paid for the union's members to the National Woolgrowers' Association of South Africa should in future be paid to the union; and that members of the union should be favourably considered for nomination to the Wool Board.

The matter arose over a dispute about the validity of Proclamation R135 of 1972, which introduced the controversial pool system for marketing wool. The Sheep and Wool Producers' Union was formed in 1976 by wool producers strongly opposed to the method.

Yesterday, Mr Justice Joubert, with the concurrence of Mr Justice Rabie, Mr Justice Gillie, Mr Justice Viljoen and Mr Justice Botha (acting judge of appeal) emphasised that this case was not concerned with the merits of either the floor or pool systems.

It had been argued for the union and Mr Du Plessis that the wool scheme was invalid because the minister had not complied with the provisions of Section 12 (1) (B) of the Marketing Act, namely to convince himself that the wool scheme would be in the interests of the wool producers when he recommended the proposed scheme to the State President for approval in 1972.

The judge said that neither in their founding, nor replying affidavits had the appellants stated facts from which it could be deduced that the minister had neglected to convince himself as required by section 12 (1) (B). Similarly, they neglected to give facts from which it could be deduced that the minister had deliberately neglected to comply with the provision of the section.

It was acknowledged legal practice when an application was made by notice of motion, as had been the case here, that an applicant in his founding affidavit must set out facts to form a cause of action for the desired legal assistance, so that the respondent could deal with the alleged facts in his answering affidavit.

Mr Justice Joubert said that in the present case the union and Mr Du Plessis had neglected to make out a cause of "action in their founding affidavit for Proclamation R135 to be set aside, as sought in their main prayer". There was also another stumbling block — the failure to bring the application for setting aside the proclamation within a reasonable time.

It had been argued that a written request to the minister on May 17, 1978, contained a written proposal for a change in the wool marketing system.

Mr Justice Joubert said that nowhere in this request could he find any proposal for the scheme to be changed, nor, in the four prayers which concluded the application, could he read in any request for such a change.

There was no statutory duty for the minister to deal with the application and the appellants were thus not entitled to the legal aid sought in their alternative prayers.

SAPA.
Key union rejects Seifsa’s guidelines

By STEVEN FRIEDMAN

MAJOR new labour guidelines issued by the powerful Steel and Engineering Industries Federation (Seifsa) were “unacceptable” because of their emphasis on bargaining through the industrial council system, a key unregistered union said yesterday.

In a statement issued yesterday, the General Workers Union (GWU) because the first union in the metal industry operating outside the industrial council system to comment formally on the new guidelines.

The GWU occupies a unique position in the metal industries because it is the only union to have signed formal recognition agreements with metal employers which provide for bargaining, wages and work conditions outside the council system.

Changes

Seifsa recently announced guidelines to make it easier for employers to deal with unions not on industrial councils and to consult with unions at factory level.

But the guidelines repeat Seifsa’s view that wages and work conditions should be bargained at industrial councils only. Seifsa has, however, committed itself to changes in the metal industrial council in consultation with unions.

The guidelines cover 8,000 employers and 400,000 workers.

In its statement, the GWU said it welcomed “the conciliatory tone of the new guidelines and Seifsa’s new-found commitment to freedom of association”.

Talks

But it said it had “frequently underlined our commitment to shop-floor negotiation”.

The new guidelines “allegiance to national industry-wide bargaining in the steel industry is unacceptable to this union.”

The GWU said it was not in principle opposed to multiplant bargaining as long as it facilitated a process of direct negotiation between elected worker representatives and management.

But the union said it believed “bargaining in the steel industrial council hinders this direct participation in the bargaining process by virtue of the size of the council and its highly bureaucratic structures”.

Seifsa is scheduled to meet the GWU to discuss its attitudes to industrial councils as part of a programme of talks with all unions operating in the metal industry.
Labour guidelines fall short, says black union

By Drew Forrest

The new labour relations guidelines of the giant Steel and Engineering Industries Federation of SA have drawn both praise and sharp criticism from South Africa's fastest growing black metal union.

The Metal and Allied Workers Union rejects the metal industries' industrial council — which is strongly supported by Seifsa — and the union's response to the guidelines has been eagerly awaited.

In a statement yesterday, Mawu said Seifsa had shown "a new realism" and "a new willingness to negotiate with representative unions, whether or not they are party to the industrial council."

In certain crucial respects, however, the guidelines "fell far short of what is required by workers."

Mawu takes issue with a Seifsa recommendation that certain in-company facilities — including recruiting access and access for union officials to shop stewards — should be readily granted to unions party to the industrial council, while remaining "points for negotiation" for those outside it.

The second major shortcoming of the guidelines, Mawu says, is the failure to recognise the need for in-plant bargaining on wages and working conditions — a "central demand of workers."

[Signature]
Zac urges bosses to work for reform

BY STEVEN FRIEDMAN

LABOUR relations in the next decade would be "extremely difficult" because black workers would make "deliberate use" of the industrial relations system to gain social and political aims, Anglo American's executive director, Dr Zac de Beer, warned yesterday.

Arguing that "the sins of the politicians are going to be visited on management," Dr De Beer urged managers to work for political reform and the improvement of black social conditions, and to avoid firing workers who struck.

He said conditions under which urban blacks lived were "almost entirely typical of a communist state, in that bureaucrats control almost every facet of their lives'.

Dr De Beer was speaking in Pretoria at a private conference on industrial relations on the eve of today's meeting between the Prime Minister and businessmen, where fears may be raised that lack of progress towards political change may lead to increased labour unrest.

He stressed that only progress towards political change could relieve the pressure businessmen would experience in the factories.

In his address, Dr De Beer said "resentments engendered by the discriminatory conditions under which our workers live... are bound to make them question the system under which they live."

Business continually told blacks it was the political system, rather than the economic system, "which is responsible for what is bad in the life of the urban black man", he said.

"Our argument is in fact correct, but we do not win." Many young blacks saw "P W Botha and R F Oppenheimer as partners in operating the system..."

Voetse people were not incapable of political action and "people who are not allowed to find political expression through the franchise will try to find it in other, often less desirable, ways."

DR ZAC DE BEER

call for progress

Whilst most of the world's population did not have political rights, the situation was unique in South Africa because one-fifth of the population, the whites, did have the vote "and use it, most ostentatiously."

Demand from blacks for a universal franchise "can only grow in intensity," Dr De Beer said.

Looking at the labour implications, Dr De Beer said the use of the labour relations system by blacks to pursue political goals was "absolutely inevitable" and this had "the most alarming consequences for us managers."

He asked what would happen if managers met "reasonable claims" by workers but they continued to strike.

Sympathise

Managers' patience would be tested and they would tend to say "this is a political agitation and it is beyond my powers to deal with it. I am going to call the police and fire the strikers".

It was "hard not to sympathise" with these employers.

But he added, "What good will it do to shareholders to have..."
KENNISGEWING 865 VAN 1981
DEPARTEMENT VAN MANNEKRAG
WET OP NVWERKGEVERSVERSOEING, 1956
AANSOEK OM REGISTRASIE VAN ’N
WERKGEVERSORGANISASIE
Ek, Matthias Willem Johannes le Roux, NVwerkgevers-
registrateur, maak ingevolge artikel 4 (2) van heseienaand
Wet hierby bekend dat ’n aansoe om registrasie as ’n werk-
geversorganisasie ontvanger is van die Road Passenger
Transport Employers’ Association (Southern and Eastern
Cape). Besonderhede van dié aansoek word in onderstaande
tabel verstreken.

Enige geregistreerde werkgeversorganisasie wat teen dié
aansoek beswaar maak, word versoek om binne een maand
te die datum van publikasie van hierdie kennisgewing sy
beswaar skriflik by my in te dien, pa die Departement van
Mannekrag, Mannekraggebou 449, Schoemanstraat 215,
Pretoria (posadres: Private Bag X117, Pretoria, 0001).

TABEL

Naam van werkgeversorganisasie.—Road Passenger
Transport Employers’ Association (Southern and Eastern
Cape).

Datum waarop aansoek ingediend is.—2 Junie 1981.

Belange en gebied ten opsigte waarvan aansoek gedaan
word.—Werkgevers betrokke deur die Padpassasiersver-
voerbedryf in die landdruilistreke Albany, George, Hu-
mansdorp, Knysna, Mosselbaai, Oudtshoorn, Port Eliz-
beth en Uitenhage.

“Padpassasiersvervoerbedryf” of beteken dié bedryf
waarin werkgewers en werknemers met negeer geassosieer
is om ’n persoon of persone teen beloning of persepartiaal
pad te vervoer deur middel van ’n voertuig (uitgesonderd ’n
voertuig wat deur die Suid-Afrikaanse Spoorweë beheer
word) wat ontwerp is vir aandrijving in ’n ander manier as
deur middel van mense- of dierekrug en wat ontwerp is vir
de vervoer van meer as acht persone, benewens die drug
van sodanige voertuig.

Posadres van aanplank.—Postbus 2221, Port Elizabeth,
6056.

Posadres van aanplank.—Eerste Verdieping, S.A.
Wolraadsgebou, Grahamstownweg, Noodende.

Die aandag word gevestig op onderstaande vereistes van
artikel 4 van die Wet:
(a) Die mate waarin ’n beswaarmakende werkgeversor-
ganisasie verteenwoordigend is, word ingevolge subartikels
(b) bepaal volgens die feite soos hulle bestaan op die
7. The following portions of the farm Kleinpaaie 259,
Division of Uitsandale (also known as Edmonton):
(a) Portion 8, in extent 1,044,9 hectares.
(b) Portion 9, in extent 1,069,8 hectares.
(c) Portion 10, in extent 1,242,8 hectares.
(d) Portion 17, in extent 1,784 square metres.
(e) Portion 19, in extent 1,635 square metres.
(f) Portion 24, in extent 1,987 square metres.
(g) Portion 25, in extent 1,742 square metres.
(h) Portion 27, in extent 5,235 square metres.
(i) Portion 29, in extent 2,231 square metres.

NOTICE 865 OF 1981
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF AN
EMPLOYERS’ ORGANISATION
I, Matthias Willem Johannes le Roux, Industrial Regis-
trant, do hereby, in terms of section 4 (2) of the above-
mentioned Act, give notice that an application for regis-
tration as an employers’ organisation has been received from
the Road Passenger Transport Employers’ Association
(Southern and Eastern Cape). Particulars of the application
are reflected in the subjoined table.

Any registered employers’ organisation which objects to
the application is invited to lodge its objection in writing
with me, c/o the Department of Manpower, 449 Manpower
Buildings, 215 Schoeman Street, Pretoria (post address:
Private Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice.

TABLE

Name of employers’ organisation.—Road Passenger
Transport Employers’ Association (Southern and Eastern
Cape).

Date on which application was lodged.—2 June 1981.

Interests and area in respect of which application is
made.—Employers engaged in the Road Passenger Trans-
port Industry in the Magisterial Districts of Albany,
George, Humansdorp, Knysna, Mossel Bay, Oudtshoorn,
Port Elizabeth and Uitenhage.

“Road Passenger Transport Industry” means the indus-
try in which employers and employees are associated for
the purpose of transporting for reward any public road any
person or persons by means of any vehicle (other than a
vehicle controlled by the South African Railways) designed
for propulsion otherwise than by human or animal power,
designed to carry more than eight persons in addition to the
driver of such vehicle.

Postal address of applicant.—P.O. Box 2221, Port Eliz-
abeth, 6056.

Office address of applicant.—First Floor, S.A. Man-
power Buildings, Grahamstown Road, North End.

Attention is drawn to the following requirements of sec-
section 4 of the Act.
(a) The representativeness of any employers’ organisa-
tion which objects to the application shall in terms of sub-
section (4) be determined on the facts as they existed at th
GOVERNMENT GAZETTE, 13 NOVEMBER 1981

KENNISGEWING 866 VAN 1981
DEPARTEMENT VAN GESONDHEID, WELSYN EN PENSIOENE


Hierby word vir algemene inrigting bekendgemaak dat die Minister van Gesondheid, Welsyn en Pensioene, kragtens artikel 1 van die Wet op Anatomiese Skenking en Nadoosde Ondersoekte, 1970 (Wet 24 van 1970), die volgende inrigting as ‘n gemagtigde inrigting goedgekeur het:

De Universiteit van Durban-Westville, Privatsak X54001, Durban, 4000,
(13 November 1981)

KENNISGEWING 867 VAN 1981
DEPARTEMENT VAN GESONDHEID, WELSYN EN PENSIOENE

WYSIGING VAN DIE REGULASIES BETREFFENDE ANATOMISIE SKENKINGS EN NADOOSDE ONDERSOEKE

Hierby word vir algemene inrigting bekendgemaak dat die Minister van Gesondheid, Welsyn en Pensioene, kragtens die bevoegdheid hem verleen by artikel 13(1)(d)A) van die Wet op Anatomiese Skenking en Nadoosde Ondersoekte, 1970 (Wet 24 van 1970), voornemen is om die regulasies uitgevaaigd by Gouvernementskennisgewing R. 880 van 24 Mei 1974, soos gewysig, verder te wysig deur die volgende gewysiging in die Bylae hiervan, in ondersteeklik kolom I, kolom II en kolom III van Bylae II in te voeg.

Belanghebbendes word hierby verzoek om binne drie maande na die datum van hierdie kennisgewing genoteerde kommentaar in te dien by die Direkteur-generaal: Gesondheid, Welsyn en Pensioene, Privaatsak X63, Pretoria, 0001 (vir aandag: mnr. E. Cronjé).

BYLAF

<table>
<thead>
<tr>
<th>Kolom I</th>
<th>Kolom II</th>
<th>Kolom III</th>
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<tbody>
<tr>
<td>Voorgeskrewe weefsel</td>
<td>Voorgeskrewe anatomiese inrigting</td>
<td>Voorgeskrewe doel</td>
</tr>
<tr>
<td>Biermurg</td>
<td>Groete Schoonhospitaal</td>
<td>Navoring en navoringstel</td>
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</table>

(13 November 1981)

NOTICE 866 OF 1981
DEPARTMENT OF HEALTH, WELFARE AND PENSIONS


It is hereby notified for general information that the Minister of Health, Welfare and Pensions, in terms of section 1 of the Anatomical Donations and Post-Mortem Examinations Act, 1970 (Act 24 of 1970), has approved the following institution as an authorised institution:

University of Durban-Westville, Private Bag X54001, Durban, 4000.
(13 November 1981)

NOTICE 867 OF 1981
DEPARTMENT OF HEALTH, WELFARE AND PENSIONS

AMENDMENT OF THE ANATOMICAL DONATIONS AND POST-MORTEM EXAMINATIONS REGULATIONS

It is hereby notified for general information that the Minister of Health, Welfare and Pensions, in exercise of the powers vested in him by section 13(1)(d)A) of the Anatomical Donations and Post-Mortem Examinations Act, 1970 (Act 24 of 1970), intends further to amend the regulations promulgated under Government Notice R. 880 of 24 May 1974, as amended, by inserting the prescribed tissue, the prescribed authorised institution and the prescribed purpose set out in the Schedule hereto in column I, column II and column III, respectively, of Schedule II.

Interested parties are hereby invited to submit substantiated comments to the Director-General: Health, Welfare and Pensions, Private Bag X63, Pretoria, 0001 (for attention: Mr E. Cronjé), within 3 months of the date of this notice.

SCHEDULE

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<thead>
<tr>
<th>Column I</th>
<th>Column II</th>
<th>Column III</th>
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<tbody>
<tr>
<td>Prescribed tissue</td>
<td>Prescribed authorised institution</td>
<td>Prescribed purpose</td>
</tr>
<tr>
<td>Bone marrow</td>
<td>Groote Schuur Hospital</td>
<td>Research and transplantation</td>
</tr>
</tbody>
</table>

(13 November 1981)
KENNISGEWING 882 VAN 1981
DEPARTEMENT VAN STATISTIEK

Die Sekretaris van Statistiek maak vir algemene inligting bekend dat die Verbruikerspyrandske vir September 1981 onse het volg is:

VERBRUIKERSPYRANDE, ALLE ITEMS

<table>
<thead>
<tr>
<th>Gebied</th>
<th>Index Basis 1975 = 100</th>
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<tr>
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<td>2. Pretoria</td>
<td>213,3</td>
</tr>
<tr>
<td>3. Oos-Londen</td>
<td>204,9</td>
</tr>
<tr>
<td>4. Kimberley</td>
<td>204,2</td>
</tr>
<tr>
<td>5. Bloemfontein</td>
<td>207,5</td>
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<tr>
<td>6. Muizenberg</td>
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<td>7. Pretoria</td>
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<td>8. Waterkloof</td>
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<td>10. Oos-Londen</td>
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<td>11. Oos-Londen</td>
<td>204,9</td>
</tr>
<tr>
<td>12. Kimberley</td>
<td>204,9</td>
</tr>
</tbody>
</table>

Verduidelikende opmerkings

Die Verbruikerspyrandske laat nie tussenstelde vergelyking van pryse oor lewensstyle toe nie. Die indeks toon nie of dit duurder of minder duur is om in een stedelike gebied onafhanklik vanwandelings of pryserwendinge wat van tyd tot tyd plaasgevind het, te bereken.

Nota.—Mees in die uitgawe van 6 November 1981 verskyn het.

(13 November 1981)

KENNISGEWING 883 VAN 1981
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nwywheids-registrateur, maak ingevolge artikel 42 van boense wet hierby bekend dat 'n aanzoek om registrasie as 'n werkgewersorganisasie ontvang en van die Suid-Afrikaanse Vereniging van Padvetevenskonsulate. Besonderhede van die aanzoek word in onderstaande tabel verstrekg.

Enige geregistreerde werkgeewersorganisasie wat teen die aanzoek bewaar maak, word versoek om bunse een maand na die datum van publikasie van hierdie kennisgeving sy bewaar skriftelik by my in te dien, p/a die Departement van Manneling, Mannekraaggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatvaak X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgeewersorganisasie</th>
<th>Suid-Afrikaanse Vereniging van Padvetevenskonsulate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanzoek ingediend is</td>
<td>24 Augustus 1981</td>
</tr>
<tr>
<td>Belang en gebied ten opsigte waarvan aanzoek gedaan word</td>
<td>Werkgeewers wat betrokke is by die Professionele Praktiserende Padverkonsulentonderneming in die Republiek van Suid-Afrika.</td>
</tr>
</tbody>
</table>

Explanatory notes

The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time.

Nota.—Should have appeared in issue of 6 November 1981.

(13 November 1981)

NOTICE 883 OF 1981
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Matthew Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4(2) of the above-mentioned Act, give notice that an application for registration of an employers' organisation has been received from the Suid-Afrikaanse Vereniging van Padvetevenskonsulate. Particulars of the application are reflected in the subjacent table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing within one month of the date of publication of this notice. The above-mentioned Act, section 4(2).

TABLE

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Suid-Afrikaanse Vereniging van Padvetevenskonsulate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>24 August 1981</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>Employers engaged in the Professional Practice Risks and Transport Consultants Undertaking in the Republic of South Africa.</td>
</tr>
</tbody>
</table>
“Professionele Praktiserende Padvervoerkonsultant-onderneming” betekent die onderneming waarin werk-owers en werknemers met mekaar geassocieer is met die doel om abiet en primair betrokke te wees met die verkeers- en advies aan die publiek met betrekking tot—
(a) die bepaling, implikasies en toepassing van die Padvervoerwet, 1977 (Wet 74 van 1977), en regulasies of Geneewarebewingswet, daarop gekoppel, en/of publieke en verwante aangeleëthee
(b) die indiening van aanwoke, besware en/of appelle inligging die voormelde wetgewing en
(c) die verskynsels voor padvervoerslike en die Nasionale Vervoerkommissie.


Kantooradres van aanwone.—15de Verdieping, Nedbankgebou, End 249, Donkant, Johannesburg.

Die aangang word gevestig op onderstaande versies van artikel 4 van die Wet:
(a) Die mate waarin 'n beswaarmakende werkgewerorganisaanse verteenwoordigend is, word inligging in subartikel (b) bepaal volgens die feite wat hulle bestaan het op die termyn waarop die aanvraag inligging is, en wat die lidmaatskapsel word, word alleen lêe wat inligging artikel 1 (2) van die Wet op voormelde termyn volwaarde lêe was, in aanmerking genem.

(b) Die procedure voorgestel word in paragraaf (2) moet geskied in verband met 'n beswaar wat ingediend word.

M. W. J. LE ROUX, Nieuwverkonsulenteur.
(13 November 1981)

KENNGEWOON 884 VAN 1981
LAEF-SPEKBOOM-BESPROEINGSRAAD, DISTRIK LYTENBURG, TRANSVAAL.—TOEWYSING VAN WERKSAAMHEDE, BEVOEGDHEDEN EN PLAGTE

Kang die bevordering van die werk van die Groenwerkskundige 1311 van 30 Julie 1976, wys ek, Rudol P. Perold, in die hoëlandigheid van Assistent-directeur in die Departement van Ongewigsakte, hierby die werkzaamhede, bevoegdhede en pligte soms omsluit in artikel 91 (1) en (2) van die Waterwet, 1956 (Wet 54 van 1956), aan die Lalef-Spekboombesproeiingsraad toe.

R. P. PEROLD, Assistant-directeur, Departement van Ongewigsakte.
(13 November 1981)

KENNGEWOON 885 VAN 1981
UITNODIGINGSBOUWING — KIESERSLYS

Die kieserslyn vir die Uitnoodingsboeiwingsraad, afge- lei Robertse, Kaapprovinsie, soos oopgestel deur die directeur-generaal van die Ongewigsakte in artikel 83 van die Waterwet, 1956 (Wet 54 van 1956), word hieronder gepubliseer.

Mnr. Hans Rudolph Aalt, Eerste Ingenieur van die Departement van Ongewigsakte, is inligging van artikel 84 van die genoemde Wet aangestel as kiesbeambte vir die verkiezing van lede van die Besproeiingsraad vir die Uitnoodingsboeiwingsraad. 'n Nominasievergadering vir die verkiezing van vry sedanie lede sal om 10:30 op 15 December 1981 in huis van mnr. Walt Marais, Koingswier, Robertse, gehou word.

Mnr. Hans Rudolph Aalt, Principal Engineer of the Depart- ment of Environment Affairs, has in terms of section 84 of the said Act, been appointed returning officer for the election of members of the Irrigation Board for the Uitnooding Irrigation District. A nomination meeting for the election of five such members will be held at 10:30 on 15 December 1981 at the house of Mr Walt Marais, Koingswier, Robertson.

NOTICE 884 OF 1981
LOWER SPEKBOOM IRRIGATION BOARD, DISTRICT OF LYTENBURG, TRANSVAAL.—ASSIGNMENT OF FUNCTIONS, POWERS AND DUTIES

Under and by virtue of the powers delegated to me by Government Notice 1311 of 30 July 1976, I, Rodol P. Perlold, in my capacity as Assistant Director in the Department of Environment Affairs, hereby assign to the Lower Spekboom Irrigation Board the functions, powers and duties as defined in section 89 (1) (j) of the Water Act, 1956 (Act 54 of 1956).

R. P. PEROLD, Assistant Director, Department of Environment Affairs.
(13 November 1981)

NOTICE 885 OF 1981
UITNOODING DISTRICT.—VOTERS' ROLL

The voters' roll for the Uitnooding Irrigation District in the Division of Robertson, Cape Province, as prepared by the Director-General of Environment Affairs in terms of section 83 of the Water Act, 1956 (Act 54 of 1956), is published below.

Mr Hans Rudolph Aalt, Principal Engineer of the Depart- ment of Environment Affairs, has, in terms of section 84 of the said Act, been appointed returning officer for the election of members of the Irrigation Board for the Uitnooding Irrigation District. A nomination meeting for the election of five such members will be held at 10:30 on 15 December 1981 at the house of Mr Walt Marais, Koingswier, Robertson.
Communications

Tell workers about their benefits

BY SELLO RABOTHA

Thembani, Crafts and Transport

There's much about the benefits

Workers need to know

Company's efforts.

Strasser's Aims at Improving

Page 13

Sowetan, Friday, November 13, 1981

Proposed legislation on the Employee's Code of Conduct, the definition of the employee's responsibilities and the employer's obligations will have significant implications for the relationship between employers and employees. The Code's implementation will require employers to ensure that they comply with the requirements of the Code. The Code will provide guidance for employers on how to manage their employees' rights and obligations. The Code will also provide a framework for resolving disputes between employers and employees. The Code's implementation will be a significant step towards improving the working conditions and rights of employees.
Mawu hits out at guidelines

By SELLO RABOTHATA

THE new Steel and Engineering Industries Federation of South Africa (SEIFSA) labour guidelines have come under fire from two Federation of South African Trade Union (Fosatu) affiliates because of their stress on Industrial Council bargaining.

A statement released by the Metal and Allied Workers' Union (Mawu) said: "The new SEIFSA guidelines on industrial relations at company level represents for the first time an attempt to come to terms with the existence of the new trade unions. However certain crucial aspects in the guidelines fall far short of what is required by workers."

"The guidelines show a new willingness on the part of SEIFSA to negotiate with representative unions whether or not they are party to the Industrial Council, and accept the need to acknowledge trade union involvement, in issues at the plant level. Unfortunately SEIFSA is still discriminating against unions which are not party to the council in granting facilities to union shop stewards and officials."

"Facilities needed are:
- Recognition of shop stewards;
- Shop stewards election at company levels;
- Work and training, and
- Access to union officials.

"These have been major points for which Mawu and other independent unions have struggled for over eight years."

Mawu also said these facilities would be granted automatically to all unions which are party to the council, but the remaining issue for negotiations with non-party unions.

"This is clearly an attempt to exclude the reluctant unions into the industrial council — but it is also an attempt to frustrate and keep alive unions which have been having difficulty in holding on to their membership in the stage of competition from Mawu and other independent unions."

"Mawu has found this response recently from almost all employers the criteria of representation are not applied to unions in the council and employers are insisting on granting to these unions facilities won by Mawu although these unions usually have very few members in plant. Mawu is therefore being put in the anomalous position of negotiating rights for unions which have previously never asked for them and which never struggled for these rights."
Emergent unions have reservations on new guidelines

The Star Wednesday November 18 1981

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Bouquets and brickbats have greeted the new industrial relations guidelines of the Steel and Engineering Industries of South Africa. DREW FORREST reports.

The Steel and Engineering Industries Federation of South Africa (Seifsa) has not been particularly noted for its sympathetic attitude to black trade unions in the giant metal industries.

Less than a decade ago the director of Seifsa — South Africa’s largest non-mining employer body — told the Press: “There will be no, and you can understand no, negotiations with African unions in this industry.”

When in 1979 Seifsa responded to the Wielahn reforms by releasing labour relations guidelines to its 8000 or so member employers, established metal unionists slammed the organisation for “doing everything in its power to delay the unification of African workers.”

In that controversial document, Seifsa recommended:

● No “in company” bargaining on matters covered by the metal industries industrial council, the central bargaining forum in which Seifsa and registered unions reach agreements.

● Minimum wages conditions for the 400,000 workers in the industries.

● No recognition of unions unless they are registered and members of the industrial council.

● No access at company level for unions purporting to represent African workers.

In the intervening two years the Seifsa stance has been outstripped by events. Most independent black unions have spurred the industrial council as “unrepresentative,” “too big” and “bureaucratic in its structure.”

Disputes have multiplied over their demand for plant-based bargaining.

Two years ago Seifsa issued new guidelines which unions and progressive employers acknowledged as a “step forward.”

The guidelines break new ground by recommending certain facilities for unions at company level — including recruiting access and access for officials to shop stewards.

In the case of all representative unions, they provide for shop steward recognition, time off for shop steward training and negotiation on such issues as grievances, dismissals and other disciplinary measures.

Employers are warned against hindering workers from joining the union of their choice whether registered or not.

While paying tribute to their “new-found realism” and “conciliation tone” the emergent black unions have reservations on certain aspects of the guidelines.

One complaint is that they still shore up unrepresentative unions by recommending that company-level facilities should be “readily” granted to unions on the council while retaining “points for negotiation” for those not party to it.

The argument is that council membership is no guarantee of strength in a particular plant.

But there has been uniform flak on one issue — Seifsa’s continued allegiance to the industrial council and “evident bias against plant-level bargaining which bypasses it.”

In statements last week the unregistered General Workers Union and the Metal and Allied Workers Union voiced this complaint.

Their reaction may have been premature.

Seifsa’s new director, Mr. Sam van Coller, emphasised that the guidelines should not be seen as a “blueprint” while others describe them as “a negotiating stance.”

Introducing the guidelines Mr. van Coller said the industrial council would be reshaped to make it more acceptable to black workers after consultation with unions party to the council and those currently outside it.

It seems certain that the council’s dispute resolving machinery — accused of being too cumbersome to be of use to black workers — will be beefed up.

Established metal unions have proposed the formation of a permanent “fire-fighting” council committee with powers to intervene swiftly in disputes.

Also on the cards is the decentralisation of bargaining on the metal industries’ main agreement to provide for negotiations by region and industrial sector.

The emergent unions have complained that the annual talks on the main agreement — attended by about 500 delegates — are too big and unrepresentative — and argue that some sectors can pay better than others.

On the key issue of plant-level wage bargaining it seems certain that Seifsa will give further ground.

According to sources the Seifsa industrial relations committee is unanimously in favour of a second, company-level, tier of bargaining through the extension of the existing “house agreement” principle.

Unions on the council are currently able to reach house agreements with individual companies by exemption from the council, which then retains its authority to enforce the accord.

Certainly the established unions, which Seifsa is keen to accommodate, would never accept the holus-bolus recognition of black worker bodies which spurn council membership.
EAST LONDON — A feeling of optimism and hope for the Border region could be conveyed for the first time in years due to the announcement of the new incentive package by the Prime Minister, the outgoing president of the Border Chamber of Industries, Mr John Rich, said last night.

Mr Rich was delivering his presidential address at the annual meeting of the chamber. He said that the strident cries for more incentives to boost the area appeared not only to have been heeded, but also to have elicited some action.

The Prime Minister in his keynote address on November 12 in Cape Town put forward a new concept for regional development and industrial decentralisation.

Mr Rich said that the Border region with Ciskei, Southern Transkei, Port Elizabeth and Uitenhage fell into area D of the proposals and it could be expected that each of these areas would have different viewpoints with respect to the proposed incentives.

There appeared to be one or two grey areas contained in the proposals particularly with the application of the so-called additional wage incentive which for the Border region would be R100 per worker.

Mr Rich said that at first glance it was apparent that the proposed incentives appeared to be much more favourable than the old package.

"These incentives therefore give the Border, Ciskei and Transkei region a better product to sell to industry. Both Ciskei and Transkei have the salesmen to promote the product through their development corporations."

"East London regrettably does not have such people and despite the activities of your executive over the past five years, along with representatives from other local bodies and the city council to obtain a better deal for the region. I believe there is no way we can sit back and relax. In fact, our work has only started," Mr Rich said.

Regarding the critical shortage of housing for all races here, Mr Rich said this prevailed in other areas as well.

He said the members should attune themselves to the fact that as industrialists they would have a more active role to play in assisting their employees to own their own homes.

He again referred to the Prime Minister's Cape Town speech in which Mr Botha said that as the state lacked finance to carry the full burden of housing the private sector and the individual would have to play a far more active role in the planning, erection and financing of lower cost housing.

Mr Rich said the situation in the Border area was somewhat complicated because from December 4, most of the employees would be living in an independent national state outside South Africa.

Companies in South Africa could not own property in the Ciskei and could thus not build houses and rent them with a view to selling them to black employees.

"If the Prime Minister is asking for the private sector to become more involved in housing in this particular region, we must make every endeavour to ensure that the restrictions and hindrances to industry that exist now are overcome as soon as possible," Mr Rich said.
Rich urges unions, Ciskei to seek peace

EAST LONDON — The outgoing president of the Border Chamber of Industries, Mr John Rich, yesterday made an urgent appeal to the Ciskei Government and the trade unions in the region to try to avoid confrontation.

Mr Rich was delivering his presidential address at the 60th annual meeting of the Border Chamber of Industries.

He said Ciskeian independence, only a few weeks away, had been preceded regretfully by reported confrontations between the Ciskei authorities and the various unions of this region.

"This is a touchy matter that is laced with political overtones and that regrettably can lead to a deterioration in industrial relations in the workplace," Mr Rich said.

"As employers we should not get involved in politics, but if politics gets involved with us we will find ourselves in a rather difficult situation to handle."

"Industrial peace is what this region urgently requires. There is no doubt that industrialists in other areas of South Africa cannot be lured to this region by an attractive package of incentives if at the same time they can only see a future of disharmony if their factories are located here."

"The creation of jobs in this region must be the number one priority and this has been recognised as such by the government in terms of its categorising this area as being the region in greatest need of development," he said.

Mr Rich said he therefore wanted to make an urgent appeal to the Ciskei authorities and the unions to consider that for the Ciskei and Border region, growth and development for industries to establish here and for new jobs to be offered to people who currently have no source of income, industrial peace was a prerequisite and confrontation should be avoided.

The new president of the chamber, Mr David Sanders, also appealed to the Ciskei Government and the trade unions to strive for industrial peace in the area.

The trade unions had a great responsibility in trying to achieve industrial peace, he said. — DDR

New optimism, page 2.

BL workers to continue strike

BIRMINGHAM — More than 3 000 workers voted yesterday to continue a strike over rest breaks which is costing the British Leyland Motor Company nearly R8.5 million a day in lost production.

Meanwhile Ford workers are threatening an all-out strike at the company's 24 British plants next week unless they received a bigger increase than the 4.5 per cent offered them. — SAPA-RNS-AP.
MDANTSANE — The new president of the Border Chamber of Industries, Mr Dave Saunders should be the last man to call for harmony between workers and the Ciskei, an official of the General Worker’s Union, Mr M. Wayini said at a funeral here.

Mr Wayini was speaking at the funeral of Miss De llawa Roxiso, a member of the South African Allied Worker’s Union who died during a shooting at the main bus terminal here two weeks ago.

"I am surprised Mr Saunders, who was my employer at Raylite Batteries, who could have ended disharmony there when he had differences with his employees, should now see fit to suggest there should be harmony between unions and the Ciskei," Mr Wayini said.

Telephoned at his home last night, Mr Saunders said: ‘‘I don’t want to enter any debate but I do think that any call for peace is worth considering.’’

Another speaker at the funeral, the deputy chairman of the East London Branch of Saawu Mr G Shiba, said that although unions were going through a hard time, as evidenced by events like the death of Miss Roxiso, they were assured of victory in the end.

Mr Shiba said the Ciskei was opposed to workers’ endeavours to improve their lot.

"Speak to any employer about wages during the day and Ciskei men will visit you the same night to tell you you have been disturbing industrial peace in the Ciskei," he said.

This was a clear indication that the Ciskei did not want workers to stand up for the improvement of their lot.

Miss Roxiso had died for a cause that would certainly survive — peace.

Mr Shiba said that according to the logic followed by the Ciskei Government saying "no" to employers was inviting trouble.

"But we shall march forward peacefully and anyone who wants to destroy Saawu by cruel means is going to fail.

He said Saawu was an organisation of peace and love. It was there for the upliftment of workers of all races who needed its assistance.

"Anyone who says Saawu is an offshoot of a banned organisation is barking up the wrong tree.

"We are not fighting whites. We fight malpractices by both blacks and whites and we shall do so as workers."

He said the head of the Ciskei Central Intelligence Services, Major General Charles Sebe, had said he was a trade unionist.

"I ask you which trade unionist locks up other trade unionists? Our rights are not with the CCIS. They are at the factories."

Mr Shiba appealed to the unemployed not to go to CCIS offices to apply for jobs at Dunlop Flooring.

"If you do that while Dunlop workers are fighting for their rights, you are stabbing them from behind," he said. — DDB.
NOTICE 754 OF 1981
DEPARTMENT OF COMMUNITY DEVELOPMENT
AGREEMENT BOARD OF SOUTH AFRICA
(Approval of new building systems and products)
Notice is given hereby that the Agreement Board of South Africa has registered a change in a certificate holder’s list of licensees who may manufacture/assemble/apply erect the certified product described and specified in the relevant certificate, as detailed in the Schedule hereto.

SCHEDULE
AGREEMENT BOARD OF SOUTH AFRICA

ADDITIONS
Certificate holder.—Gypsum Industries Limited.
Number and title of certificate for which licence has been issued.—No. 79/71, Gypsum Industries Rock Vicer Building System.
Name of licensee.—David Beckett Building Services (Pty) Ltd, P.O. Box 68886, Brynaston, 2021.
Certificate holder.—Gypsum Industries Limited.
Number and title of certificate for which licence has been issued.—No. 79/74, Gypsum Industries Rhinoxield Building System.
Name of licensee.—David Beckett Building Services (Pty) Ltd, P.O. Box 68886, Brynaston, 2021.
Name of licensee.—Lumberloc, 34 Emerald Crescent, Fish Hoek, 7975.

ADDITION
Certificate holder.—Van Leer South Africa (Pty) Ltd.
Number and title of certificate for which licence has been issued.—No. 81/87, Tridot Batts.
Name of licensee.—Masete (Pty) Ltd, in collaboration with Basotho Enterprises Development Corporation (Pty) Ltd, Masen.

DELETION
Certificate holder.—Gypsum Industries Limited.
Number and title of certificate for which licence was issued.—No. 79/74, Gypsum Industries Rhinoxield Building System.
Name of cancelled licensee.—Techshield Construction (Pty) Ltd, 42 Stanhope Road, Malvern East, Germiston, 1401.
(25 September 1981)
Any registered employers’ organisations which objects to the application is invited to lodge an objection in writing with the Department of Manpower, 449 Compensation House, 215 Scheepers Street, Pretoria (post address: Pretoria (P.O. Box X17), Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Transvaal Chemical Manufacturers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Data on which application was lodged</strong></td>
<td>25 June 1981</td>
</tr>
<tr>
<td><strong>Interests and area in respect of which application is made</strong></td>
<td>Employers engaged in the Chemical Manufacturing Industry in the Province of the Transvaal and in the Magistrate District of Soshanguve.</td>
</tr>
</tbody>
</table>

"Chemical Manufacturing Industry" means the industry in which employers and employees are associated for the purposes of manufacturing and/or preparing and/or selling and/or sorting and/or packing and/or compounding and/or refining and/or treating and/or processing and/or blending and/or packing and/or bottling and/or filling and/or wrapping and/or distributing (other than wholesale and retail distribution) and/or all operations and procedures incidental and/or consequent thereto, of any one or more of the following:

- Automotive chemical products; lubricants and mineral oils; office paste; writing and/or other inks; polishes; antiseptics; disinfectants and other biocides; scouring powders; cleansing agents; bleaching agents; natural and/or synthetic surfactants; odoriferous compounds; paints; cosmetic products; medicinal and veterinary products; pharmaceutical preparations; pharmaceutical galenicals; toilet preparations; chemical preparations for the Footwear and Tanning Industry; paints; putties; fillers; stains; lacquers; enamels; surface coatings; can coatings; insulating coatings; paint removers; thinners; solvents and solvent depressers; medical gases; industrial gases; carbon dioxide; insecticides; pesticides; herbicides; fungicides; fertilisers; calcium carbonate; calcined products; acids; bases; salts, alkalis; brine; tar; hydrocarbon fuels; hydrocarbon waxes; derivatives and residues; wood preservatives; mud surfacing materials; earths; oxides; pigments; mordants; dyes; adhesives; plastics; gelatines; animal and/or vegetable oils and extracts; chalks; clays; blasting requirements; cleaning preparations; rubbing and polishing compounds; epoxies and other powder coatings; jointing compounds; dyes; hair care products; chemicals for the paper industry; including sizes and process aids; industrial, institutional and household cleaners; water treatment chemicals; corrosion protection coatings; metal treatment chemicals; fire fighting chemicals; non-destroative testing chemicals; electropolishing chemicals; drawing and stamping lubricants; converter choker lubricants; emulsifiers; floor dressings, including polystyrene floor coatings; and sealers; swimming pool chemicals; fabric softeners; soaps; detergents; including dry cleaning and laundry detergents; flocculants; dust suppressants; acidifiers; form suppressants; fuel additives; permanent waving solutions; essential oils and mixtures thereof; aromatics chemicals; sealants and sealing compounds; alkyd products; animal feeds and feed additives; synthetic rubbers; synthetic plastics; synthetic resins; organic and/or inorganic industrial and/or general chemicals and/or mixtures thereof.

**Interests and area in respect of which registration is held** — Employers engaged in the Chemical Manufacturing Industry in the Magistrate Districts of Benoni, Boksburg, Germiston, Johannesberg, Krugersdorp, Pretoria, Roodepoort, Springs and Witbank, as those areas were constituted as at 10 June 1955.
"Chemical Manufacturing Industry" means an industry in which employees and employers are associated for the purpose of manufacturing automotive chemicals and parts; writing inks; polishes; disinfectants; insecticides; fertilizers; curing essences; clothing, pharmaceuticals, medicaments and preparations for the treatment or prevention of diseases; paints; print removers; thickeners; lacquers; enameled products; diluents; calcined magnesite; pharmaceuticals, medicinal products; toilet preparations; etc.; cleansing agents; acids; bitumen; industrial and general chemicals.

Postal address of applicant.—P.O. Box 4581, Johannesburg, 1970.

Office address of applicant.—8th Floor, Allied Building, corner of Bree and Rivoli Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organization which objects to the application shall be in terms of section 4 (4) as applied by section 7 (5), and that the facts as they existed at the date on which the employers' organization lodged its objection are sufficient to prove that others who were in good standing in terms of section 15 the Act at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) shall be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(25 September 1981)
Employers organise

Employers from about 60 magisterial districts met this week to form the SA Bus Employers’ Association. They hope to create an industrial council (IC) for the industry through which they can negotiate wages and working conditions with the nearly 12,000 people they employ.

Once the association has been registered, it will attempt to discuss points of agreement with trade unions and take a close look at issues such as pay, fringe benefits and the standardisation of job definitions.

Some employers are aware of the reluctance of emerging black unions, which place great emphasis on plant-level bargaining, to join ICs. Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators’ Association (Saboa), concedes that there has been a great deal of criticism of ICs in the past.

“I personally believe that the structure is sound, but that people have not utilised it to its fullest extent.” Although he supports the IC system, Prinsloo believes there are matters which can be dealt with only at company level.

Michael Mohatla, general secretary of the Transport and Allied Workers’ Union, an affiliate of the Council of Unions of SA (Cusa), declines to comment on the new employers’ organisation at this stage. He
GOVERNMENT GAZETTE, 27 NOVEMBER 1981
No. 7036 B

BY APPOINTMENT

<table>
<thead>
<tr>
<th>Position</th>
<th>Name and Position</th>
<th>Street Address</th>
<th>Wages</th>
</tr>
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<tbody>
<tr>
<td>Manager</td>
<td>Mr. X</td>
<td>123 Main Street, Johannesburg</td>
<td>R10 000</td>
</tr>
<tr>
<td>Assistant Manager</td>
<td>Ms. Y</td>
<td>456 Lily Street, Pretoria</td>
<td>R8 000</td>
</tr>
</tbody>
</table>

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NOTICE 013 OF 1981
DEPARTMENT OF LABOUR
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYER'S ORGANISATION

1. [Name of employer] applied in terms of section 3 of the aforesaid Act for a variation of the scope of registration of the said organisation.

TARIC

<table>
<thead>
<tr>
<th>Name of organisation</th>
<th>Dairy Industry Employee's Organisation</th>
</tr>
</thead>
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<tr>
<td>Address</td>
<td>789 Doornfontein Street, Johannesburg</td>
</tr>
<tr>
<td>P.O. Box</td>
<td>123</td>
</tr>
</tbody>
</table>

TABLE

Name of organisation: Dairy Industry Employee's Organisation.

Date on which application was lodged: 7 October 1981.

Date on which application was granted: 7 October 1981.

Activities in respect of which application is granted:

(d) the manufacture of butter, cheese, processed cheese and all by-products incidental thereto;

(e) the manufacture, packing, drying, powdering, preparing, concentrating and/or canning of—

(i) milk or products of which milk or a milk derivative is the principal component;

(ii) infant or invalid food of which milk or a milk derivative is the principal component;

and includes all activities incidental to or consequent on any of the aforesaid activities;

(f) the processing, sale and/or distribution of—

(i) fresh milk; and

(ii) any or all of the products included in the definition of dairy produce if the processing, sale or distribution thereof is in association with the processing, sale or distribution of fresh milk;
and includes all activities incidental thereto, but does not include the sale of surplus milk, buttermilk, skimmed milk, or separated milk to milk distributors by factories at which dairy produce is manufactured but from which milk is not ordinarily sold; and neither does it include farming operations;

(d) the transportation of milk by means of motor transport, whether or not such transportation is performed for hire or reward, when such transportation is conducted as a separate undertaking, excluding farming operations; and includes all operations incidental to or consequent on any of the aforesaid activities;

(e) the manufacture, sale and/or distribution of ice-cream, soft-ice and frozen confectionery.

"Dairy produce" means, without limiting the ordinary meaning of the expression, cream, butter, cheese, buttermilk, skimmed milk, separated milk, cultured milk (including yoghurt), sour milk, stabilised milk, milk high in temperature, milk with certain elements, ice-cream, soft-ice, frozen confectionery and all other products consisting mainly of milk.

Postal address of applicant.—P.O. Box 14624, Verwoerdburg, 0140.

Office address of applicant.—7 Verwoerdburg Centre, Constantia Road, Verwoerdburg.

Attention is drawn to the following requirements of section 4 and 5 of the Act:

(a) The representation of any employers' organisation which objects to the application shall in terms of sections 4 and 5 as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged; and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the closing date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. E. ROUX, Industrial Registrar.

(27 November 1981)

NOTICE 915 OF 1981

THE INSTITUTION OF SOUTH-AFRICAN ARCHITECTS

AMENDMENT OF CONSTITUTION AND RULES

Notice 232 dated 27 March 1981 is hereby amended as follows:

The following paragraph is substituted for paragraph 8.2.2.2:

8.2.2.2 Retired member.—Any ordinary member who is no longer engaged in the profession of architecture either as an employee or as a practitioner and who has requested that he be placed in the retired category by reason of his—

8.2.2.2.1 having reached retirement age; or

8.2.2.2.2 having changed the nature of his employment or business from that of architect or architectural practice to an employment or business outside the field of architecture; or

8.2.2.2.3 not being able to continue his employment as an architect or the practice of architecture due to ill health or other reason acceptable to the National Board.

Provided that if a member should cease to be ordinarily resident in the Republic and he does not retain a share in an architectural practice in the Republic, he may request to be placed in the retired category.

(27 November 1981)
By Tony Davis
Labour Reporter

Employers will have to live with the fact that there will be parallel negotiations with trade unions at both industry level and shopfloor level.

This was the view of Barlow Rand's executive director of industrial relations, Mr Reinaard Hofmeyr, at a recent Anglo American conference on industrial relations held in Johannesburg.

Mr Hofmeyr said the ideal situation for negotiations was for employer bodies, employee representatives and registered non-racial unions to meet at industry or national level, and to hold supplementary negotiations on domestic issues at plant level through works councils.

However the ideal was not always possible as many of the strongest and fastest-growing unions rejected registration and truly non-racial unions had made little impact to date, he said.

Unions also rejected the present industrial council system, the proposed works councils had not been fully detailed, and there existed the possibility that the councils could suffer the same fate as works and liaison committees.

Barlow Rand, the country's largest industrial employer body, had issued labour relations guidelines to member-companies on subjects such as workers' freedom of choice and association, managers' neutral positions towards different unions, and recognition agreements with unions which had sufficient representative support among workers.

Barlow Rand would recognise a trade union which was sufficiently representative regardless of whether it was registered or unregistered.

This stand had been criticised by other employers, Mr Hofmeyr said, but Barlow Rand believed it was "a realistic stance in the present circumstances."

"We appreciate the problems that can arise through parallel negotiation at shopfloor and industry level, but believe this is not necessarily fatal and is in fact something which South African employers will have to learn to live with."

He said that in the past Barlow Rand had supported labour structures established by the Government for negotiations — works or liaison committees — and knew by hindsight that this was a mistake.

Workers had rejected these committees and Mr Hofmeyr cited various negotiations with trade unions.
Despite code, "nothing has changed"