INDUSTRIAL RELATIONS - WORKERS' ORG.  AFRICAN UNIONS

1975 - 77
African unions affiliated to Tucsa stand out head and shoulders above all other African unions in the number of paid-up members, which is the only true yardstick of a union's strength.

This emerges from statistics compiled by Mr. John Lewsen who did research into African unions as a project towards obtaining an MBA degree.

A study of Mr. Lewsen's statistics, which are published on Page 6 of this issue of Labour Mirror shows that:
- Of 27 unregistered trade unions, only six have fully paid up memberships — and four of these six are Tucsa's four African trade union affiliates;
- Three of the 27 trade unions listed have less than 20% of their members paid up, while 15 (more than half of the unions) have 50% or less of their members paid up;
- One trade union has a signed up membership of 40,000 but only 17% of these 40,000 are paid up members.

This compares, for example, with the National Union of Clothing Workers, a Tucsa union, which has 23,000 members — ALL of whom are fully paid up;

The comparative number of fulltime paid officials in different unions is also quite startling, with relatively small unions having a surprising number of fulltime paid officials compared with other unions.

The table on Page 6 shows for example that:
- Whereas the National Union of Clothing Workers has five fulltime paid officials for its 23,000 paid up members, two other unions have five fulltime paid officials for only 1,000 paid up members!
- The union with the most fulltime paid officials — seven in all — has only 2,000 paid up members!
New Black union will add to confusion

Labour Reporter

The birth of a new Black trade union in Johannesburg could complicate existing complications and add to the confusion among employers and Black workers.

That is the opinion of a leading employer after the announcement that the Industrial Aid Society, a workers' educational body in Johannesburg, had set up a branch of the Durban-based Metal and Allied Workers' Union.

The Johannesburg branch was established on Saturday with a membership of 450. The members of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 100 new members were recruited last week, said Mr. G. A. Anderson, the secretary of the branch.

The new development means that:

1. There are now two worker educational bodies in Johannesburg which have helped to launch trade unions.

2. Two different Black trade unions are operating in the metal and engineering industries on the Rand.

3. 'For the first time one of the five Durban-based Black unions is under the Trade Union Advisory and Co-ordinating Council and has become involved in the Black labour movement in the Transvaal.'

CONFLICT

'It is inevitable that there will be conflict between the groups,' commented Mr. Arthur Grobelaar, general secretary of the trade union council of South Africa.
We're not connected, says IAS

Staff Reporter:

THE Industrial Aid Society, which in Friday's edition of the "Breytenbach," said yesterday at the "Breytenbach," yesterday, that neither Mr. Norman Lewis, nor Mr. Glenn Moss, who is also in detention, had been associated with the IAS for a "considerable" length of time prior to their detentions.

In a Press statement, the IAS said: "Mr. Lewis withdrew from the IAS at the end of 1974. From that time, the IAS had no contact with him. At no time did we have any knowledge of Mr. Lewis' motivations for joining the IAS, nor of any of his other affiliations.

Mr. Moss was expelled from the IAS in July 1975. This expulsion was the result of him being expelled for his activities as an administrative organiser during the four months he held office.

Mr. Moss also wished to see the formation of a transport and general trade union. The IAS opposed this: because, among other reasons, it disagreed with the way in which he conceived of the emergence and operation of this union.

Mr. Lewis' evidence also raises the question of Nuss's association with the IAS.

In the months of its foundation, the IAS received a donation from Nuss, and was also assisted by some student volunteers under the direction of a steering committee of Black workers.

After that very early period, contact with student progressively diminished and culminated in the severing of all relations.

FOOTNOTE: In the Rand Daily Mail's report on Saturday, Mr. Lewis' evidence was described as saying that he had qualms about the 'security of the organisation.'

This reference, of course, related to his alleged involvement with the "Allot" and the White wing of the banned African National Congress which Mr. Breytenbach is alleged to have formed — and not the Industrial Aid Society.
MOST of South Africa's Black journalists have spurned attempts by the country's only registered journalist trade union, the South African Society of Journalists (SASJ), to give up its trade union status and open its doors to all Black journalists.

That much became clear this week at the annual conference of the Union of Black Journalists (UBJ) held in soweto at which Black journalists from all parts of the country reiterated their rejection of multi-racial unions and reaffirmed the closing of their ranks to Whites.

And UBJ's president, Mr. Joe Thole, inspired by the strengthening of his union's position following the backing received from the Free State, Eastern Cape, Natal and the Western Cape, announced after the conference:

"There's definitely no chance of us joining the SASJ if they deregister!"

"The SASJ's president, Mr. John Hobday, said this week:

"We will be very disappointed if Blacks decide not to join us if we become non-racial!"

The SASJ, the country's only official journalist trade union, recently polled its members on whether or not the society should become a non-racial union, which would mean deregistering as a trade union.

Although Coloured and Indian journalists can join the society -- some are, in fact, members already -- the country's trade union laws prohibit Africans from joining.
than voting, paid-up membership would have to approve such a move. The SASJ's ballot was supported by 61% of paid-up membership.

Some members saw the ballot as an issue of de-registration, and argue that the failure to obtain support from 67% of the society's total membership means that the move has failed. SASJ President Jon Hobday, however, tells the *FM* that, as far as he is concerned, the ballot was a test of opinion only. The Society now has a mandate to become non-racial, and the next step towards this end will be discussed at an executive meeting on September 14.

Now, that the two-thirds majority has not been gained, at least four members of the SASJ's 8-man executive are planning to resign taking at least 50% of the general membership with them. Their intention is to form a non-racial union which, they hope, will ultimately replace the SASJ.

One problem could arise from the attitude of the unregistered Union of Black Journalists (UBJ). It has often expressed suspicion of White journalists' motives and has adopted a "wait and see" attitude to attempts to form a non-racial union. It also argues that Black journalists have specific interests, different from those of Whites, and feels that these would be ignored if the relatively small number of Blacks (about 100) was "swamped" in a non-racial union. At its last congress the UBJ rejected all contact with the SASJ.

As a result of repeated delays in the SASJ's move towards non-racialism, Black journalists argue that the Society is not prepared to make the sacrifices necessary to get a non-racial union off the ground.

__JOURNALISTS__

__Black-White split__

The first Tucsa-affiliated union to consider opening its membership to all races has voted overwhelmingly in support of non-racialism — but it is unlikely that the SA Society of Journalists will, in fact, become a non-racial society.

The SASJ is one of the smallest unions, with a membership of about 700. It is also one of the few unions in SA catering for professionals. A non-racial union would forego the benefits of registration under the Industrial Conciliation Act. Of the 75% of members who voted, 82% supported the principle of non-racialism. But in terms of the SASJ's constitution, two-thirds of total, rather
SWEEPING

Legal charter wanted for all domestic workers...

One of the most important things sought by Tucsa in its memorandum to the Minister of Labour is a legal charter to regulate the conditions of work and provide protection for South Africa's tens of thousands of domestic workers.

Specifically, Tucsa has urged that the Minister introduce a law called the "Domestic Servants and Household Staff Act" which would provide for minimum standards of employment.

The memorandum says the proposed Act should cover, among other things:

- Conclusion and terms of contracts of employment
- Remuneration
- Hours of work and overtime pay
- Time off and remuneration for work on public holidays
- Protection of young persons
- Responsibility for welfare
- Leave with pay
- Inability to perform duties
- Termination of employment
- Time off to look for other employment
- Special remuneration
- Certificate of service
- Casual workers
- Penalties
- Administration and appeals

The above list of subjects is modelled on legislation in Austria, a copy of which Tucsa sent to the Minister together with its memorandum.

The idea is that it could be used as a guide in drawing up similar legislation for this country.

"There will no doubt be other matters that will have to be provided for, and these would no doubt emerge with a more detailed analysis of the problem," the memorandum says.

"We can only emphasise at this stage that if South Africa is to move forward in an orderly manner in making the evolutionary changes that are required to meet with new situations and developments, serious consideration ought to be given to this proposal."

"We in the labour movement believe that some form of minimum conditions of employment are needed for domestic and household workers and this, to our mind, the most effective way that we can propose of tackling the problem."

Although proposals have been made in the past that the wage Act be amended to cater for domestic workers, Tucsa believes this would be difficult.

One of the main obstacles is that the Wage Board has to consider the "payability" of the industry or trade concerned, and it would be a difficult task to establish the "payability" of the domestic employer, who does not operate his home for a profit and whose income may range from very wealthy to very poor.

...as well as a new deal for farm workers.

About 1.5-million Black farm workers need to be brought under the Wage Act so that their wages and other conditions of employment can be regulated.

In making this submission to the Minister of Labour, Tucsa's specialist committee emphasises that farm workers form a very big section of the labour force.

"It is estimated that some 1.5-million workers were employed in agriculture — including those employed by Bantu employers — in 1971/72, their total wage bill amounting to some R231-million," the memorandum to Mr. Botha says.

"We also wish to point to the fact that Chief Lucas Mangope, the Chief Minister of Bophuthatswana, recently expressed grave concern about the treatment of his people by the White farmers in the Republic, and stated that he wanted a commission of inquiry to be appointed to look into their working conditions.

"Tucsa considers this a most reasonable request."

"The above proposal is made by Tucsa even though it is aware of the admirable efforts being made by the South African Agricultural Union to improve employment conditions of farm workers."

The memorandum said Tucsa felt that just as the State chose to take the initiative in raising minimum wages in manufacturing and commerce through the machinery of the Wage Act because of the tardiness of many employers, so too the State should give itself powers to take the initiative in setting revised and reasonable standards for the vast agricultural community. It pointed out that the necessity for a start to be made by the Government in providing statutory protection for farm workers was highlighted by attacks on the agricultural sector not only from critics abroad but also by growing pressure within South Africa itself.

"We therefore earnestly suggest that the time is long overdue for the proposed extension of the scope of the Wage Act to be put into effect."

Tucsa has sent a major 3500-word memorandum to the Minister of Labour Mr. S.P. Botha proposing sweeping new measures to protect domestic servants and farm workers, and to establish a national minimum wage for workers in commerce and industry.

The memorandum also asks for trade union representation on the Wage Board.

Let workers sit on Wage Board

In addition to speeding up the work of the Wage Board, Tucsa has asked the Minister of Labour to appoint trade unionists to the board.

The memorandum to the Minister of Labour from Tucsa's specialist committee says trade union representation on the Wage Board would:

- Give workers an opportunity to participate in the decisions of the board.
- Enhance the decisions of the board by making the workers partly responsible for its decisions.
- Extend the principle on which the Industrial Tribunal operates, in terms of which the employees and the trade unions each have a nominated representative, to the Wage Board system.

The memorandum says there are numerous other examples of statutory bodies and boards which are concerned, directly or indirectly, with workers' interests, where trade union representatives participate as a necessary element.

They do so because, among other things, it is recognised that their participation and influence helps the work of these boards and enhances their decisions and recommendations, as well as making their decisions more acceptable to work people.

Among these bodies are the Workmen's Compensation Board, the Apprenticeship Board, the National Productivity Advisory Council, and the Economic Advisory Council to the Prime Minister.

"It is Tucsa's belief that innovations within the labour relations field are regularly being introduced and that the changes now proposed by us can be of tremendous benefit," the memorandum says.
National minimum wage sought in commerce and industry

The establishment of a uniform national minimum wage for commerce and industry is the next logical step in the evolution of South Africa's industrial legislation. Tuca's specialist committee has said in its special memorandum to the Minister of Labour.

The memorandum says: "Frequent calls have been made by Tuca's and other organised groups for the establishment in South Africa of a national minimum wage. "The desirability of the Government, moving towards this goal, is not only on the basis of the need for all workers to have some form of minimum wage (in 1974 it was a strong reason for doing so) but also by the current trends abroad which point to this method of worker-protection as being the next logical step in the evolution of a civilised labour structure and policy for an industrially developed nation."

Progress "In making this proposal, Tuca's is fully mindful of the fact that considerable progress has already been made in the general direction towards this goal, in that the Wage board and the various Industrial Councils have been setting a minimum wage rate for workers of all classes in many areas. These wage rates differ, however, as between the various centres, and furthermore, do not cover all the unskilled workers in the metropolitan areas. "The existing wage-fixing instruments are, nevertheless, such as to provide a sound foundation on which to build the proposed new structure for a national minimum wage for commerce and industry, albeit restricted to the principal areas first."

Logical "The establishment of a uniform national minimum wage relative to the principal urban areas, for all workers in commerce and industry, is the next logical step in the evolution of the industrial legislation of South Africa. "It is to be noted that not only is organised labour keen to have a national minimum wage of this kind established, but some employers too, have complained from time to time to the Wage Board that certain groups of workers are not covered by any minimum wage legislation in the metropolitan areas, and they regard such exclusions as being detrimental to the industrialists as much as to the workers."

Positive "One of the positive aspects of the prescription of minimum standards for workers is that it creates conditions of fairer competition as between employers. No civilised employer, in this age and time is prepared to see competition being conducted between entrepreneurs at the expense of the persons who work for them. "Those who may argue (is it not) that a national minimum wage is too big a move, should consider the fact that many large industries already have minimum wage standards on a national scale. This system has worked effectively for many years. "Furthermore, the benefit to the country's labour relations structure would be of tremendous significance, because it would establish a single standard which can be policed and easily understood by both employers and workers. "It would also eliminate the unfairness of certain sections of the work force being permitted to fall dangerously behind the wage and living standards of similar classes employed in the same area. "It will mean the Government, employers and employees will be able to control and improve conditions at the lowest end of the income scale through a single set of analysis and calculations, rather than relying on the present incomplete and patchwork approach to this vital problem."

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The price of an item may not rise — but don’t be deceived, because you may still be taken for a ride.
The Rosebank, Johannesburg, branch of the Houseswives’ League reports that constant prices can be very deceptive.
In a recent report to members it mentions that tinned vegetables, such as sweetcorn, peas and baked beans, rose very little in price in a period of nine months up to the middle of this year.
“But their mass has been reduced from 430 grams to 419 grams, except for IXL brand.”
The League wonders whether the manufacturers have any reason for not metrciating tins to a round figure of, say, 400 grams.
“Perhaps the housewife would notice,” is the comment.
Another item which ostensibly did not rise much in price but which now gives less value for money is the single- ply toilet roll.
Says the Housewives’ League “The price has not risen much but the number of sheets in a roll has been reduced from 450 to 400 or even 350, and the cardboard roll is now bigger.
Manufacturers blazon NEW BIGGER PACK on an article which has increased in price by five per cent — but are remarkably silent about a decrease of 22 per cent!”

Grows from Govt over

Some ominous noises, containing implied rather than direct threats, have been made by the Department of Labour over the affiliation of black unions once again to Tucsa.
These noises have come in the form of letters from the Secretary for Labour, Mr Ben Ludeque, first seeking details of Tucsa’s affiliated African unions and then suggesting that black affiliates are not compatible with the terms of the Industrial Conciliation Act under which Tucsa is registered.
Tucsa has replied rejecting the Secretary for Labour’s contention.
In his correspondence, Mr Ludeque has argued that a black trade union is not a trade union in terms of the Industrial Conciliation Act which specifically excludes Africans from the definition of “employee” in the Act.
“I would appear, therefore, that your Council has acted contrary to the provisions of its constitution by admitting unions consisting of black persons to membership”, Mr Ludeque wrote.
Tucsa has replied pointing out that:

- Its constitution has been legally altered to permit membership of any union it deems to be a “bone fide” or genuine trade union, irrespective of its racial composition, and therefore it is not acting in contravention of its constitution in admitting bone fide Black unions;
- The Act allows, with the permission of the Minister of Labour, for registration of “affiliated” organisations or trade unions or a federation of such trade unions;

Tucsa contends that the words “whole of parity” adequately describes its membership of both registered and unregistered (black) unions, and therefore it has not acted contrary to the registration of black unions.
- The Act merely states that the Minister “may” withhold approval of registration of any federation whose membership includes Blacks.

In view of this, Tucsa contends that “no specific prohibitions exist anywhere in Section 30 of the Industrial Conciliation Act regarding the admission of Bantu organisations to membership of federations of trade unions.”

Tax — Confed backs Tucsa

At last year’s Tucsa conference, a resolution was unanimously adopted calling on the Minister of Finance, Senator Horwood, to amend the Income Tax Act to provide for separate taxation of married couples.
This matter is still being strenuously pursued with the Department of Finance and Tucsa is happy to say that the South African Confederation of Labour is supporting Tucsa’s stand and is making the appropriate representations directly to the Minister of Finance.

Link with Consumer Union

Tucsa has become an affiliated member of the South African National Consumer Union, and invites members who experience problems as consumers, or who would like an investigation to be undertaken on behalf of consumers in general, to contact Tucsa or their local consumer union branch who will endeavour to have the matter pursued on their behalf.

Pensions for domestics

It is possible for private employers of domestic servants, to participate in retirement and life assurance plans for their employees’ benefit.
African Pension Trustees, Box 6631, Johannesburg, advises that it has such schemes and can furnish the details.
Such a plan could be a boon to employers who worry about security for their employees approaching retirement age. Most private employers may find it difficult to pay out a substantial sum at a time when they may be nearing retirement themselves and their financial situation is about to become circumscribed.

Waarom styg pryse nog as hulle geteken het om inflasie te bekamp?

Vreugt, Leef en beloftes na.

(August 1976)
British Leyland rejects SA union

LONDON. — British Leyland said here yesterday they would not recognize a Black trade union in its South African subsidiary because by doing so they would jeopardize the company’s contract in the Republic.

This was made clear in a statement to leading British trade unions who had asked Leyland to explain their position on Black South African unions.

The Secretary of State for Industry, Mr Eire Varley, had also asked the company what progress was being made on negotiating rights for the unions.

A Leyland spokesman told Sapa: "If we were in fact to recognize unilaterally an African union we believe it would place the contract of Leyland South Africa in jeopardy because we would be acting contrary to government policy.”

He added “We would become isolated in South Africa as the one company that was recognizing an African trade union. All we can do at the moment is express our sympathy with the concept of African negotiating rights.”

The union concerned is the Metal and Allied Workers Union.

Among Leyland’s 4,500 employees in the Republic, 800 are Black, about 2,000 are Coloured and the rest are White.

"For the time being Leyland must rely for African representation on a system of democratically elected lunson committees, which experience, we hope earnestly, will contribute to the evolution of an effective African union movement as soon as possible,” the spokesman said.

In a letter to the Transport and General Workers’ Union and the Amalgamated Union of Engineering Workers, Leyland said "We are basically well disposed towards the concept of negotiating rights of African unions but the current scene in South Africa makes it simply inappropriate for us to do anything on a unilateral basis.” — Sapa

Two die from burns

FICKSBURG — Two firefighters died here on Monday as a result of burns received during a veld fire in the district.
LEYLAND DEPUTATION

Coming or not?

The right hand of Leyland does not appear to know what the left hand is doing. Confusion reigns over British Leyland's proposed deputation to SA to examine the company's labour policies, in particular the recognition of the unregistered Metal and Allied Workers Union (MAWU) (FM last week).

The date for the Mobeni plant's close down has been set at December 15, but rumour is rife among workers in Durban that the move will actually be made before then. Leyland denies this.

Leyland SA also denies that its decision to move to the Cape was prompted by anything but normal economic reasons. Nor did Leyland ever consider a Pinetown plant. "One of the many advantages of moving to the Cape is that we will not have to rely on two ports and will not duplicate many of our manufacturing activities. This would hardly be achieved by moving to Pinetown," says Pito.
As Africans continue to press for trade union rights, employers will have to adapt. So too will registered trade unions

**Parallelism = paternalism**

When is a trade union not a trade union? When it’s a “parallel” union for Africans, administered and sometimes even controlled by a registered union.

In the past few weeks, the *FM* has come across allegations that some unregistered parallel unions on the Reef are being manipulated by registered unions, or in fact exist only on paper. In addition some African workers are suspicious about the deduction of their union “dues” from pay-packets.

“Parallel” unionism became an issue in 1973, when Tucsa resolved that its affiliated unions should set up “parallel” African unions in their respective industries, supervised by their registered counterparts, in order to ensure that they remained “responsible”.

Six such unions were then in existence, five more have been formed since. The registered unions see “parallelism” as an experiment in racial partnership. However, officials of the 16 independent African unions are not so sure.

They point to the inherent conflict of interest between Black and White workers — registered unions who are supposed to assist the parallel unions also often practice some form of job reservation against African workers. Independent unions also see “parallelism” as an attempt to eventually supplant the independent unions.

Disillusionment about parallel unions first surfaced at the recent Tucsa conference. Johannes Mathe, a delegate of the (African) National Union of Clothing Workers (NUCW), charged the Tucsa-affiliated African Workers’ Union with being a “paper union”, without shop stewards, elected treasurer or secretary, or real member participation.

The leather union, as well as the African Trunk and Box Workers’ Unions, are run by Tucsa veteran Steve Scheepers. Since Mathe’s allegations, workers in leather factories have reported that they are subject to compulsory deduction of dues from their pay packets, but have never actually joined the union. Nor are there regular union meetings. There are no shop stewards, they say, and complaints are referred to Coloured shop stewards in the registered union.

Union president Sam Lekeba was reluctant to talk about the union (“please discuss it with Mr. Scheepers”). Scheepers dismisses the allegations as “rubbish”. He says he has held widely advertised union meetings on Saturday mornings, but few turn up. Coloured shop stewards only take up complaints when Bantu shop stewards are too lazy to come in here, which happens often — but they’re quickly here when shop stewards’ commission is paid out.

Leather workers interviewed by the *FM* say, however, that they have been paying union dues since the 1930s, but that no union existed until 1974. The dues are now 50c a month, and only two meetings have been held since the union was formed. Most had never agreed to join the union “because we

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Steve (above) and Anna Scheepers: heated denials

Financial Mail November 19, 1976
have no say in it”. However, when one worker complained of “taxation without representation”, he was told that African workers were lucky to be receiving benefits through the registered union.

When he complained about paying the union dues, he was told that he could be thrown out of the industry if he didn’t — because he would be “getting the benefits without contributing towards them”.

The workers concerned had never heard of their putative president, Lekeba. They also said they rarely went into union offices because “we are treated like lepers there”.

Office bearers are elected every three years, Scheepers claims, and printed ballot papers are distributed to all members. Leather workers deny receiving any ballot forms. The union dues finance not only administration costs but provident benefits too. He negotiates personally on behalf of the African union at the industrial council and has secured large increases for them, he says.

Asked if he felt African workers should not be trained to negotiate on their own behalf, Scheepers said this could create racial friction.

There is no record of Scheepers’ African Glass Workers’ Union in Tucsa’s trade union directory, and officials of the independent (African) Glass and Allied Workers’ Union claim no such union exists. They say Scheepers did not know the names of the union’s executive and, when asked to produce the union’s constitution, produced the registered union’s constitution. Scheepers denies this: “The Union existed in 1962 and I haven’t dissolved it. It has a perfectly good constitution and will regain Tucsa next year.”

Asked by the FM for the name of the union’s president, Scheepers said he had retired and “I will have to get another one elected”. This would only happen next year, as “I have too many meetings before Christmas”.

Mathe also levelled allegations at his own union, the NUCW, founded in the 1920s with the assistance of Senator Anna Scheepers’ registered Garment Workers’ Union. He told Tucsa the NUCW delegation had not itself decided who to vote for to Tucsa’s executive, but that union general secretary Lucy Mvubelo “runs to consult Senator Scheepers and then custs our votes”.

Scheepers flatly denies this and says she does not interfere in NUCW affairs.

Mathe and other union sources also charge that Scheepers threatened the NUCW with eviction from Garment Centre, the building it shares with the registered union, if it did not join Tucsa. NUCW joined Tucsa early this year.

They also claim that Scheepers virtually vetoes NUCW decisions if she does not approve of them. “She calls the executive in and lectures them like grade school children and then tells them to go back and reconsider. Usually they do,” says one observer.

Scheepers denies this: “I only intervene in the affairs of the NUCW when asked to address their meetings or report back on negotiations.” She adds that White garment workers have taken voluntary salary cuts in order to bridge the industry’s wage gap. Her union still negotiates for the NUCW, despite the fact that it has been under the registered union’s tutelage for about 50 years.

“To tell you the truth, the African union’s negotiating ability is still not up to standard.”

The African labour union is not the only case where there is confusion over deductions from pay packets. Several registered unions in the transport industry have set up a parallel African Transport Workers’ Union. Officials of the independent rival Transport and Allied Workers’ Union say, however, that a worker at one transport company complained to them about an amount of 60c for union dues on his pay slip.

The money was added on to his pay and then deducted. When he questioned this he was told he was fortunate that the company was paying his dues for him. He has, however, never joined the union.

Questioned by the FM, Arthur Hammon, secretary of the Coloured and Asian Transport Workers’ Union and organiser for the parallel union, said a stop order system existed at this company only. Workers at the company had attended a union meeting and “all who attended voted to join”. If the worker had not joined, he must have arrived at the firm subsequently or have missed the meeting. The union fee was 30c, not 60c.

A spokesman for the company confirms that these deductions are made automatically. He says the amount is 30c.

The worker concerned said he had never been invited to union meetings. Nor were any shop stewards elected by the rank-and-file. Hammon confirms the union has no shop stewards, but says this is common among transport unions. He says notices of meetings are sent out regularly, and that all office-bearers, except the three seconded from the registered union, are elected.

The other “paper union” is the African Tobacco Workers’ Union. Here the secretary is supposed to be a Nicholas Hlongwane. Hlongwane, however, tells the FM that he is only an organiser and that Christine du Preez, secretary of the registered union, runs his union. He says the union has 300 members and that he has been an organiser since 1951.

Independent unionists say, however, that they believe that Hlongwane is actually an office worker, employed by the registered union. They say he has invited them to meetings, but are always told he is busy making tea or fetching the post. Hlongwane was lobbied to discuss the union with the FM; “We don’t want to attract government attention. Please leave us alone.”

Suspicious about the viability of most parallel unions are confirmed by a recently completed thesis by MBA student John Lewsen, of the Wits Business School, entitled “Black Trade Unions, their Role and Potential.”

Lewsen finds that whereas the independent unions have one paid official per 330 members, the parallel unions have one per 2,300. Most parallel unions, Lewsen shows, are run directly by White general secretaries of the registered unions. He found independent unions to be sceptical of Tucsa’s decision to re-admit Africans, regarding it as “a mark of expediency during a period of financial weakness”. The 1972-74 Tucsa annual reports show a deficit of almost R16,000 and the NUCW’s affiliation alone brings in R7,200.

Lewsen sums up the “parallel” experiment by quoting Tucsa general secretary Andries Grobbelaar’s paper on parallel unionism:

“Even after the parallel union has appointed its own staff and officials, “the administration (of parallel unions) should continue to be subject to the overall supervision of the registered union.”

The paternalism inherent in the parallel system is fraught with difficulties particularly when registered union spokesmen are supposed to advance African worker interests but are also subject to calls from their own members for protection against African job advancement.

The independent union movement is growing and it is unlikely that African workers will go along with parallelism for much longer. The parallel unions’ “members” interviewed by the FM all expressed an eagerness to join a bona fide trade union. But they are suspicious of “unions” in which they have no say.

As one observer put it, “The White unions are reacting like the White sports bodies — they are torn between upholding racial equality by granting patronising concessions. It didn’t work in sport, and it won’t work here When African workers in these industries start demanding the real thing — as they must — the Whites will have to respond.”

White unions are trying to forestall racial equality.
with the Department of Labour and
signed a sworn statement alleging vic-
timisation.

Frame Group's Selwyn Luree, how-
ever, says no such dismissal has taken
place. "We employ approximately 3 500
workers at Frametex Mill and we do not
know who are trade union members.
Certainly no one is dismissed because
they are trade union members."

The Durban unions have not yet
replaced banned office-holders and will
not do so for some time "We have been
decentralising decision-making within the
unions ... and the bannings have acce-
lerated that process," said one unionist.

At Johannesburg's Merlen House,
hone of many of the unions assisted by
the Urban Training project, the priority is
to fill positions occupied by those
banned. The unions have thus had little
time to reassess their position and their
relationship with employers.

Nor are they yet sure what effect the
bannings will have on their members.
"Those who have come in to our offices
have expressed a determination to con-
tinue the union's work," says the general
secretary of one union.

They also point out that some of the
unions have developed to the stage where
they need not rely on the UTP's assis-
tance — except for educational facilities
for their members.

The dominant feeling among the
unions is the fear that, if moderates are
banned, what long-term security can they
enjoy? While advances are being made in
relationships with employers, the threat
of government action hardly makes for
stable trade unionism.

All the unions are confident that they
have sufficient grass roots support to
carry on — despite an increasing feeling
on the part of young Africans that trade
unionism is too moderate a vehicle for
their aspirations. All are aware, however,
of the toll the bannings have taken — not
only in terms of a drain on trained per-
sonnel, but also in terms of the climate
they have created.

BLACK UNIONS  Fin. Mail
What now?  26/11/76

Fear and uncertainty about the future are
uppermost in the minds of independent
African trade unions. After the two-
dozen bannings in the last week and a
half, all are determined to carry on and
are seeking ways of filling the gaps.

Durban unionists' anxieties have
deepened by the suspicion that since the
bannings, management at the Frametex
factory at Jacobs, near Durban, has
begun dismissing union members.

The FM learns that a Frametex
worker was called in to see top manage-
ment last Friday and told that since he
was a prominent member of the unregis-
tered Textile Workers' Union, he was
being dismissed. He is filing a complaint
BANNINGS: 3/2/76

Fear and suspicion

Government's onslaught on black trade unions is taking a heavy toll. Unionists are finding that members are afraid of attending meetings because they fear they too will be victims of government action.

The climate of fear has prompted nine of the African unions on the Reef to issue a statement this week reminding employers and African workers that while African trade unions are not registered by law, they are not illegal.

The unions say that as a result of the bannings, many of their members now believe that African unions have been barred from continuing. "We tried to hold our AGM last week, but few workers turned up," says Apes Molefi, general secretary of the 1,000 member Laundry and Dry Cleaning Workers Association. "We have heard that our members fear that if they attend meetings they too will be picked up by the police."

The unions are appealing to members who fear that their union is no longer legal to contact their officials and clear up the misunderstanding. Nevertheless, all are worried that government's onslaught has created a climate in which legitimate union activity is severely hampered.

Some union general secretaries fear personal victimization if pamphlets are circulated at factories calling on workers to join the union, or visit workplaces to keep members informed of union affairs. Most fear that the attack on the unions is far from over.

"Why can't the government leave us alone to carry on activities which contravene no law," one African unionist asked the FM.

Nevertheless, the unions are pressing ahead in their efforts to inform members of their rights, and to clear up the climate of fear and suspicion which beclouds the movement at present.
South Africa's unregistered or Black trade unions, their approximate memberships, numbers of officials and their annual dues are set out in the table on this page. It is published with the permission of Mr. H.J. Lewsen. It formed part of a research work, "Black trade unions in South Africa — their role and potential," which he submitted to the Faculty of Business Administration of the University of the Witwatersrand towards obtaining the degree of Master of Business Administration. Those unions affiliated to Tusca are underlined.

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<th>TRADE UNION</th>
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The table above shows the memberships and dues of various Black trade unions in South Africa.
AFRICAN UNIONS

Stalemate

"We must move urgently in the direction of removing discrimination. We must move away from apartheid in all ways. Businessmen should stop hiding behind the government's skirts in failing to open up opportunities for Blacks even when they can legally do so. They would be amazed how little legislation there is to prevent a brand new deal in South Africa."

— Raymond Ackerman, October 11, 1976

Quite. There's no phrase thrown around so frequently by businessmen these days as "we must move away from racial discrimination". Or so lightly it's in danger, in fact, of becoming a meaningless cliche, because often those uttering it don't think through to its logical and practical conclusions.

Take the case of Mrs. Emma Mashinini and her battle with the big chainstores. She runs the (unregistered) Commercial, Catering, and Allied Workers' Union of SA (Cawusa) for African workers. For at least a year now she has been making repeated attempts to win its recognition by the chainstores. Though she has the backing of the two registered unions in the commercial distributive trade, her patient efforts have time and again been rebuffed.

Two weeks ago Assempe, the retailers' employer association, said it was not prepared at this stage to recommend that its members grant facilities to Cawusa. Ray Altman, general secretary of the two registered unions, has now denounced this as "perhaps the most glaring example of the racial discrimination being practised by the larger commercial organisations in the Republic". He notes that only recently delegates at the Assoccom conference said that racial discrimination in the economic sphere is detrimental to the country and should be eliminated.

Both Pick n Pay's Raymond Ackerman and Greatersman's Norman Herber vociferously deny that failure to recognise Mashinini is discriminatory. Says Ackerman: "We would like Africans to have exactly the same things as Whites. I want to meet Mr. Altman and Mrs. Mashinini in January. I am very much of the opinion that there should be Blacks and Whites combined in the same union."

Herber echoes this view and adds: "Absolute bullshit. We don't practice racial discrimination."

It is all very well, as the unions point out, for employers to say they want Blacks and Whites in the same union. They know perfectly well that the Industrial Conciliation Act does not allow registered unions to admit African workers. The unions have therefore opted for a next best thing by organising separate African unions, and there is absolutely nothing in SA law to prevent employers recognising these unions.

Altman charges that employers "are discriminating and they are hiding behind government policy by using the prohibition on Africans being in mixed unions as an excuse to deny recognising them in separate unions."

The unions also charge that Herber is backtracking. Although Herber denies ever making a commitment, Altman is adamant that two or three years ago, "Greatersman urged us to organise African workers. If that did not mean they would recognise the African union once it had been organised, what did it mean?"

"Where is that sense of urgency Raymond Ackerman talked about?"
Unregistered black unions want status

Labour Reporter

Employers should note the assurance of the Minister of Justice that unregistered trade unions were not illegal and should no longer refuse to recognize or negotiate with these unions, spokesmen for black unions said yesterday.

But they described the Minister's statement, that labour leaders were not banned for trade union activity but for personal activities, as a "smoke screen."

The activities of 12 of those banned were not incidental to trade unionism, the Minister claimed, but directly related to it.

BANNED

This statement was issued today by the Durban-based Trade Union Advisory and Coordinating Council, the Johannesburg branch of the Metal and Allied Workers' Union and the Industrial and Society of Johannesburg.

It referred to those banned people with whom the bodies were familiar and who were involved in "democratically controlled" unions or training offered to such unions in collective bargaining or administrative skills.

The Minister's announcement seemed to be an attempt to split the trade union movement into those unions of which he approved and those of which he did not, the statement said.

The bodies which issued the statement and they had never made a secret of the financial support received from the International Confederation of Free Trade Unions — the largest confederation of non-communist trade unions.

"There have never been any strings attached to this assistance, nor has any direction been given from overseas," the statement said.

Such assistance, would, it held, not be necessary if unregistered trade unions enjoyed the same facilities as registered unions.
Chief Buthelezi added that "collaboration between industrialists and the government is essential for the survival of apartheid in South Africa. There is an urgent need for industrialists to re-examine their position." Accordingly he called on them to "consult Blacks on a level which leads to a joint strategy."

The coincidence of vested interests between the Whites-only government and the world of industry was illustrated by the latter's "willingness to take the majority of have-nots'.

Buthelezi warned that a "call for consultation" could only foster capitalism. In an apparent reference to the blacklisting of SA workers, ships, and goods which the International Confederation of Free Trade Unions has called for one week beginning January 17, Buthelezi said: "I deplore the recent bans and I assure you that Blacks will welcome a very strong and pragmatic international trade union protest."

The KwaZulu leader said he did not want to hear about the benefits of a free enterprise system which is closed to Blacks in SA. "It is now a question of seeing is believing. Blacks should be admitted to all the country's universities and technical colleges. To all professions and trades, they must be allowed to own property wherever they have the money to buy that property. They must be free to develop their businesses wherever they have the ability to do so. "Outside these freedoms there is no free enterprise in SA"."
ARMOURPLATE STRIKE

Unanswered questions

The Armourplate strike — the longest by Africans in South African labour history — ended last week but its repercussions continue.

In a statement issued this week, the (African) Glass and Allied Workers Union charges the firm with allowing "a comparatively small issue to blow up into one of major proportions."

The union charges Armourplate with constantly ignoring the wishes of its workforce by not consulting its works committee on the retrenchments which sparked off the dispute, and of consistently refusing negotiation — both before and during the strike. It also says the firm attempted to intimidate worker representatives. On the morning of the strike, the union says, works committee chairman Ephraim Mabena went to the office of Armourplate's factory manager to attempt to resolve the issue. There he was confronted with both the manager and "three strangers", all of whom kept revolvers on the table in front of them throughout the meeting.

The union says numerous attempts by both it and the works committee to negotiate with management in order to get the strikers back to work were ignored. The union also asked Institute of Industrial Relations director Sam van Coller to mediate. Despite van Coller's standing with management (he is an Anglo American labour man), the firm ignored this attempt too.

Armourplate chairman John Breakspear dismisses the union's allegations as "untrue and unworthy of further comment."

He tells the "FM, however, that "in my view this was not an industrial dispute but a political manoeuvre. The retrenchment of the three men was fully discussed by the company with the works committee. The Department of Labour also had discussions with the committee but were unable to reach an settlement."

"At no time during the dispute did the company intimidate the workers' representatives, nor has there been any intimidation of the workers who returned."

The strike ended last Monday, after van Coller's attempt to secure a settlement failed. The workers decided not to seek re-employment with Armourplate because they fear union members will be victimised — as evidently happened to a few men who earlier did return to the factory. They also fear that the more skilled workers will be used to train new recruits and then be dismissed.

The union claims the strike had a serious effect on production. Armourplate was forced to rely on an African labour force of 30-40 for the first four weeks of the strike and 56-80 thereafter. It also says it has had "unconfirmed reports from workers that mistakes by untrained workers on the production line during the strike caused Armourplate to incur a penalty on a contract with a firm of railway carriage workers, and that glass delivered to the factory by the nearby Pilkington's plant piled up because no one was able to work it."

The statement points out that Breakspear was quoted in one paper as offering strikers their jobs back "on a selective basis" and in another as saying that the company had cut its workforce down from 200 to 113 because of the recession.

The union also comments on the conviction of picketers under the Riotous Assemblies Act. "The right to strike is a mockery without the right to conduct a lawful picket" says the union.

Strikers were also interrogated by the Security Police. One was asked who had caused them to strike and replied "Mr Fitzhenry" (the factory manager).
**Lucy Mvubelo and the FM**

*Mrs L. Mvubelo, general secretary, National Union of Clothing Workers (NUCW)*

I strongly object to the article in the *FM* of November 19, which states that a trade union is not a trade union when it has a “parallel” union for Africans, administered by a registered union, and that some unregistered unions are manipulated by registered unions, or exist only on paper. The reference made to my union implies that it is the type referred to. I am extremely angry at this insult and untruth. My union does not exist only on paper. It operates under a democratic constitution, with 23,000 paying members, five full-time officials, an elected national executive committee (NEC), branch executives, 500 acting stewards, and 250 acting stewards, and the supreme body, the national council.

The article says Mr. Johannes Mathe (a former member of the executive committee of the union) said things about my union. I am surprised that Mr. Mathe should have his story printed. He is not a member of my union any more. He left the industry at the end of September 1976. But this is not in the article. It is not said that Mr. Mathe was voted out of a vice-presidency, by the membership at an election in terms of the union’s constitution, which makes provision for powers of recall.

I deny that I ‘run to consult Senator Scheepers, and then cast the union’s vote’ at the Tucsa conference. I am the leader of the delegation and I have the authority to vote for the union. I consult with my own delegates, but because I know most of the people in Tucsa, I have their agreement to vote. I have consulted with Dr. Scheepers when I do not know the people, but what is wrong with this?

I completely reject Mr. Mathe’s claim that Dr. Scheepers threatened my union with eviction from Garment Centre if we did not join Tucsa. This is a lie. My union took its own decision to join without any threats by Dr. Scheepers. Dr. Scheepers invited me to address the NEC. We believe in belonging to Tucsa. There might be someone who did not, but it is impossible to get 100% support for everything the executive does.

I also strongly object to the claim that Dr. Scheepers vetoes decisions of our union and tells us what we must do. Dr. Scheepers is often consulted by us. What is wrong with that? We are trade union colleagues. Our Black members work side by side with other races with exactly similar conditions of employment. The problems which members of my union have are the same as the problems of members of Dr. Scheepers’ union. We have no intention of breaking this close friendship. Dr. Scheepers was elected an honorary president and adviser to my union in 1973 and 1975. She does not interfere in our affairs unless we ask her to assist, advise, or help us. Her experience and knowledge is very important. She often advises and helps us, and we do the same with her.

On the matter of negotiations being done by the registered union, it is only the registered union which can legally negotiate for the workers. We have full consultation about negotiations before they start, and are kept fully advised of their progress. We approve or throw out the final offers by the employer. There are many informal negotiations taking place daily, with the employers and these my union handles itself, through full-time officials.

Our experience in negotiations is perhaps not as good as Dr. Scheepers’. Not everybody can be a good negotiator and we do not have Dr. Scheepers’ experience and knowledge, because the Industrial Conciliation Act deprives us of the opportunity to learn the art of negotiating. But Dr. Scheepers negotiates for all the workers in the industry, White, Coloured and Black. At one time White workers in the industry did not get wage increases so that Black workers could get increases and this was done by Dr. Scheepers.

It is not Mr. Mathe, or your newspaper, who has ever done anything to help us, and I don’t know why you must now interfere in our affairs. We know who does the right things for us. Mr. Mathe did not build up my union. We did it ourselves, with the help of people like Dr. Scheepers and the late Miss Joanna Cornelius. The FM did not say the NUCW exists only on paper. We named other unions in that context. We cited the allegations against the NUCW as an example of the paternalism in some “parallel” unions. The fact that Mathe left the industry was not relevant to our report. We did not print his allegations without first satisfying ourselves of his credentials.

Mrs. Mvubelo in fact confirms that she consults Scheepers and casts the union’s vote. In addition to Mathe, two members of her delegation told the FM she did not consult them over the delegation’s vote for the Tucsa executive. The allegation that Scheepers threatened the union with eviction was first put to the FM a year ago. Scheepers denied it, and we accepted her denial. Subsequently it was alleged by three separate sources and we thus felt an obligation to publish it, along with Scheepers’ denial.

The claim that Scheepers effectively vetoes NUCW decisions was also confirmed by other sources. The FM article reported that White workers had foregone a wage increase. Again, Mrs. Mvubelo is merely confirming what the FM said, is that Dr. Scheepers still negotiates for the NUCW. Her own description of the NUCW’s relationship with Scheepers suggests the very paternalism the FM was talking about.

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(Continued on page 1030)
Independent African unions on the Reef no longer regard recognition by government as a priority. Instead, they are launching a campaign for employer recognition.

Supporters of African unionisation have usually focused attention primarily on government's persistent refusal to register the unions. Now the unions are not so sure they care whether it does or not.

Clement Montsho, general secretary of the Transport and Allied Workers' Union says government recognition will be meaningless unless employers are prepared to bargain directly with unions.

Montsho has just returned from an overseas study tour, where he examined Western European trade unions. "These unions bargain directly with employers and the government doesn't interfere," Montsho tells the FM. "Government recognition doesn't make trade unions free - it often does the reverse."

He argues "Our priority should be in seeking recognition from the people we work for, the people who decide our work conditions directly. It's not for government to decide what form this negotiation should take. This should be left to us and our employers."

Engineering and Allied Workers' Union general secretary Jane Hlongwane agrees, and says the other independent Reef unions share Montsho's view.

Hlongwane argues that government recognition is something of a red herring. "It's the employers who are the real stumbling block," she tells the FM. "Even if government were to miraculously recognise us, we would still have to convince employers that they should afford us real recognition - and not just because government says they have to."

The Reef unions are now approaching employers directly. Transport and Allied and Sweet, Food and Allied Workers' Union have already begun and the others will follow suit in the New Year.
Roelofse calls for fuel marketing co-operative

PRETORIA — South Africa's consumer champion, Mr Eugene Roelofse, called on the Government yesterday to force the country's petrol companies to merge into a one-brand co-operative to fight the fuel crisis.

Mr Roelofse also called for the oil companies to be forced to disclose their balance sheets — "to prove to us their claims they are not making excessive profits."

He said the companies should be made to disclose how much they were paying out, in terms of the Republic's valuable and diminishing foreign funds, in profits to overseas shareholders.

"The oil industry in this country needs a good hard look at it. If they are having such a tough time as they keep telling us, they must tell us all about it and show their figures.

"If they are really having a hard time and prove it to the consumers, they would get our confidence and the air as a whole would be cleared," he said.

"It's not enough for the Minister of Economic Affairs to tell us blandly and simply every time there is a petrol price increase that the companies are not making too much profit.

"Ministers have been proved wrong in the past on many occasions," Mr Roelofse said.

Mr Roelofse made these comments on the eve of the launching of a dynamic consumer protection organization sponsored by the South African Council of Churches.

He said fuel branding should be abolished, eliminating vast extra expenditure — for which the consumer pays — on advertising, promotions and duplication of supply and delivery services.

He said if there was any difference between different brands of petrol it was so small that to the average motorist it meant nothing.

"Our branding system simply means vast unnecessary expense. The companies should be forced into one co-operative with allocated zones in which to operate in and so eliminate expensive duplication. Imagine the savings if this were done," he said.

There was no need for the State to take over petrol marketing. In fact, this would be unwise, with the State's cumbersome and bureaucratic machinery leading to dead ends, as had been proved in the marketing of cheese and butter.

Meanwhile, filling stations opening today with full storage tanks will each make a killing of up to R3 600 — and, in some cases, more — when they start selling petrol at the new price.

Some stations will start today with full tanks, having filled up on Friday afternoon or Saturday morning — at the old price. For the bigger operators, that could mean 90 000 litres and more.

In cash terms, 90 000 litres at an extra 4c a litre means a Government gift of R3 600.

Filling station owners were unrepentant yesterday. One said: "We're lucky this time, but what happens when the petrol price goes down?"

Asked when the petrol price last went down, the owner said he couldn't remember.

Mr M Hawkins, chief information officer of the Consumer Council, said yesterday the council would discuss the matter as soon as possible.

"A national productivity institute survey has showed that some of the biggest operators were already making a 33 per cent profit on petrol and oil sales before the Government increased their profit margin by 0.8c a litre.

"At the same time, they have won the concession that the future number of filling stations to be built will be severely limited.

"Now we find this new anomaly whereby they are allowed to sell thousands of litres bought at the old price at new price levels.

"The whole policy seems designed to ensure that those already making a big profit make an even bigger profit in future," Mr Hawkins said. — DDC
Black union to fight factory on 'victimisation' on 'victimisation' on 'victimisation' on 'victimisation'

Staff Reporter

The Glass and Allied Workers' Union for Blacks will start a test case on Thursday, involving the alleged victimisation and underpayment of one of its members by white employers.

The case will be held in the Springs Magistrate's Court against a Springs factory, the Plate Glass Co. According to affidavits submitted to the Department of Labour, Mr Madoni Jeremiah Sibeko, a chief supervisor, was sacked after trying to form a works committee.

He was dismissed during May last year with two days' notice after 13 years' service. Mr Sibeko said in the affidavits that he had been underpaid during the period of his employment.

He claimed the factory owed him R3 127.

Mr Sibeko said his employer failed to comply with the Wage Determination Act, paying him less than the stipulated R50 a week for the position he held.

The factory also owed him money in respect of annual leave and overtime, he said.

The affidavits stated that Mr Sibeko's unemployment card was endorsed "resigned".

"This is quite incorrect and I emphatically deny that I resigned," he said.

Mr Sibeko said the factory had no works committee or any other representative body for Black workers.

"I was sacked after informing management that I had planned forming a works committee," he said.
Blacks indifferent to boycott call

Local black trade unions have shown indifference to the boycott campaign against South Africa called by the International Confederation of Free Trade Unions.

Most local trade union spokesmen made the point that they were not "consulted" on the issue by the international body when it planned its boycott campaign.

"We're not particularly excited about all the noise that is being made about this boycott," said one spokesman, "because once again nobody abroad thinks we're important enough to be consulted about something that affects our lives as well."

Mrs Emma Mashum, secretary of the Commercial, Catering and Allied Workers' Union, said "I do not approve of anybody doing things for me without first consulting me.

NO COMMENT

"As far as the boycott is concerned, I wasn't there when they planned it, so I cannot comment on its merits or demerits. We black people must be initially consulted on any plans that are aimed for either our so-called upliftment or otherwise," Mrs Mashum said.

Mr Dan Tau, secretary of the SA Chemical Workers' Union also said it was difficult to say whether this boycott would work or not "because we are not affiliated to the international body and do not know the inside story of its plans and aims."

Trade unions on the Urban Training Project, Mrs Jan Honguane, said failure by the international body to "get our feelings makes us indifferent to this whole issue."

"Sometimes actions that are intended for our good can have a dangerous backlash bringing suffering to those whom it should have benefited."
SOCIAL SECURITY - Pensions and care of the aged

SOCIAL SECURITY - Unemployment Insurance

SOCIAL SECURITY - Compensation

SOUTH AFRICAN RACIAL AFFAIRS

South African Organisation

SOUTH AFRICAN Personnel Management

SOUTH AFRICAN RACE RELATIONS

South African: Squatters - Ge

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Strikes

STUDENTS

Swazi

FIN MAIL 4/21/77

HECKETT DISPUTE

No 2961 a bad boy?

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Plea to business
—give top priority
to race relations

Businessmen not prepared to give top priority to race and industrial relations in business planning in 1977 will be faced with serious difficulties, according to Anglo American executive director, Dr Zae de Beer.

Speaking at the Second SA Corporate Money Conference in Johannesburg today, Dr de Beer said failure to recognise the importance of race relations would have an adverse effect on financial performance.

On the other hand, acknowledging the importance of industrial relations will not only help business, but will also contribute to solving the country's problems.

Previously some investors avoided South Africa on "alleged moral or political grounds. This boycott was never really effective. But now foreign investors are avoiding South Africa simply because they are scared of losing their money."

A similar environment existed after Sharpeville, but the solution cannot be the same. Many previously friendly borders have now disappeared, and black South Africans are less prepared to quietly accept discrimination, said Dr de Beer.

The authorities have sufficient fire power to maintain control, but only a few small outbursts are needed to knock foreign confidence in our economy.

Business may have to spend much time and probably quite a bit of money on improving race relations, but the alternative will be a disruption of business stability in South Africa, he said.
Black union: Arguments ‘spurious’

THE arguments of two of the major chain organizations which have refused to recognize a Black shopworkers' union in the Transvaal were "completely spurious", the general secretary of South Africa's White and Coloured commercial workers' unions, alleged yesterday.

The union, the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), which was established about 18 months ago and operates at present only on the Witwatersrand, hit the headlines recently when Mr Raymond Ackerman, managing director of Pick 'n Pay, announced that his company would recognize the union.

Mr J R Altman, general secretary of the National Union of Distributive Workers (NUDW), which represents White workers, and of the National Union of Commercial and Allied Workers (NUCAW), which represents Coloured workers, said yesterday that Pick 'n Pay could be regarded as a "pioneer" for taking the lead in recognizing the union.

He said it was the only firm to have done so and he emphasized that such unions were not illegal. Although they were not recognized in terms of the Industrial Conciliation Act, the unions could bargain privately with employers.

Meanwhile, Mr Norman Herbert, chairman of Greatermans, which owns one of Pick 'n Pay's major rivals, Checkers, said in a telephone interview from Johannesburg yesterday that while his company would welcome a union that represented all racial groups, and while he did not know whether the position would change in the future, it had not recognized the CCAWUSA.

Three sets

His company believed, he said, that doing so would lead to a re-introduction of racial discrimination in the company.

He said that if the company were to recognize the union as well as the NUDW and NUCAW, it might find itself facing three different sets of wage demands and rates. And, if, for example, the Coloured union had the "cheapest wage rate", the company, for economic reasons, would be forced to employ Coloured staff.

At present the two unions which the company did recognize, the NUDW and the NUCAW, worked under the same management, he said, and automatically incorporated Black workers in their demands.

Mr A Fabag, personnel and distributive director of OK Bazaars, said from Johannesburg that while there was nothing to stop OK Bazaars' employees from joining the Black union, the company did not recognize the union's representatives. It would rather "talk to only one union", he said.

'Job categories'

If the company were to deal with three different unions, he said, it might find itself confronted by three sets of demands. At present when it negotiated with the NUDW, it talked about "job categories" rather than racial groups, and salaries were determined irrespective of race.

Mr Altman commented that these arguments were "completely spurious". These companies, he said, were already dealing with "different racial bargaining units".

While it was possible that unions could "go their own way", negotiations by the NUDW and NUCAW at present were made jointly. They worked in close co-operation and this co-operation would be extended to include the CCAWUSA.
mandate to change the constitution of the presently Whites-only newspapermen’s trade union to admit Blacks.

If the SASJ does indeed open its ranks to Africans, it will be a significant step forward in SA labour relations — and provide a challenge to all other registered unions to do likewise.

This could, of course, involve forfeiting registration under the Industrial Conciliation Act.

Black journalists, however, are likely to greet the SASJ’s “go go go” with a yawn, yawn The saga of the SASJ’s moves towards becoming a non-racial society has been going on for at least three years. Back in May 1974 (FM May 30, 1974) there was talk of a referendum, and a threat that the society’s large Southern Transvaal branch would break away and form a non-racial union on its own if the society as a whole didn’t get moving on the issue.

The SASJ has now finally got round to drawing up a new constitution. Hardly surprisingly, however, in view of the repeated delays on the issue, the Union of Black Journalists (UBJ) has not yet responded to an invitation from the SASJ to participate in drafting the constitution.

If the new ballot wins a “yes” vote from SASJ members, the new society could hold its first congress in May — or so says The Journalist.
African Unions

A leap forward 4/3/77

For once there's good news for African unions. Chain store giant Pick n Pay has finally agreed to recognise Emma Mashinini's Commercial Catering and Allied Workers Union (CCAWUSA).

CCAWUSA will now have the same negotiating and organising rights (there is no industrial council) as the two registered unions, the (White) National Union of Distributive Workers (NUDW) and the (Coloured) National Union of Commercial and Allied Workers (NUCAW).

Pick n Pay, which employs 3,000 Africans, thus joins a select group of firms which have taken the constructive step of recognising African unions. The others agree with the National Union of Textile Workers.

Pick n Pay's Raymond Ackerman tells the FM: "If we recognise the White and Coloured unions, there are no grounds for non-recognition of the African union." He would prefer one non-racial union for all his employees but, as that is not permitted by government, "there are no grounds for treating Africans differently simply because their unions aren't officially recognised. CCAWUSA may not be recognised under the Industrial Conciliation Act, but it's not illegal" (FM 3 December 1976.)

Will other stores follow Ackerman's lead? Woolworths' employment director Robert Stern says he has met Mashinini informally and his firm is "studying" the issue.

Others are still opposed to recognition. Says Edgars' Gavin Barnet: "We believe the officially sanctioned works and pension committees should be given a chance to work. I have met Mrs Mashinini and explained this view to her."

Greatermans' Norman Herber claims he "would like to recognise the union", but argues that "I can see no practicable way to deal with two or three unions for workers in the same job."

NUDW's Morris Kagan with Emma Mashinini... joint talks with Ackerman

Replies Mashinini: "Why must we be the only ones to go without rights because integrated unions are not allowed? The stores recognise the registered unions, but ignore us."

See also Preparatory Press Feature.
New labour deal for Blacks planned

HOUSE OF ASSEMBLY — The Government was considering a new labour dispensation for Blacks which would provide for labour service centres, greater job satisfaction and better use of labour, the Deputy Minister of Bantu Affairs, Mr Walem Cruywagen, said yesterday.

Replying to a private member's motion that an inquiry into the position of the urban Black population be appointed, he said the scheme he envisaged might just be idealism on his part, but that a test project was already in operation.

"The labour services could be used in the urban areas to elicit information in connection with prospective black workers' academic qualifications, employment needs and preferences. Employers could then state their specific needs and his department would be in a position to place Blacks in positions in which they could get job satisfaction."

In this way there would be adequate control through a system of records and the department could then consider assisting the Blacks in other ways, such as helping them to keep in contact with their wives. — Sapa
Unrest warning from unionist

Staff Reporter

BLACK trade unions should be given legal recognition to prevent their possible exploitation by irresponsible people posing as union leaders, the Cilco Commission heard yesterday.

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said Black trade unions had no negotiating powers because they had not been recognised.

The obligations in the Industrial Conciliation Act did not apply to them and they could be exploited by irresponsible people for selfish ends.

She urged the repeal of the Environmental Planning Act "which causes many hardships to Blacks." If this Act was strictly applied to the clothing industry, she said nearly 6000 Black workers — the number over the specified quota — would be unemployed.

"Workers are already restless and under the circumstances even the dismissal of some hundreds can spark off industrial unrest," Mrs Mvubelo said.

There were elements who would exploit this situation and the legal union would be unable to avoid such a catastrophe.

In the clothing industry, job reservation provided for 25 per cent of workers in the Transvaal to be White, 17.5 per cent Coloured and 37.5 per cent Black.

In fact there were 4 per cent Whites, 16 per cent Coloureds and 80 per cent Blacks employed.
Natal branch of TWIU, which has operated largely autonomously of TWIU's head office in Cape Town.

Now, however, angry unionists claim TWIU's Cape Town office is souring this relationship. They believe it fears government reprisals after the trade union bombings last November. Among the victims were two TWIU officials, John Copley and Chris Albertyn.

After they were banned, TWIU's Natal branch held a meeting and appointed Ramesh Joshi--a staff member of the Institute of Industrial Education (III)--as acting branch secretary. Nor was this idea acceptable to IIU general secretary morning, as he was not in the meeting.

Natal unionists say Daniels also opposed Joshi's appointment and that Joshi was not allowed into the meeting. Daniels replies that the meeting at which Joshi was appointed was unconstitutional because it was not held in his presence.

A TWIU organizer, "Spider" Jugernath, was then appointed acting branch secretary. He says Daniels told the branch that its links with the Trade Union Advisory and Coordinating Committee (TUACC) and the Institute of Industrial Education (III) -- two bodies advising African unions -- were compromising the union. He says Daniels also asked TWIU (Natal) to shut down offices in order to distance itself from the unregistered unions.

According to Jugernath, the branch executive opposed this and no decision was taken. The suggestion was therefore not carried out. Three months later, however, head office sent minutes up to the branch which indicated that a decision had been taken. These minutes, Jugernath says, were unanimously rejected by the branch executive because they were inaccurate.

Patterson, the acting general secretary, says he has now resigned from his post and the union "because the head office wants us to break completely from TUACC and III. It doesn't want us to work with African unions unless they are subordinate to us." He says the branch executive supports his stand.

"We work very well with TWIU (Natal) and don't want to be separated from them," says Daniels.

Daniels alleges that these criticisms are "false." He claims that he wants TWIU to move but claims this was agreed to by the branch executive and that it has nothing to do with the African union.

"Our present premises are not convenient because they are out of the way," he says. He is opposed to TWIU working with TUACC, but adds, "This has nothing to do with the TWIU-South Africa's needs a family planning program.

Daniels says he has told both NUTW and his own branch executive that he welcomes co-operation between them. He says there is no change in this attitude, he says.
Unions ask for recognition

Own Correspondent

PORT ELIZABETH — All three big motor plants in the Eastern Cape have been asked to recognise African trade unions.

They say they are prepared to do so if the unions represent the majority of their workers.

A spokesman for Volkswagen says the company has been approached by "an outside Black union" asking for recognition within the Uitenhage plant.

"We have no objection in principle but feel the approach should come from our own staff," he said. "We want to be sure that the union we recognise represents the interest of the majority of our African staff."

Mr Bill Mott, managing director of General Motors, said recently he also had no objection to recognising an African trade union as long as it represented the majority of GM's African staff. This appears to be Ford's point of view as well.
On the other hand, there are four economic regions in the Cape where more than three-quarters of the 'coloured' children in the 'white' rural area: region 04, which is an important region for citrus, nuts, deciduous fruit and Workers Union may be set up as well. The Consultative Committee is also unhappy about the idea that advisory groups, like the Cape-based Workers Advice Bureau or Durban's Institute for Industrial Education, be included in the proposed body. There is also a fair amount of suspicion about the presence of a registered union at last week's get-together at the US Information Service's library in Johannesburg. African unions have not had a very happy history of cooperation with registered unions and suspicion still lingers.

So the federation is by no means a foregone conclusion. At least four years of mutual recrimination have to be got out of the way before it can be launched.

Nevertheless, participants at last week's meetings seem satisfied with the progress made. The sessions were heated at times, but the unions have agreed to set up a feasibility committee to examine setting up a federation and they did (with the exception of Lucy Mvubelo's National Union of Clothing Workers and the National Union of Clothing Workers and the Reed-based Textile Workers Union) endorse the principle of a federation.

The feasibility committee should meet for the first time before Easter and much of its work will involve ironing out present differences. All African union groupings except the Black Allied Workers Union will be represented on it.

This appears to be more than most of the participants hoped to get out of the meeting. And there is a recognition on all sides that a federation is essential for the black union movement.
Tucsa’s view on African unions

Attempts by Tucsa to encourage the organisation of workers into parallel unions have met criticism from both registered and unregistered trade unions. Here general secretary Arthur Grobbelaar spells out Tucsa’s attitude to African workers and replies to some of the criticism in an interview with the FMA.

What was behind your 1973 decision to encourage members to organise parallel African unions?

Grobbelaar: The idea is to provide a trade union vehicle for Africans. Since the law prohibits their induction into registered unions, parallel unions are the answer.

Why?

The registered union can afford protection, make expert help available, cut administrative and organising expenses.

Protection against what?

Harassment by certain authorities, antagonism on the part of employers and hostility from white, coloured and Asian workers.

Can’t African unions independent of registered unions also be set up, for example, through the Urban Training Project?

By all means, but if there is already a parallel African union operating in an industry, you automatically get conflict, and all the energies of the competing unions are spent trying to prove which is more desirable.

Is there antagonism on Tucsa’s part towards the independent unions?

No providing they don’t tread on an existing organisation’s toes.

Do you foresee that the Department of Labour may one day agree to register parallel unions?

Not in the immediate future. They are not more favourably disposed to parallel unions. At this stage they just don’t like black unions of any description.

How has parallel unionism progressed?

Progress has been rather disappointing. One of the reasons is lack of possible action by the authorities. One example has been where the Labour Department has queried amounts spent by a registered union in organising blacks, contending that the union may have acted unconstitutionally in using funds for black worker organisation. Unions fear that rival unions will use this as an excuse for poaching their membership.

Is there a backlash against parallel unionism from registered union members?

Very definitely. Although generally the leadership sees the necessity of this sort of move, the rank and file don’t necessarily share the view. Perhaps they are apprehensive about being swamped by large numbers of blacks when it comes to negotiating.

Some African unions fear Tucsa’s decision (in 1974) to readmit them was partly motivated by a desire to say to overseas conferences that Tucsa now speaks for Africans.

This is probably the last thought that exists among Tucsa affiliates. Many of them adopt an attitude which says, in effect, “to blazes with the outside world.” They also allege that Tucsa’s decision to readmit Africans is motivated by financial considerations.

The idea that black unions are asked to join Tucsa to help meet its expenditure is totally incorrect. Black unions who join Tucsa come in considerably under.

Grobbaelaar government doesn’t like black unions of any description.

strength and we gave them special dispensation to do this.

Tucsa says it is opposed to job reservation. Why do some Tucsa affiliates sign industrial agreements barring Africans from certain jobs?

What has to be recognised here is that unions exist to protect the interests of their members, and they will always protect these interests against anyone else. Tucsa can’t be expected to do anything about this because the unions are able to do it in terms of their constitution don’t interfere in our domestic affairs.

Surely this poses problems for parallel unionism? Isn’t there conflict between registered and unregistered unions?

To some extent this sort of conflict has always existed. You also find it among registered union membership in respect of skilled and unskilled or artisan and apprentice members. But I think the possibility of resolving the conflict improves considerably once you have people in the same organisation.

You could, however, have a situation where an official of a registered union which applies job reservation through a closed shop agreement is also an official of the parallel union whose members are discriminated against.

I accept there’s some conflict of interest there. But because that official is seeking to represent both sets of interests it’s to his advantage to find a solution.

But how can he wear two caps? Wouldn’t it be better if the black unions didn’t have to rely on his assistance?

At some stage black officials will take over completely. I indicated some years ago that parallel trade unions are not necessarily something permanent. I believe in the final ideal of totally integrated unions, but I saw parallel unions as the means whereby this would result. If, of course, the workers concerned desire it.

Because the parallel union is initially dependent on the registered union, isn’t the registered union in a position to prevent it operating independently?

Not if the constitution of the parallel body ensures that it can’t take place. As far as I’m aware, all Tucsa affiliated parallel unions have constitutions providing for the democratic election of their officebearers.

If Tucsa is committed to integrate, should it not encourage affiliates to forego registration and open their membership to all races?

It’s not Tucsa’s function to dictate to its affiliates what their domestic policies must be. We are constitutionally precluded from doing this. The matter has been raised by speakers at Tucsa conferences, but no support has been forthcoming.

You said recently that you had been given assurances by the Minister of Justice that the state of bannings at the end of last year was not directed at the trade union movement. Can you elaborate?

I was influenced by the fact that the vast majority of union officials of all races had no banning order served on them. I accept the assurances from the Minister that this action was not an attack on the entire union movement. I think this is how the entire movement sees it and no other construction must be placed on my remarks.
A formula for chaos

The Nationalist's Bantu Labour Relations Regulation Amendment Bill, published this week, will bring tears to the eyes of African trade unionists. They won't be tears of joy.

For the first time in SA labour history, the Bill makes provision for African workers to negotiate binding wage agreements, but in a way in which it has done this strengthens the existing works and liaison committee system, regarded as inadequate by African unionists and even by many employers.

Firstly, the Bill makes Africans eligible for appointment to the Central Bantu Labour Board. They can also become chairman of that Board, become Bantu labour officers or assistant Bantu labour officers.

About time, too. But permission to sit on non-elected official bodies is hardly a substitute for full-blooded decision-making powers.

As expected, the Bill makes no provision for industry-wide bargaining, unlike the draft Bill circulated over the last two years. In a sense, African unions will gain nothing from the Bill, because the proposal was an attempt to supplant them. Nevertheless, it is clear that the proposal was ditched because of Right-wing opposition.

Instead, the Bill allows for factory-level bargaining agreements made by officially-sanctioned works committee members will now be binding on employers, and these committees will be allowed to negotiate wages for the first time.

The Bill extends the liaison committee system by setting up a new type of committee—a co-ordinating liaison committee. This is similar in form to the coordinating works committee, which already exist, and means that a number of committees working for the same employer can get together and form a co-ordinating body.

It is these committees which will be the prime negotiators of factory agreements. Works committees and co-ordinating works committees will still exist and are to be allowed to negotiate binding agreements—but only if there is a liaison committee in the factory.

If there is the works committee's role is relegated to making recommendations to liaison committees which can then enter into the factory agreement.

It appears that these agreements will have the same force as Industrial Conciliation Act agreements, although they will be restricted to factory level. They may not be less favourable to workers than existing wage regulating measures or the relevant provisions of the Factories and Shops and Offices Acts.

The Bill also provides that a joint liaison committee can be set up where a number of factories are owned by the same employer, and toughens up the victimisation clauses, which now make it an offence for an employer to try and prevent a worker adequately serving on a committee or one of the official labour committees.

At first glance, it seems like a step forward. That glance is deceptive. An attempt to pull the rug from under worker's feet. And on a purely practical level, the scheme seems unworkable. The engineering industry alone could have some 300 separate agreements operating at the same time.

The Bill now seems to make provision for both works and liaison committees to exist in the same plant. This was recommended to government by some employers and is regarded by observers as a useful step. Nevertheless, they stress that for system to work, liaison committee members should be elected from works committee ranks and be responsible to that committee.

There is no provision for this in the Bill. So the result may well be to provoke rivalries between the two committees. This will not only divide workers, but is rather like hurling a flame thrower into an explosives factory.

The whole thing smacks of an attempt to make committees acceptable to African workers by making them the source of regulating work conditions. No wonder a prominent industrial relations man describes the Bill as a "retrogressive step and argues that it is there to keep black workers subordinate without any power base of their own."

The key to industrial peace in SA lies in trade unionism for Africans— with the committees there only as a supplement to industry-wide bargaining. The sooner government stops tinkering with an obsolete system, the better.

African workers. No tears of joy this time.

The amendments are obviously an attempt to make government's existing machinery work in particular the liaison committees. These are generally regarded as even less adequate than works committees, because the worker representatives on them have no independent bargaining base.

One industry, 300 agreements.

This not only continues to restrict bargaining to individual plant level, but will probably make life more difficult for African unions. They will now have to seek the right to bargain with management knowing that the whole question of wages and working conditions has been decided on by a committee which can have an agreement endorsed in law.

Granted, the unions can still put their members up for election to the committees. Despite deep rooted suspicion of the committee system, many do that.

But the Bill could still be interpreted as
Seminar on black labour

Labour Reporter

Experts on labour relations are to meet in Johannesburg on Wednesday for a public seminar that may put some order into the confused outlook on black bargaining rights.

The seminar on collective bargaining, organised by the UCT Graduate School of Business Association, presents an opportunity to examine the prospects of black trade unionism in the wake of the Soweto riots, subsequent worker stayaways and the banning of 27 trade unionists and others involved with black labour.

The extent to which the Bantu Labour Relations Amendment Bill succeeds in making union committees better negotiating instruments is also likely to be assessed.

The speakers include Professor M. Feldberg of the UCT business school, Mr. Arthur Grobbelaar of the Trade Union Council of South Africa, and various personnel experts.

Miss E. Spelman (tel: 679-2856) and Mr. V. Jacobson (28-1056) are in charge of inquiries for the seminar.
African Unions

More victimisation?

Yet another US company has been accused of victimising African workers. This time it is Kellogg, whose brand name greets many South Africans across the breakfast table.

The union at Kellogg (SA) alleges that four workers were fired for trade union activity. All four are members of the Sweet, Food and Allied Workers Union, a 2,200-member black trade union. Two of them are union shop stewards.

They claim that they have been victimised by white supervisors at Kellogg ever since they joined the union last September. They also allege that their dismissal was related to attempts to form a workers' committee at the factory.

Kellogg has a human resources committee, but late last year management received a petition asking for a works committee. A ballot was held at which the workers were asked to choose between change and no change. A majority voted for change, which the workers understood to mean a workers' committee.

One of the four, Jane Lekhuleni, says that a local acting labour officer told her that she would have to look for work elsewhere if she wanted a works committee. The official concerned, Mr. Erasmus, will not comment because he says departmental regulations don't allow him to talk to the Press.

This ballot was nullified, however, because a majority of the workers did not vote. A subsequent ballot was supported by a larger number of workers, and Kellogg now has a works committee. The four workers claim, however, that they were harassed by supervisors after the works committee vote and that one was told by his supervisor that he would be dismissed for joining the union.

They also allege that the supervisor assigned unreasonable tasks to them and used them to force them to perform these as an excuse for dismissal.

Kellogg MD Des Wood tells the F.M. that he obviously can't say whether supervisors made any threats without investigating. He adds that he is satisfied that the four were dismissed because their work was inadequate. One man was found sleeping on the job and another was dismissed for fighting.

If any threats were made, they were contrary to company policy, he adds.

We know some of our workers belong to the union and we have never tried to stop them. We still have many union members working for us and have no objection to them. We have met with the union's secretary, Mr. Sikhakhane before and have discussed complaints with him. I have contacted him on this issue, and he is investigating. If he wishes, I will certainly meet with him to discuss it and I have told him that."

Sikhakhane tells the F.M. that he was away when the incident occurred and was unaware of it until Wednesday. Nevertheless, he is 'disturbed by it because, on the face of it, it looks like a clear case of victimisation'.

Mr. Sikhakhane adds that he requested permission to attend the works committee ballot, but this was refused because it was 'an internal matter'.

He says that Kellogg is not prepared to recognize the union, though he has met Wood. Sikhakhane adds that he requested permission to attend the works committee ballot, but this was refused because it was 'an internal matter'.

In B.E.D. approval, all of the school ses teachers, teacher's salary, if ld in full by B.E.D. is nevertheless the his may be left to be accomplished through xal inspector of applicants.

In the nearest village greemen with the mising numbers of teachers may act as a disincentive to expansion of schools with the attendant demand for further teachers.

Pupil enrolment

In order to attempt to evaluate the penetration of education into the rural environment comparison of enrolment over a time span is useful. This question will be dealt with more fully later but it is apparent that the proportion of children in farm schools has remained fairly constant over 13 years.
LABOUR LEGISLATION

The no-strike Bill

Government's Industrial Conciliation Amendment Bill doesn't add any new principle to the existing Act. But it could affect the way industrial council bargaining is run.

The Bill empowers the Minister of Labour to declare any industry an "essential service". At present, he can only do this with the perishable food industry, local authorities, the provision of transport, water and lights, and other essential services.

Once an industry is declared "essential service", strikes or lockouts are forbidden and the issue is settled by the industrial tribunal or an arbitrator appointed by the two parties.

Government's main intention appears to be less to prohibit strikes — which have virtually disappeared from the registered union scene — than to empower the Minister to prevent unions from using the strike ballot as a bargaining weapon, as the Mine Workers' Union did last year.

The Bill has therefore included a specific reference to the mining and processing of fuels. It could also take disputes out of the hands of the parties involved and hand them over to a system of compulsory awards.

This upsets unions who say they are opposed to a government-appointed third party deciding work conditions. They fear that government is increasingly taking business's side against them.

The Department of Labour replies that the Bill doesn't give it the right to intervene in industrial council negotiations. It adds that only one order under this section of the Act has ever been issued and that the new provision would only be used in a crisis.

The Bill also extends compulsory arbitration to Africans, although here the award will be made by the Wage Board.

African strike rights are already severely limited. The 1973 Bantu Labour Relations Regulation Amendment Act contains clauses which had to be complied with before a strike became legal.

Few people believed Africans would ever successfully use these provisions. They have, however — at Armstrong late last year. Government is now seeking the power to prevent this.

Meanwhile, many other unions say they believe a major employer association is responsible for the Bill. General secretary Arthur Grobbee says he is sure "government didn't make this out of its thumb.

A employer group which is unhappy about the Bill is Seifa's Director Pirol Drummond says he can't disclose Seifa's submissions on the Bill but adds: "We have strong views on the possible effect it could have on collective bargaining through the industrial council system.

The TCI, however, has not opposed the Bill. "We have no real objections to it", says a spokesman.


6/ It is important to note that majority of the 'coloured' provided schooling for nearly 94% of 'coloured' pupils as late as 1938. (A. Behr and R. Macmillan. Education in South Africa. Pretoria, Van Schaik, 1966. p. 362 et seq.)
At first glance, government's new Bantu Labour Relations Regulation Amendment Bill presents problems. At second glance, it presents more problems.

A hitherto unremarked aspect of the Bill is that it extends the secrecy clause (which used only to apply to Bantu Labour Offices and members of the regional Bantu Labour Committees) to members of works and Harson committees. This would make it an offence for them to divulge details of their negotiations to outsiders.

Several African trade unions fear that the clause could be used to sever the links they have built up with works and Harson committees. Although most unions strongly opposed the committee system when it was introduced, they have gradually been strengthening it by making advisory services available to committees in several factories on the Reef.

They fear this may now be stopped.

Another point made at the recent seminar on the Bill was that the secrecy requirement could prevent committees seeking the assistance of economists in wage negotiations.

Anglo American industrial relations managers, however, say committees could probably ask outside experts for general information on how the PDF or the state of the economy. But if they were told in the course of negotiations that their employer couldn't afford to pay increases they would not be able to ask an outside expert to analyse the claim or do the work on an researching some of the evidence at a committee meeting and breach the secrecy clause. At any rate, the definition of what is secret in the Bill is far too vague, says Alber

African unions at the seminar were also worried that committee members could be prevented from reporting back to their constituents. A strict interpretation of the clause could perhaps inhibit them in this way. Alber, however, believes the Bill is not intended to exclude discussions inside the individual factories. It is to be hoped his interpretation is correct.
Decentralised ‘unions’ urged

A CALL for decentralised ‘company unions’ for Black workers has been made by Dr W. J. de Villiers, executive chairman of General Mining.

Dr de Villiers told the sectoral industrial congress of the Afrikaanse Handelsinstituut in Cape Town today that overseas experience showed that large centralised unions covering all the workers in an industry or several industries bred conflict.

‘Company unions’ had many advantages:
- Matters could be handled in a more practical and realistic light. Wage negotiations would be more closely linked with productivity and profitability.
- The three complementary channels of collective bargaining, joint planning and personnel management could be brought together.
- The changes arising from technical improvements were easier to bring about.
- The tendency to strike was reduced.

TWO SYSTEMS

Although South African labour legislation envisaged a centralised structure for White, Coloured and Asian workers, the two systems could evert side by side, and Dr de Villiers.

Decentralisation was the way to give Black workers freedom and to ensure productivity.

Dr W. J. de Villiers

Although labour laws for Blacks provided for a decentralised system, Dr de Villiers said they were too limited in bargaining powers and vaguely formulated.

Negotiation of agreements had little meaning if the settlement was not legally enforceable, he said. The law should provide for this.

VICTIMISATION

In a system which depended heavily on the goodwill of employers, protection against victimisation of bona fide workers’ representatives was of cardinal importance.

Dr de Villiers said South Africa was not out of step with the rest of the world in trying to accommodate rightf ul labour aspirations in a decentralised system, although there could be disagreement over the speed of progress.
Mr S A PITMAN asked the Minister of Justice:

Whether he received a request from the Union of Black Journalists to grant an interview to its executive committee, if so, (a) when was the request received and (b) what was his reply.

The MINISTER OF JUSTICE

Yes

(a) 5 March 1977

(b) That after I had had the case of Mr Thlobo's detention investigated I was satisfied that his detention was not connected with his journalistic activities and that an interview would in the circumstances serve no purpose.
FIN MAIL 20/5/77

AFRICAN UNIONS

Non-African members

For the first time in decades, an unregistered (African) trade union has a group of non-African members. But the way in which it has happened is a source of controversy among trade union men in Natal.

Last week, about 60 members of the registered (Coloured and Indian) Textile Workers' Industrial Union (TWIU) - the entire membership at one Durban factory - resigned and joined the unregistered National Union of Textile Workers (NUTW). The move was prompted by claims that TWIU general secretary Norman Daniels had "interfered" in wage negotiations at the factory concerned.

The ex-TWIU members say they were also angered by what they see as an attempt by Daniels to distance TWIU from NUTW (FM March 18). Mr Daniels arrived at the factory and spoke to management without consulting the stewards meeting at the factory.

Daniels claims that he believes the men who resigned "were coerced. All the resignations were submitted on identical red forms. There's obviously some body behind this, and I intend to find out who.

"Whoever is doing it is flouting the Industrial Conciliation Act. If an employer tried to lure our members away involuntarily, we'd do something about it. So why shouldn't we act if another union does this?"

Jack Hope, Tucwa's representative in Durban and TWIU branch secretary, says that "union members are being lured away by people who are making promises they can never fulfill."

Zuma replies that "the workers are adults and are quite capable of deciding which union they want without being forced."

And so the war of words continues - tragically, between two unions whose relationship until recently was a model of inter-racial partnership. Perhaps, however, the men who broke away and joined the unregistered union are taking inter-racial co-operation to its logical conclusion and thus setting an example which others in time may follow - joining together in a single non-racial union.
LABOUR LAWS

A new look?

Despite last week's appointment of a Commission of Inquiry to look into labour legislation, government is evidently not planning to drop the Bantu Labour Relations Regulation Amendment Bill dealing with the works and housing committee system.

Secretary for Labour Ben Lindeque tells the FM that the Bill will remain on the Parliamentary order paper "We are proceeding with it, although it will no doubt be amended if the Commission recommends this"

Nevertheless, it's still worth asking why government, having appointed a commission to look for solutions, is pressing ahead with a Bill which purports to have them already.

Lindeque also tells the FM that the Industrial Tribunal's review of job reservation is a "routine investigation. Just as we sometimes undertake reviews of wage determinations, so the Tribunal is now examining each work reservation order individually." He adds that some 15 orders are presently under examination and amendments to at least some of them can be expected to appear in the Government Gazette.

The Commission itself should get down to work in the next month or two. A spokesman for Minister of Labour Fanie Botha's office says its composition has not been finalised, because not all prospective members have agreed to serve yet. Nevertheless, the FM understands that it will include representatives of Seftsa, the FCI and the Afrikaanse Handelsunie, the SA Confederation of Labour President Attie Neuwoudt, Tusea general secretary Arthur Grobbelaar and a third trade unionist, evidently a Tusea man who also serves on the SA Indian Council in Durban.

It will also have a representative of the Department of Labour, one from Bantu Administration and Development, and two "ethnic" (presumably African) members. It will be chaired by Botha's newly appointed labour adviser, Professor Nic Wiebahn.

The most noticeable apparent omission, of course, is that African trade union representation on the Commission has not been specified. Wholly predictable as this is, it is also unfortunate since African workers — and trade unions — are likely to be affected by the Commission's recommendations for years to come.

Government obviously sees the Commission as a means of getting registered union and employer groups together with its own officials to hammer out and — it hopes — reach consensus on legislation which could shape future SA labour relations.

Whether the consensus will be reached will be one of the key questions. Some of the likely participants have, up to now, been committed to widely divergent public positions. Tusea's Grobbelaar is committed to racially integrated unions, while the Confederation is opposed to them. Seftsa, in turn, is opposed to African unions, but favours the liaison committee system — which Grobbelaar rejects.

Neuwoudt has come out for job reservation on many occasions, while Seftsa's Dr Errol Drummond has been accused by engineering unions of trying to get rid of it altogether.
cheap Black labour. This paper seeks to make a contribution towards such a re-interpretation.

The key question that emerges from a study of the 1913 Land Act is in whose interest Wilson has suggested "fuse those idealistic realistic means of Whites, with those wanted economic interests political consequences was the need to destine them to a proletariat agriculture (8). Within White agricultural interests there is a need to reduce the social and economic interests of White and those of Black... interests are not identical.

From an analysis in favour of the 1913 Act who favoured territorial and semi-feudal land relationships on the

Rather the impression is given that it was the modernising sections of settler agriculture who saw the elimination of African squatting and farming on the halves as essential if "closer settlement" and capital-intensive agriculture were to be achieved (9). These latter interests can be seen as a product of a pressure for a new and more entrepreneurially-orientated agriculture after the establishment of British imperial hegemony after the Boer War.
Journalists to meet

The newly-formed non-racial Southern African Society of Journalists will hold its first congress in Cape Town from tomorrow until Sunday.

The congress will be told the Union of Black Journalists has refused its members permission to join the multiracial society. This was announced at a meeting held by journalists of the South African Associated Newspapers in Johannesburg yesterday.

But Mr. Clive Emond, a vice-president of the SAJ, who made the announcement, said the SAJ had already attracted some Black members and he hoped the UBJ would one day join.
JOURNALISTS' UNIONS
Black rebuff

For the first time since the 1956 Industrial Conciliation Amendment Act outlawed African membership of registered trade unions, a registered union has de-registered and opened its doors to Africans. But the move isn't likely to make much impression on the labour scene.

Firstly, the union concerned is one of SA's few "white collar" unions, the SA Society of Journalists (SASJ). Secondly, the SASJ's attempts to forge links with the blacks only Union of Black Journalists (UBJ), and thus bring the majority of black journalists under its own wing, seem likely to fail.

In a ballot held last week, 74% of the SASJ's 600 odd members voted for an open union. The Society has now disbanded and re-formed as the Southern African Society of Journalists. But its attempts to meet UBJ leaders for informal talks have failed, and the UBJ has turned down an invitation to send observers to the SASJ's conference in Cape Town this week.

UBJ officials Mike Norton and Jube Mayet tell the FT that they aren't interested in co-operating with SASJ "for the foreseeable future.

"The SASJ has been around for some time and has done little to assist black journalists. We're a black oriented organisation and we feel we ought to help ourselves. Black journalists have different problems from their white counterparts and we prefer to go it alone.

SASJ Southern Transvaal Chairman Clive Emdon replies that the new society already has a number of black members, and expects more. He adds that it has secured recognition from the International Federation of Journalists and "while we don't want to antagonise the UBJ, we are now in a position to decide whether they gain international recognition. They are now the closed organisation."

SASJ's bargaining relationship with employers will not be affected by de-registration, says Emdon. "We have a written undertaking from employers that our status is unchanged." SASJ has also asked for the right to bargain for journalists at four black-circulation papers - The World, Cape Herald, Post and Ilanga.

Emdon insists that this will not "undercut" the UBJ. "We will simply negotiate wage minimum for our members at these papers. The UBJ's right to negotiate in-house agreements will not be affected."
**Black-white newsmen to keep talking**

CAPE TOWN — The Southern African Society of Journalists will continue to talk to the Union of Black Journalists to seek closer contact despite the UBJ's decision to have no contact with the newly deregistered SASJ, the SASJ's new president, Mr. John Patten, said in Cape Town yesterday.

"We understand their problems and we do not want to fight with them."

Mr. Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (Tucsa) was specifically aimed at reopening the society's membership to blacks. The decision followed a ballot among members.

**COOPERATION**

Mr. Patten said the SASJ would seek a greater level of cooperation with Black and Africans journalists as it believed there were areas of common cause among all journalists — particularly in the present situation where greater restrictions were being imposed on the profession.

The SASJ was committed to find ways of contact between all journalists and a vehicle through which journalists could express themselves jointly.

"We wish to be multi-racial and we will seek recruitment of black members, but not a cut-throat ban against the UBJ," he said — Sapa
SASJ will press for closer UBJ contact

Staff Reporter

THE Southern African Society of Journalists will continue negotiations with the Union of Black Journalists to seek closer contact — in spite of the UBJ's decision to have no contact with the now deregistered SASJ.

"We understand their problems and we do not want to fight with them," the SASJ's newly-elected president, Mr John Patten, said in Cape Town yesterday.

Mr Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (Tusca) was specifically aimed at reopening the society's membership to blacks. The decision followed a ballot among members.

Yesterday Mr Patten said that the SASJ would seek a greater level of co-operation with both black and Afrikaans-speaking journalists, as it believed there were areas of common interest among all journalists — particularly in the present situation, where greater restrictions were being imposed on the profession.

The SASJ was committed to finding avenues of contact between journalists and a body through which all journalists could express themselves. It would also seek affiliation with the International Federation of Journalists to give the society a more professional image, as opposed to the purely trade union image it had gained since affiliating to Tusca five years ago.

"We wish to be multiracial and we will seek recruitment of black members, but not on a cut-throat basis against the UBJ," Mr Patten said.

The primary aim was to create more power for the body in order to achieve specific objectives, particularly those connected with greater participation in methods of press control.

Mr Patten said it was evident that black journalists suspected the SASJ's motives. The SASJ would seek consultation with the UBJ to clarify the matter and to establish contact.

At a weekend meeting of the UBJ at the Orlando YMCA in Soweto, the vice chairman of the Southern Transvaal Region, Mr Mike Norton, said his region supported the national council's decision not to have contact with the SASJ.

Agitation was that the organisation pressure up in the period after union, "the saga, for a legislative solution to the squatter problem as a result of these policies on land."

"The process is to establish the Union Land Settlement Company with a nominal capital of R1 million and acquire 16,000 farm in the Transvaal."

It's not to African tenants, in 1931, for example, Lebowa and encouraging white settlement on their land as opposed to leasing some land companies began to realise the potential of

In addition, some land companies began to realise the potential of
Blacks reject SASJ 'ploy'

The Southern Transvaal branch of the Union of Black Journalists (UBJ) has endorsed its national council's decision to have no contact with the newly registered Southern African Society of Journalists.

The UBJ branch vice-chairman, Mr Mike Norton, said at Johannesburg yesterday that members felt the SASJ's suggestion that black journalists have dual membership of the SASJ and UBJ was a ploy. "This is another attempt by whites to enter the international arena."

Meanwhile, the SASJ said yesterday that it would continue to seek contact with the UBJ decision. "We understand their problems and we do not want to fight with them," said the SASJ president, Mr John Patton — Sipa
Journalists to seek closer contacts despite snub

CAPE TOWN — The Southern African Society of Journalists will continue to talk to the Union of Black Journalists to seek closer contact despite the UBJ’s decision to have no contact with the newly deregistered SASJ.

“We understand their problems and we do not want to fight with them,” the SASJ’s newly elected president, Mr. John Patten, said here yesterday.

The SASJ deregistered as a trade union and its break with the Trade Union Council of South Africa was specifically aimed at reopening the society’s membership to blacks. The decision followed a ballot among members.

Yesterday Mr. Patten said it would seek a greater level of cooperation with both black and Afrikaans journalists as the SASJ believed there were areas of common cause among all journalists particularly in the present situation where greater restrictions were being imposed on the profession.

The SASJ was committed to find ways of contact between all journalists and a vehicle through which journalists could express themselves jointly.

It would also seek affiliation with the International Federation of Journalists to give the society a more professional image as opposed to the purely trade union image it had had since affiliating to Tucsa five years ago.

“We wish to be multi-racial and we will seek recruitment of black members but not on a cut-throat basis against the UBJ,” Mr. Patten said.

At a weekend meeting of the UBJ in Soweto, the vice-chairman of the Southern Transvaal region, Mr. Mike Norton, said his region supported the national council decision to have no contact with the newly deregistered SASJ.

The UBJ felt there was no way in which the SASJ could identify itself with all the problems of black journalists and black people in South Africa, at present. — DDC.
Grobbelaar replies to the FM

Arthur Grobbelaar, general secretary, TUCSA, Johannesburg:

Regrettably, I have to protest about "Parallelism = Paternalism" (FM November 19 1976)

The opening paragraph contends that a "parallel" trade union is not a trade union when it is administered and sometimes even controlled by a registered union. I take exception to this wide-ranging statement, since both TUCSA and I are mentioned in the article concerned. It is inferred that both TUCSA and I are involved in dealing with organisations which are not genuine trade unions.

The definition of "trade union" in the Industrial Conciliation Act reads as follows: "a Trade union means any number of employees in any particular undertaking, industry, trade or occupation associated together primarily for the purpose of regulating relations in that undertaking, industry, trade or occupation between themselves, or some of them and their employers or some of their employers."

I would like an explanation on how it can be a viable proposition to have a full-time paid official serving only 330 members in a trade union, when the members are paying themselves in the region of R3.00 per week by way of subscriptions. On the basis of the contributions, the amount available for the official's salary, office rental, organisational expenses (such as transportation costs, etc.), stationery, telephone and so on, must all be obtained from an income of R1 000 a year. The salary available for the full-time official would then be in the region of R400 to R500 a year, with the balance being utilised for the expenses of running the office, etc.

Can full-time trade union officials be employed at the sum of R500 a year, and can they operate, in so far as all other expenses are concerned, for the sum of R500 per year? I must categorically state that this is not possible in SA. Any informed study conducted anywhere in the world would show that it needs an income based on 2000 members' subscriptions before a full-time official can be employed, unless the members pay a very high rate of subscriptions.

You should perhaps rather investigate how it is possible for these unions to function on the amount of money which they receive by way of subscriptions from their members, employing the number of full-time officials which they do. Secondly, we are not told whether Mr Lewsen's thesis has been accepted.

I challenge the contention that the independent unions were sceptical of TUCSA's decision to admit Africans, regarding it as a "mark of expediency during a period of financial weakness". TUCSA's financial records have always been freely available to anybody who wanted to study them. They are obtainable in SA public libraries, and providing the researcher knows what he is doing, and if all the statements are properly studied, the contention expressed is patently open to question. To imply that the 1972/1973 TUCSA annual report showed a deficit of almost R16 000, and then to infer that the NUCW's affiliation brings in R2 400 pa, thereby proving that TUCSA's financial weakness, if any, is not fair reporting.

TUCSA did show a total deficit of R16 931 over the three years 1972/1973.

Equally important, however, is the fact that TUCSA had an excess during 1971 of R7 283, and during 1973 an excess of R5 000. In 1976 there was an excess which balanced out the deficit in the years quoted. Any study of the audited balance sheets and supporting accounts for each of TUCSA's fiscal years (over all the years) will allow an impartial and disinterested TUCSA supporter to immediately challenge the NUCW's statements.

The NUCW's reply to that of TUCSA in July 1976: How the event then expected to curtail TUCSA's financial weakness over the period 1972/1973 - or even 1975 - You fail to mention that several TUCSA's black affiliates have given partial exemption from payment of affiliation fees, including the NUCW.

Partial exemption is granted to enable them to consolidate their own financial positions and to assist other African unions. This fact is in line with the general policy of TUCSA to support financially weak unions.

I challenge any researcher to single mention in any of their records which shows how the financial positions of any of TUCSA's black affiliates would be strong through the admission of Afrikaners.

Parallel unionism

A particular clause in my parallel unionism is taken out of context in the following.

The FM states that "...the parallel union has no representatives... and officials, the administration (of parallel unions) should continue to subject the overall supervision of registered union..."

The actual paragraph in my article reads as follows: "...it is however necessary to ensure that the overall supervision of all registered union should continue to be subject..."
Own Correspondent

JOHANNESBURG. — The man who will chair the Government's Labour Commission of Inquiry, Professor Nie Wieman, has given his unreserved support for trade unions for all workers.

In his inaugural address at the University of South Africa, as a professor attached to the Institute for Labour Relations, he emphasized that he was speaking in a personal capacity. He listed South Africa's labour priorities as:

- One labour system without discrimination or paternalism;
- Recognition by the State and employers of trade unions for all workers and a national programme to provide training in trade unionism;
- Research in labour relations, which should be expanded and co-ordinated;
- The development of a system in which conflicts could be handled, with emphasis on preventive measures such as bargaining, consultation and dialogue.

Professor Wieman also discussed what he termed six basic rights for all workers, which have the same character as internationally recognized human rights.

These were:
1. The right to work, to associate, to bargain collectively with the employer, to withhold labour, to training and to protection.
2. The right to the appointment of the commission and labour legislation, "bougled" as appropriate last year to the first 100 years of labor relations in South Africa.
3. Professor Wieman said one of the burning issues which confronted South Africa in the international labour front at present was that South African legislation prevented workers from being free to associate with whom they wished.
Labour Correspondent

Confrontation between management of the British company Smith and Nephew and its workers at its Freedom factory remain inevitable with the first call of strike action this week.

Monday the company's agreement with the National Union of Industrial Workers - the first by any company with an unregistered union - expired after three years.

The company refused to negotiate a new agreement and told the union it no longer had legal status on the premises and could not hold meetings there. It has given notice that it is opting for an in-company bargaining committee system of labour relations.

During the past year, the union, which has 500 members of the 700 black labour force, had held meetings with management and workers.

Yesterday shop stewards were busy testing workers' attitudes to the company's new policy. A petition opposing the company's negotiations was being circulated and by noon had 100 signatures.

On Monday the 220 workers in the factory's largest department, the surgical dressing section, set to be completed, voted to strike and have advised workers to remain cool and allow negotiations with the company management to continue.

A full canvass of workers' attitudes is expected to be completed today, Mr. Smith said.

The company and the union are in dispute over the company's refusal to recognize the National Union of Industrial Workers and the issue has been referred to the British Government for a decision in South Africa.
A great leap backwards

All the talk these days about big changes in SA’s labour relations must sound rather hollow to the blacks working at Smith & Nephew’s Pinetown plant.

They have just been told that S & N will not renew its agreement with the union, the unregistered National Union of Textile Workers (NUTW) — an agreement which has rightly been hailed as an example of how SA management should deal with African unions. When it signed the agreement three years ago, this British company showed how foreign investors could, if they wished, be positive forces in SA.

It is not only African workers who are affected by S & N’s change of heart. The plant’s Indian workers have recently resigned from their union, the registered Textile Workers Industrial Union (TWIU), to join NUTW, which now has membership of all races at S & N.

In place of union recognition, Smith and Nephew are offering to negotiate a binding agreement with a works or company’s own explanation seems somewhat confused.

S & N men will not talk to the press. MD Kenneth Lunn says that only the group’s London head office can do so. A London spokesman, however, will not say anything other than that the firm “has merely refused to renew an agreement which has lapsed. This does not close the door to future agreements.”

However, the firm has tried to explain its actions to its own workers in conflicting ways. According to TWIU general secretary Norman Daniels, the decision is linked to a dispute between his union and NUTW (FM March 18 and May 20) “Lunn told us that until we settle our differences, he’s not in a position to talk about an agreement.”

But this explanation conflicts with what Lunn told NUTW men at a meeting this week.

Says NUTW secretary Obed Zuma: “He told us that they can’t communicate directly with their workers if a third party is involved and that the law doesn’t allow them to recognise unregistered unions. I asked them when they realised this and they said they had known it all along and they have only recognised us because there was a registered union here.”

There may, however, be something else behind S & N’s decision. A document issued by unregistered unions in Durban this week hints at government pressure on the firm to drop the agreement.

According to the document, S & N first raised the idea of introducing the works committee after last November’s trade union bannings. Management reportedly said then that “this would reduce pressure being applied by the State, which was a major market for them, particularly for surgical dressings, plasters, etc.” The document also refers to pressure by the State “at the highest level.”

Daniels says the firm’s “refusal to take sides in an inter-union dispute” as one textile man puts it, “is eminently sensible.” No doubt particularly if your own union has no members in the plant and your rival has the vast majority of them.

In any event, the union dispute appears to be something of a red herring. After all, S & N were talking about dropping the agreement before the dispute began.

Whatever the reasons, the fact remains that one of the few hopeful lights in SA labour relations has just been put out.

Lunn and factory workers... amicable relations in jeopardy

liaison committee, and to improve benefits such as housing.

NUTW bitterly rejects this. It says S & N wants separate liaison committees for each race, which the workers also bitterly reject.

The union adds that the committee system doesn’t afford workers the protection of union membership, and that housing is hardly a substitute for giving workers a real say in wages and conditions. “The company’s actions are incomprehensible to workers and can only be seen in the worst possible light by them. Regretably S & N seem determined to take a step backwards,” says the union.

The firm’s workers agree, it seems. They met of their own accord on Wednesday to protest against the decision.

Why has S & N taken this step? The

Financial Mail July 22 1977
BAAB goes ahead
—housing, jobs

EP. HERALD REPORTER 27/1/77

FAR-REACHING proposals to improve employment and housing for Africans, particularly in the Port Elizabeth-Uitenhage complex, were approved by the Cape Midlands Bantu Affairs Administration Board this week.

The proposals are contained in a report by an ad hoc committee appointed to investigate the creation of work opportunities for Africans and will be sent to the Government for consideration.

The proposals are that:

- Consider the possibility of convincing industrialists to create more labour-intensive industries by limiting automation, giving tax reductions to those which comply and forcing them to give in-service training.

- Deeds Act

- Consider the desirability of changing the Registration of Deeds Act to allow “certificates of deeds” for leasehold property in townships to be registered, and opening the way for building societies to give loans for housing which in turn would stimulate the building industry.

- Be asked to lift the restrictions on African labour imposed on the Port Elizabeth-Uitenhage complex in 1967 when it was declared a Coloured labour preference area.

- Does not apply the conditions of the Environment Planning Act restricting the number of Africans employed in an industry in the Port Elizabeth-Uitenhage complex.

- Abolish the present stipulations until the employment situation improves.

The report refers to the success the mining industry had with running a labour-intensive business, mainly because of its efficient m-service training programme. It is a pity that the industry has been forced to mechanise, particularly at a time when the authorities will be confronted increasingly to supply opportunities for a growing labour force, the report says.

“It is the committee’s opinion that with a few adaptations the mining industry can be used in the present climate to provide work for tens of thousands of Africans.”

- Taxed

The report says that employers, particularly manufacturers, must also be encouraged to become labour intensive by allowing tax concessions. It must be a condition that industrialists give m-service training to the Government’s satisfaction to ensure greater productivity.

Industries which do not want to join the scheme, but prefer to import equipment at the risk of further inflationary tendencies, must be more heavily taxed.

The report says the advantages of its proposals are clear because:

- White workers will become available for the more advanced industries.

- With a better equipped and trained labour force the export of manufactured goods can be increased.

- Greater job satisfaction will lead to labour peace.

- The scheme is not inflationary and will promote trade and improve the balance of payments.

- Referring to housing, the reports says that the introduction of “certificates of deeds” showing proper registration of leasehold properties, will overcome the reluctance of building societies to lend money for buying or building of houses by Africans who now look to the Government for money.

- Inflation

Once building societies start lending money to Africans, the building trade will be stimulated without causing inflation because little of the material used in African housing is imported.

The report says that unemployment in the Port Elizabeth-Uitenhage complex has led to the Government policy of the area being a Coloured labour preference area.

“African workers cannot see why they are denied work because ‘Coloured labour is available. Another factor is that Africans can lose their residential qualifications if they are unable to get work or refuse to accept offers.”

- Favoured

“This is the policy, it is clear, that the policy favouring Coloured labour, which in practice amounts to job reservation, needs urgent revision,” the report says.

Industries are also limited by the Physical Planning Act to the number of Africans they can employ. In the Port Elizabeth-Uitenhage area, the limits have been changed from time to time. At present, however, Coloured unemployment exceeds the limits laid down, which means that grievances are further penalised, the report says.
Black SA unions defended

The Star Bureau
DUBLIN — Trade Union leaders from African states have been told that black unions in South Africa are democratic bodies fighting for the rights of their members and not just government stooges.

Mr. Clement M. Monishe, general secretary of the Johannesburg-based Transport and Allied Workers Union, has spent the last month with African, Asian and Caribbean unionists at a seminar in West Germany.

He is now in Dublin, attending the International Transport Workers Federation congress, with two white South African delegates.

Mr. Monishe said he had told the African unionists of the "internal war" being waged by black South African unions for recognition from employers.

"There has been nothing but friendly unionism."

28/7/77
Survey shows plight of city black workers

AFRICAN workers interviewed in a survey in Cape Town have complained that they are paid too little, that unwarranted deductions are made from their wages, that management takes arbitrary action against them and that they have no effective means of negotiating on their grievances.

Migrant labourers expressed a strong desire for family life. Seventy percent of them had spent less than a month with their families between contracts or on annual leave.

The survey was undertaken by Mr Johann Maree, lecturer at the University of Cape Town School of Economics, and Miss Janet Graaff, former junior lecturer in sociology at UCT, and has been published by the School’s Southern Africa Labour and Development Research Unit (Saldru).

INEFFECTIVE

The research fund liaison and works committees, where they existed in factories, were ineffective. Workers with grievances approached these committees infrequently — only 59 percent of those with liaison committees and 36 percent of those with works committees approached them when they had grievances.

The existence of a works committee or liaison committee did not reduce the problems experienced by workers.

The researchers studied the rural situation of the families of workers with rural ties. The families were found to be living in poverty and were severely dependent on money sent home by workers.

NO LAND

Four out of 10 of the workers’ families in the Cape and Transkei had no land available while only one out of 10 had more than five hectares of land.

Five out of 20 families derived no income and were entirely dependent on wage labour. More than half the families earned less than R3, while 15 out of 20 families earned less than R24 a month from subsistence production.

Average wages of workers at the beginning of 1976 varied between R37 a week for the ‘higher operatives’ and R23 a week for unskilled.
SMITH & NEPHEW
Still in limbo

Smith and Nephew may be determined not to renew its lapsed agreement with the (unregistered) National Union of Textile Workers (NUTW). But the firm's workers are apparently evenly determined not to agree to factory-level bargaining as a substitute for the recognition of their union, which both they and S&N's management found so satisfactory.

This week, worker representatives again rejected S&N's attempts to form an "employees' council", to be elected by workers of all races. Although it may be able to negotiate wage agreements with management in the council, the council will not have any standing in terms of labour legislation and its position will be fraught with difficulties. For one, any agreement it may sign with management will have common contract law status only.

According to a legal opinion obtained by the union, workers couldn't join an "employees' council" unless they were elected to it. So it's unclear whether any agreement would bind the workforce as a whole.

Union men add that in any event the workers have no idea as to what the council will be empowered to do. Management apparently refuses to give details until the committee is actually elected.

There is also confusion about the status of union officials at S&N. Says the union's general secretary, Obed Zuma: "Management has allowed me to attend some meetings with them, but only in my personal capacity and without union officials. We have written to them saying we are only prepared to attend as union office bearers, but the issue hasn't been resolved yet."

Meanwhile, S&N seems to have changed its mind about its reason for not renewing the initial agreement.

Initially, the firm argued that, because of a row between NUTW and the registered Textile Workers' Industrial Union (FM June 22), it had decided to drop the agreement.

S&N still argues that this was an important factor. Now, however, a spokesman at the firm's London head office tells the FM that the firm was influenced by the fact that the black-owned union "only represents 70% of the workers" (NUTW men say it represents 90% of its members). The London man says he "knows nothing" about worker rejection of the proposed council and that S&N is pressing ahead with plans to get it off the ground.

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Financial Mail August 19 1977

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THE WOMEN'S MOVEMENT

1976: The aims are:

1. To promote understanding, confidence, and harmony

2. To work towards a society where all the people of South Africa have equal opportunities for all the people of South Africa to participate in all aspects of social and economic activity

3. To encourage by practical means, the achievement of a society of freedom, equality, and brotherhood by means both legal and constitutional, and by other means mutual to the rights of all communities.

The women's movement is a non-racial, non-party political, non-denominational organisation.

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THE WOMEN'S MOVEMENT: LANDSPTONE BRANCH
AFRICAN UNIONS

Recognition of a sort

Two eastern Cape multinationals have agreed to grant a form of recognition to an African trade union. But no formal recognition agreements have yet been signed.

The two firms, Ford and the Union Durex Plant of SKF ball bearings, will retain their in-plant committees under the Bantu Labour Relations Regulation Act.

But officials of the union, the Unemployment Studies, Auto and Rubber Workers, will have the negotiating role which will complement that of the committee.

The F.M. understands that all the members of the committee at the union, while they will still have management and union officials will be called in if there is a deadlock. Union officials will also be consulted about issues arising at negotiations.

An SKF representative says, however, that "all we are doing is recognising that if committee members belong to the union, they are free to consult union officials, but that has nothing to do with us.

The final forms of the agreements have not yet been decided. An F.M. man tells the F.M. that his firm has agreed in principle and is now "waiting for the union to come forward with proposals about how the agreement will operate."

Fred Sauls, secretary of the National Union of Motor Assembly and Rubber Workers and a member of the African union, adds that "we are still working on precise proposals for ways the African union can fit into the present bargaining set up."

So the negotiations have not yet reached the stage at Smith & Nephew, where management and the textile union put their signatures to an agreement which was binding for three years. "Trade unions reckon that full recognition is not achieved until management is prepared to sign such a binding contract,"

Will other eastern Cape motor firms also recognise the African union? Talks are presently in progress with General Motors and Volkswagen, but neither has yet agreed on recognition.

A GM man tells the F.M. his firm is prepared to recognise the union "if we are sure it's genuinely representative." He adds, however, that "according to union records, they haven't yet got majority membership in our plant."

A se tiendra à juillet 1978, sur "Voltaire et

française et suisse de venir participer à plusieurs de nos

coordonner les

vont le 15 octobre

d'un ou

auxquelles

mt, dans

le Congrès

qui ne nous semaine qui

é.

circulaire les curric-

Professeur R. Niklaus

que nous avons compilé à partir des données bibliographiques disponibles au Cap, ainsi qu'un formulaire que vous seriez aimable de bien vouloir me renvoyer avant la date indiquée ci-dessus.
AFRICAN UNIONS CHALLENGE TO ANGLO

Yet another African trade union has approached a company to discuss the problems of workers in its factory. What gives the case added significance is that the company concerned is a subsidiary of Anglo American, whose chairman, Harry Oppenheimer, has publicly stated that "there is nothing in law to prevent employers from recognising (black unions) and negotiating with them."

The union is the Reef branch of the Metal & Allied Workers' Union (MAWU), while the firm is Zimchem, a Reef-based subsidiary of Zimro (Zinc Chemical & Industrial Mineral Resources (Pty)), which is in turn wholly-owned by Anglo.

MAWU says it was approached earlier this year by a group of Zimchem workers who felt they were not adequately represented by the company's liaison committee and therefore wanted the union to raise a number of "grievances" with Zimchem management.

Zimchem told the union that the "queries" raised had been dealt with by the committee Zimro MD "Buck" Buchanan says the union was satisfied that the queries had been dealt with by the committee and that the company's exchange of letters with the "sensible, level-headed" union representative was "most cordial."

He adds that, while the company has not yet formally met MAWU, it is "only too happy to deal with it. We are waiting for it to submit its constitution and a list of its members at our Benoni plant."

Zimchem wants to retain its liaison committee but says Buchanan that doesn't preclude a relationship with the union. "Simple housekeeping matters like canteen facilities would be liaison committee issues, but broader problems like pay scales would obviously be an union matter."

He points out that, as an Anglo subsidiary, the company adheres to "policy documents" drawn up in head office in terms of which, Anglo companies are expected to deal with African unions which approach them.

Between 50 and 60 of the 250 Africans at the plant are members of the union. Some of the liaison committee members are also union men.

A spokesman for the union disputes some of the facts raised by Buchanan, however. He tells the JAM that the company's reply was discussed earlier this week at a meeting of union members, who were not satisfied with it. He adds that the members have now instructed him to go back to management and report that they do not accept that the matters raised have been adequately dealt with by the liaison committee.
AFRICAN UNIONS
The search for unity

Saturday is a big day for the black trade union movement. Most of the unregistered African unions will be meeting in Johannesburg to discuss a draft constitution which could lead to a black union federation.

"The federation won't get off the ground at the meeting. But we do expect to make significant progress, and it's even possible that we'll agree on a date for an inaugural meeting," says Brian Fredericks, who heads an interim committee established to examine the feasibility of a federation.

Those likely to be at the meeting are the five Natal unions; the Reef-bus Consultative Committee (which represents 10 unions), two Port Elizabeth-based unions; the registered National Union of Motor Assembly and Rubber Workers (which withdrew from the federation last year); the unregistered Union of Auto Workers; and the Council of Industrial Workers for the Witwatersrand (CIWW), representing one union.

The main stumbling block to the move remains the strained relations between the Consultative Committee and the CIWW. The two groups are due to get together later this week in an attempt to iron out these differences. If they do, Saturday's meeting is likely to endorse the idea of a federation.

One of the points of difference with Fredericks believes has already been ironed out is the presence of the various service bodies - the Urban Training Project, the Industrial Aid Society, and the Institute for Industrial Education - which offer educational and other services to the unions.

The Consultative Committee has argued that they should be excluded as they are not elected by workers. Others have argued that they should be included because their resources will be invaluable to the new grouping.
BLACK UNIONS – 1
Delayed unity

The proposed black trade union federation won't be formed this year. The union groups involved in the attempts to form it (FM last week) say they're still committed to the idea. The unions met in Johannesburg on Saturday and decided to delay their next meeting for seven months. A statement issued after the meeting says they're still hoping to form the federation within a year.

In the meantime, the unions concerned will concentrate on setting up working relations between the various groups on a regional level. These will try to iron out some of the discord experienced between the various unions over the last few years.

A significant feature of Saturday's meeting was the absence of all but one of the 10 unions attached to the Reef-based consultative committee. However, most of the member unions of the consultative committee deny suggestions that it has lost interest in the federation. "We were absent because we received invitations late and had other commitments - not because we boycotted the meeting," says one.

Their representatives will, they say, continue to sit on the various feasibility committees set up to examine the pros and cons of the unity move.

Nevertheless, the delay does indicate that the unions are having difficulties burying the hatchet. The next seven months will show whether they will be able to do so.

BLACK UNIONS – 2
Police pressure?

Are the police carrying out a nation-wide probe of the independent black trade union movement? Yes, say 10 trade unions in Natal, Port Elizabeth and on the Reef.

A statement issued this week by nine unregistered and one registered union accuses police - or men who claim they are policemen - of engaging in questioning workers about union activities in major industrial centres.

These are not the first such charges - recently members of two Reef unions alleged that they had been questioned about union activities by the police.

Now, according to this week's statement, African union members on the Rand have also been questioned by men claiming to be policemen.

According to the Metal and Allied Workers' Union (MAWU), the questions asked were about union meetings, activities of their union, and the proposed federation of black unions. MAWU says: "It would seem that police are conducting a widespread investigation into the trade union movement in South Africa."

"We are not engaged in illegal activity. Our offices and books are open to inspection by properly authorised officials who make enquiries in the proper manner."

Some of the unions point out that intimidation of their members conflicts with what they understand to be the motivating spirit of the Witsvlei Commission.
5. Remplacez la proposition subc
Il est temps que nous nous le
__________________________________________
Il prétend qu'il a été très he
__________________________________________
Son père dit qu'elle devait se
__________________________________________
Il faut que vous vous contenti
__________________________________________

6. Mettez les verbes entre paren
(a) Après que Robert (hanter) plusieur semaine, son p
comment il (se tirer) __________ d'
________________________ aux yeux, (répondre) __
qu'il ne s'en (sortir) ___________ pa
paternels.
(b) Le français ainsi que l'italien (dérive) __
Jean et moi (venir) __________________ vous
Ce sera dommage qu'elle n' (aller) __
Il (venir) ______________________ mercredi dern

7. Donnez des locutions équivalentes aux mots soulign phras):
Monsieur Martin n'avait rien dit depuis le départ.
__________________________________________
Il leur fallait attendre l'un derrière l'autre au
__________________________________________
J'ai de la difficulté à comprendre ce qu'il dit.
__________________________________________
Après avoir causé un instant avec le gardien, il
Police questioning is intimidation — union

BY CLIVE EMBOY
Labour Correspondent
Johannesburg immediately after a new bout of questioning of black workers by police on the East Rand, a black trade union yesterday said it believed the police were conducting a widespread investigation into the trade union movement.

It is the fifth union to report police questioning of workers in recent weeks.

On the Reef, in a statement backed by all trade union groups, said it had lost its number and details of two men a black and a white policeman, who questioned workers after they were summoned from their factories to a car outside.

They were told about the activities of the union meetings. The workers were then taken to the union and what took place at the questioning secret," said the MAWU in a statement.

"When the police were told the workers to come to the union offices for the information they required, they claim the police declined to do so," said the union. The union saw the questioning as intimidation of workers.

"The police also asked questions about the proposed national federation of registered and unregistered unions," it said.

The MAWU said that in the wake of police questioning of four other unions — two on the Witwatersrand, one in Natal and one in Port Elizabeth — it seemed that the police were conducting a widespread investigation into the trade union movement in South Africa.

The union said it wanted to state clearly that it was not involved in illegal activity. Its offices and books were open for inspection by agents of the Union. The union pointed out the natural right of the government to investigate the activities of any organisation.

The police should be charged with the向上 have enormous power, and by going covertly to the workers in the factory, the union can only assume that the police are not interested in finding out about its activities. "They are using the investigations as an intimidatory technique to prevent workers from participating in the affairs of their unions," he said.

Last night, Mr. Smith, the Drentral Commissioner of Police for the East Rand, said he was not involved in the questioning of workers.

Colonel J. C. van Niekerk, chief of the Security Police on the East Rand, said he knew nothing of claims of police questioning workers.

Aristida congesta, Chloris virgata and Tragus koelerioides providing most of the cover.

Wosten (1958) and Roberts (1949, 1960). Using more hidden approaches, did surveys of the area which shows a major trend in vegetation which he calls the Ficksburg-Cloocolan area.

Acoks (1953) described the vegetation of the area using his floristic landscape approach. In Ficksburg and Cloocolan Acoks recognizes two major veld types, the Cymbopogon-Thymeli-Veld, Southern Variation (Veld type No. 43) and the Highland Sourveld to Cymbopogon-Thymeli-Veld Transition (Veld type No. 50).

Cloocolan, and Highland Sourveld to Cymbopogon-Thymeli-Veld Transition is fairly well defined.

The boundary between the two veld types is on the western side of an extensive Cave Sandstone mesa at the base of which the town of Gumtree is situated. This boundary was first, very roughly, established by de-Klerk (1947).

Acoks also recognises the boundary as the northward extension of the term veld which is used to describe the

BLACK UNIONS 23/9/77
Durban deadlock

Give your workers trade union rights, and then refuse to continue with the arrangement - and you land yourself in trouble. That seems to be the experience of Smith & Nephew (S&N), the British firm whose Durban subsidiary took a pioneering step towards a few years ago when it signed an agreement with an African union.

Attempts by S&N to sell the idea of a plant-level "works council" to its workers in place of the union have been a dismal failure. Indeed, worker representatives are confident that S&N will soon have to drop the proposal owing to the lack of shop-floor support for it.

Apparently even management men privately reckon that it has support among no more than 10% of the workers.

S&N is trying to persuade workers that the council will be an improvement on the company's earlier recognition agreement with the registered National Union of Textile Workers (NUTW), which it has refused to renew (FM July 29).

Recently S&N changed its tack. Instead of appealing to the full NUTW shop stewards committee in the factory, management set up an "advisory group" to discuss a draft works council constitution. Only four shop stewards were invited - and six managerial and supervisory men.

But that hasn't broken the deadlock. Although the group has met twice now, the I.M.U. understands that both meetings were wrecked on the shoals of worker rejection of the council. One management man allegedly complained: "The shop stewards won't even discuss the council until we agree they are union representatives, rather than individual employees.

The shop stewards committee is unhappy about what it sees as an attempt by management to bypass worker representatives and will probably seek a meeting with S&N's MD Kenneth Lynn to protest against the formation of the advisory group and express worker rejection of the works council.

Meanwhile, NUTW general secretary Obed Zuma tells the I.M.U. that union membership has grown at S&N since the confrontation began. "Worker spirit is high, and even workers who were neutral before say they won't accept anything less than union recognition."

The union has prepared detailed objections to the company's draft constitution for the council, which it argues, will be dominated by management and is designed for consultation rather than bargaining or dispute settlement.

The union also fears that the council's proposed "proportional" composition will mean a set number of seats on it for each race group in the factory and that its "mutual" nature is designed to give white-collar staff control over the shop-floor members.
AFRICAN UNIONS

More victimisation?

Yet another multi-national company has been accused by an African trade union of victimising African worker representatives.

This time the company is Unilever. The union, the Sweet, Food and Allied Workers' Union, claims that a Unilever worker, who was both a member of the Unilever works committee and a union shop steward, has been dismissed.

The dismissed man says he was involved in taking up a complaint on behalf of a number of workers when he was dismissed.

According to the union's general secretary, Skakes Sikhakhane, the incident follows an approach by the union to management, asking for access to company premises to attempt to enroll members. This was refused.

A Unilever spokesman confirms that the man was dismissed, but says that the dismissal was due to "unsatisfactory timekeeping and attendance over the past year — and then only after he received several formal warnings."

He adds that harson committee members are "expected and encouraged to devote a reasonable amount of time "during working hours to committee matters" and that it is "inconceivable" that the man was fired for carrying out committee work.

Financial Mail September 30, 1977
Armourplate sequel

African trade unions are jubilant about a recent court case in which Mr Justice Trengove upheld the appeal of 27 members of the Glass and Allied Workers Union against a conviction under the Riotous Assemblies Act.

The case is a sequel to the Armourplate dispute last year, when workers at


The strike lasted nine weeks.

While the strike itself was legal, the 27 men were nevertheless convicted by a Springs magistrate of holding an illegal demonstration outside the factory gates.

But the Supreme Court held that the accused had not been granted a fair trial and set the conviction aside.

The judge found that some of the accused had not been given an opportunity to cross-examine the sole state witness, a Lieutenant Kruger, that the magistrate "did not approach Kruger's evidence with an open mind"; and that in one instance the magistrate had "erred in interposing his own view (in response to a question) and not giving Kruger the opportunity of replying for himself."

The higher court's decision therefore hinged on points of procedure rather than on the merits of the case heard by the magistrate. The attorney-general therefore has the option of instituting the prosecution again.

Glass Workers' Jacob Philea: a technicality but still a victory

Financial Mail October 7 1977
the unregistered Transport and Allied Workers' Union (TAWU).

The union's general secretary, Clement Montsho, tells the IFAT that United Transport is refusing TAWU recognition at African Bus Services, a United subsidiary at which the union claims 75% of the African workers as members.

Not only has the union requested recognition, African Bus's own works committee recently adopted a resolution asking management to recognize TAWU. But says Montsho, management tends simply to fob off the committee's requests, which is precisely why we feel a committee is inadequate.

He adds that the union has encountered resistance at other United Transport subsidiaries too. Two years ago, recognition was denied at Veld Transport and last week Montsho was detained by security police at United's Rustenburg Bus.

Says Montsho, "I was called in to see management and while I was talking to them, the security police arrived. I was taken in and questioned for some hours and my membership lists were confiscated. We are now worried that our members there will be intimidated.

United's chief executive, Ockert Goversen, tells the IFAT that his company is aware that there are members of the union in a number of the group's companies.

'It will not however, grant recognition at African Bus where he says, through its works committee, African Bus has built up a satisfactory employee understanding. This channel of communication is eminently suitable to the company's needs and should not now be changed.'

As far as the Rustenburg incident is concerned, he says, "if the union secretary was in any way inconvenienced, management wishes to express its regrets."
More quibbles

Critics of the EEC code of conduct continue amid claims from the code's supporters that the critics are "ill informed".

Latest recruit to the ranks of the critics is NDMF executive director Paul Penzhorn, who issued a statement last week criticising the code for "clouding the issue" and showing "abysmal ignorance about conditions in SA".

One of Penzhorn's chief bugbears is the so-called "trade union recognition clause in the code. He claims that "many blacks are opposed to trade unions for strong reasons and also says that the code "should have taken a more balanced view" for example by recognising the growth of the committee system and realising that plant level bargaining is an important part of any industrial relations system."

Supporters of the code reply that Penzhorn and other critics have "totally misunderstood it. They point out that the code does not demand that Africans have trade unions but that, like white coloured and Indian workers - they be allowed a free choice by their employers as to whether they want a union or not.

Nor do they say does the code ignore the value of plant level bargaining. It recognises the usefulness of works and haven committees - but as complements to, rather than substitutes for, trade unions.

African unionists take exception to Penzhorn's claim that "many blacks" reject unionism. "Where's his proof? How many workers has he spoken to? What does 'many' mean?" asks Sweet Food and Allied Workers' Union secretary Shakes Sikhakhane. "When management people say they know what black workers think, they usually mean they know what they'd like us to think. From our experience it is committees that workers reject, not unions.

Penzhorn replies that he "was talking from my experience, not from detailed surveys."

He adds that he is also unhappy about the code's recommendations on wages. "They don't take local conditions into account. Wage levels should be decided by productivity and by local needs. That's why NDMF puts so much stress on training."

Penzhorn says he knows of at least one case where a subsidiary of an overseas firm in a remote rural area was ordered by its parent company to raise wages to a specific level. The chief result was that the bottle stores in the area did a roaring trade."
WE REJECT THE COUNCIL, SAY WORKERS

LABOUR relations at the Durban plant of Smith and Nephew continue to deteriorate.

Workers have, according to leaders, given a convincing display of their rejection of the works council that management is trying to substitute for union recognition.

Managing director Kenneth Lunn says management has no evidence of rejection by the workers.

But, when management tried to distribute copies of the draft constitution for the proposed works council, workers discarded them: “so that the path from the gate to the changing room is just white”, one worker said.

Strained

One shift collected all copies of the draft, took them in a bundle and left it at the personnel manager’s office door with a note rejecting the proposals.

Labour relations at Smith and Nephew’s factory have been strained since management announced earlier this year that it would not be renewing its agreement with the National Union of Textile Workers, at that time the only agreement giving an unregistered union negotiating rights.

The company has been trying to replace this with a works council, an in-house agreement that does not recognise the National Union of Textile Workers.

Refused

Four union shop stewards have been invited to meetings planned to discuss the draft constitution of the works council, but the stewards have refused to attend in their personal capacities — as requested by management — but have insisted they are union representatives.

Moffat Sabela, chairman of the shop stewards committee, which continues to function in the factory, said that when one night shift arrived at the factory recently security guards at the gates began distributing copies of the proposals for the works council.

“The guards were telling them that they should read it — that there was a good story in it, but as soon as the workers realised what it was they became very upset. They collected all the papers and put them in a bundle at the personnel manager’s office door with a note saying they did not want this committee,” said Sabela.

“They also gave the papers out to the next two shifts, who threw them down on the ground, tore them up or threw them in the toilet,” he said.

The general secretary of the union, Obad Zuma, said he was told that cleaners who were ordered to collect the papers and count them refused to do so, but said they would put them in the rubbish bin because they were against the proposals.

Support

“When management arrived at work after the workers had gone in, the ground between the gate and the changing rooms was white with papers,” said another worker.

Zuma said that since management refused to renegotiate the agreement support for the union had grown strongly.

Membership in the factory had increased to 500 out of 700 workers.

“At the meetings with management we have been telling them that the workers don’t want their committee. Perhaps they’ll believe us now,” said Sabela.
Boycotting the council

Pinetown textile firm Smith & Nephew began this week with attempts to form an "employees' council" as a substitute for the agreement with the unregistered National Union of Textile Workers (NUTW) which it has refused to renew, allegedly as a result of government pressure.

But the council is being boycotted by the vast majority of the firm’s black workers. According to the union, only 12 workers this week agreed to submit nominations for the council which S & N wants elected, and almost all the nominees have refused to stand for election.

The union says this week’s rejection follows a concerted campaign by management to persuade workers to back the council.

The union also claims that management has been going about warning workers not to sign a union petition calling for the reinstatement of the recognition agreement. Workers have also evidently been told that their new-year pay increases can only be negotiated through the proposed council.

One of the workers told MD Kenneth Lunn “For three years you told us that all complaints should go through the union. Why have you now changed your mind?”
SUNDAY TRIBUNE

OFF TO UK FOR CRISIS TALKS

Finance Reporter

THE MANAGING director of Smith and Nephew's Natal plant, Kenneth Lunn, will visit Britain in two weeks for discussions with the parent company on the troubled industrial relations at the plant.

This was said in Britain this week by the managing director of the parent company, Mr. K. W. Bradshaw.

Bradshaw said both the industrial relations side and the business side of the South African operation would be discussed at the same time.

Industrial relations at the company's Pinetown plant have been troubled since earlier this year when management ended negotiations for the recognition of the unregistered National Textile Workers as representing the workers.

Since then they have been trying to set up an "in house" workers council independent of the union and have withdrawn organising rights from the union.

However, workers have, so far, rejected the scheme and management appear to have been having difficulty finding workers to stand for the council.

Obed Zuma, secretary of the NUTW, said that management last week told 14 shop stewards that they had been nominated for election, but all refused to stand on the grounds that the council had been rejected by the workers.

This week, said Zuma, another group of workers was told they had been nominated, the constitution of the proposed council was explained to them and they were asked to explain matters to workers.

"The group refused this and explained to management that because workers had already rejected the council they would be regarded by their fellows as "sell outs".

Bradshaw said the company would be issuing a statement "certainly by the end of this month".
AFRICAN UNIONS — 2

Deadlock continues

This week, Smith and Nephew MD Kenneth Lunn flew to London to consult his UK head office on the labour situation at the firm's Pinetown plant. He has every reason to be worried.

Last week, 353 of the plant's 533 African workers boycotted the company's works council elections, together with 68 of its 214 Indian workers (94 of whom are clerks) and 2 whites. S&N was attempting to get the workers to accept the council in place of the agreement with the National Union of Textile Workers, which it refused to renew some months ago.

At the first meeting of the council last Friday, three of the seven Africans on the 11-man committee announced that they wanted to resign on the grounds that the election had shown that a sizeable majority of shop floor workers had rejected the council.

Management apparently told them that they would "just have to stay on and represent the minority."

The union claims that the majority of workers who stood for election had their names placed on the ballot paper by management.

It adds that it is happy with the size of the election boycott particularly because of the pressure which it says management placed on workers in an attempt to encourage them to vote.

It was allegedly pressure which led S&N to reject renewing the agreement.
BLACK UNIONS RECOGNISED

The United Automobile Workers' Union, which has Black membership of 3,000, has been recognised by the Ford Motor Company in Port Elizabeth and SKF Bearing Manufacturers in Uitenhage. This is considered to be a major breakthrough for an unregistered Black Union Apart from the Transvaal Clothing and Laundry industries and Smith & Son in Natal Pack 'n Pay was the only South African firm to recognise a Black Union, which it did earlier this year.

The International Metalworkers Federation has requested General Motors in Port Elizabeth and Volkswagen in Uitenhage to recognise the Union as well. It is reported that 1,016 signed stop orders for union subscriptions from newly recruited members were handed to Volkswagen recently. They represent more than half the company's Black workers.

Employers in the commercial distributive trade are urged to follow this example and to grant recognition and facilities to the Commercial, Catering and Allied Workers' Union.
UNION SAYS COMMITTEE REJECTED

Mercury Reporter 18/11/77

THE attempts by the Pinetown firm of Smith and Nephew to introduce a factory works committee instead of a union agreement, had been rejected by most Black workers, a union spokesman said yesterday.

The spokesman for the Black National Union of Textile Workers said the managing director of the firm in South Africa had left for Britain this week to discuss the union dispute with the parent company.

Earlier this year Smith and Nephew ended a three-year agreement with the union, expelled it from the factory and said it intended setting up a non-union works committee, the spokesman said.

Until then the company, which makes Elastoplast and related products, had been almost the only South African company to have recognized a Black union.

The spokesman said that last week the company had held elections for a works committee, after protracted negotiations.

The voting had indicated the workers' disapproval of the works committee, the spokesman said. Of 533 African workers, only 146 had voted and of 214 Indians, 146.

He said Mr. Kenneth Lunn, Smith and Nephew's South African managing director, left for Britain on Tuesday to discuss with the parent firm, the union dispute, among other matters.

This was, confirmed in London but 'denied' by the company here.

\[\text{Signature}\]
African Unions – 1

A happy resolution

A victimisation dispute at a Reef transport firm had an unexpected outcome this week — one which could usher in a new era of industrial relations for the firm.

Some weeks ago, the unregistered black Transport and Allied Workers' Union helped one of its members employed by the firm, Abram Sebakamatse, prepare a case against Langhoff Transport of Vanderbijlpark. Sebakamatse alleged that he had been dismissed after trying to form a works committee at Langhoff's plant.

Langhoff proprietor Manfred Langhoff replied that Sebakamatse had been retrenched because of lack of work and that he wasn't aware of any attempts to form a committee at his plant.

Langhoff and the union this week got together to sort out their differences. A committee was elected and a constitution drawn up. Langhoff has also agreed that problems which cannot be handled by the committee will be discussed with the union. Union officials will have full access to the firm's premises to discuss problems with workers.

Union secretary Clement Montsho declares himself happy with progress at the firm. While Langhoff confirms that the new arrangement has been agreed upon, he adds that he is preparing his own set of rules for how it should operate. These will then be put to the workers.

The first major problem the committee will face is that of further retrenchments, which Langhoff says are on the cards due to a further slackening of work. The firm has asked worker representatives to discuss the retrenchments.
A black union saved the day

Workers themselves are not in a position to bargain with management, says a new book outlining "The Case for African Unions."

It also points out the "nailility of the Department of Labour to represent black workers" and reaches the obvious conclusion:

"The trade union is the only form of worker organisation which can bargain effectively on behalf of the workers."

The ineffectiveness of the existing works and union committees for black workers' recently prompted Mr Ben Mokosile, a member of the Witsaham Commission to state:

"I think we have wasted money and engaged in a futile exercise for the past three or four years."

But Mr Mokosile sees a role for committees that are effective.

A recent case illustrates the typical rejections of workers and employers — and shows how a trade union can save the day.

It involved a dispute which a black union helped to settle, thus saving the jobs of 105 workers and paving the way for future negotiations.

The workers had been arrested and charged with an alleged illegal strike at Transkei Brickworks in Pretoria.

They spent four days in prison until the black Building, Construction and Allied Workers' Union raised R300 bail for every worker at the end of last month.

The workers, representing most of the day shift staff of the firm, felt their employers did not take their works committee seriously. The committee had complained about a supervisor who allegedly gave his relatives preferential treatment.

So the workers and their committee lined up behind a protest poster before work one morning. Later police and officials of the Department of Labour arrived.

The workers resumed work, but the works committee wanted to negotiate. The committee members still fancied themselves engaged in negotiations when they were arrested, according to the union.

The other workers stopped work and insisted on being arrested as well because they did not want the committee to "carry the can."

A spokesman for the employers claimed the works committee had been shown that there was no substance to the complaint.

During the alleged strike, the works committee had refused to negotiate and had been sacked. The arrest of the committee had followed talks between the committee and officials of the Department of Labour, he said.

The matter was settled and the charges against the workers and committee were withdrawn last Friday when lawyers acting on behalf of the union negotiated with the firm.

Under the agreement, all the workers and committee members can resume work without fear of victimisation after the Christmas holidays.

One of the firm's conditions is that workers must voice future grievances through their works committee and their union.

The union claims to represent about 90 percent of the firm's black workers.

The Case for African Unions, edited by Witswatersand University students Robert Burge, Neil Coleman, Eric Bando and Aurel van Heerden, and published by NUSAS, is obtainable on inquiry to Witswatersand University.
Troublesome nephew

British trade unions say they are about to mount a campaign over the refusal of Pinetown firm Smith & Nephew to renew its agreement with the (African National Union of Textile Workers (NUTW))

The case is being taken up in the UK by three unions who have members working for S&N companies there: the powerful General and Municipal Workers' Union which represents the largest number of the British parent company's employees, the influential white-collar Association of Scientific, Technical and Managerial Staff, and the National Union of Tailors and Garment Workers.

The three organisations have formed a committee to coordinate their action. Last Friday, Technical Staff wrote to Kenneth Kemp, chairman of the London parent, asking for clarification of the firm's policy towards African labour. Kemp's reply is awaited with interest.

The letter followed an approach to S&N some weeks ago by Tailors & Garment Workers, which urged Kemp to instruct the Pinetown subsidiary to honour its agreement with the NUTW. "If the agreement is not honoured, the British government's code of conduct for companies in SA is in danger of losing credibility," the letter told Kemp. Evidently Kemp did not respond.

The International Confederation of Free Trade Unions and the International Textile Workers' Federation have also protested to S&N about the treatment of the black union at its Pinetown plant. S&N has subsidiaries in Austria, Belgium, Denmark, Ireland and other European countries.

These representations follow a petition signed by over 600 workers at the Pinetown plant on 18 October, and addressed to "our brothers and sisters in other S&N factories." It asks for urgent support in the struggle for union rights, and also refers to the treści code of conduct for foreign firms in SA, stressing that the British parent company should not be allowed to escape its responsibilities in this respect.

Approached by the IMF in London this week, Kemp dismissed the petition with the words, "Oh that was some time ago." In answer to questions about the labour situation in Pinetown, he said, "I was not aware we had any labour problems.

Kemp also refused to clarify his board's attitude to the controversy over the African union or the boycott by S&N workers of the works council which Pinetown management has attempted to get elected as a substitute for the union. But he did not deny that the MD of the SA subsidiary, Kenneth Lunn, had come to London for consultations on the trouble in Pinetown.
AFRICAN UNIONS

Leyland stirs the pot

Motor multi-national Leyland has landed itself in a multi-fronted labour dispute at its Fliandstonetc plant near Johannesburg.

The unregistered Metal and Allied Workers Union (MAWU) has been battling for years to get Leyland SA to grant it organizing facilities among African workers at Fliandstonetc. Now it claims that while Leyland has continually resisted it, the company is encouraging other unions to organize African there.

Requests by MAWU's Transvaal branch that the company inform workers that no action would be taken against them if they joined the union were also rebuffed. Leyland said it did not grant organizing facilities to, or bargain with, any union, registered or unregistered.

Now, however, according to MAWU, Leyland has approached Home Webb, secretary of the registered Motor Industry Combined Workers' Union (whose members are mainly coloured workers), and asked him to organise Africans at Fliandstonetc. Leyland personnel are reportedly handing out membership forms for the Motor Industry Workers' Union Webb's newly formed African union and encouraging them to join (Webb was recently elected president of MAWU).

"They are granting them the very facilities they said they didn't grant to any union. We want to know why Leyland has one standard for us and another for other unions," asks MAWU.

MAWU also charges that Leyland appointed another unregistered (Afrocan) union, the United Auto and Rubber Workers, asking it to use one of its facilities. Leyland denied this, claiming that the union refused to grant organizing facilities to MAWU at Fliandstonetc.

MAWU is also angry because it claims Webb said that he had no objection to its presence at Fliandstonetc. At one stage, says MAWU, Webb even approved MAWU's non-racial constitution because this would allow MAWU to recruit Webb's coloured members.

Employer opposition

We then approached Webb who said he had no objection because his coloured members were protected by a closed shop clause. He also said that he had previously tried to form an African union but had failed because of employer opposition.

Webb confirmed that he was approached by Leyland but denies he approved MAWU's presence at the plant. "I told them there was nothing I could do to stop them but that we were planning to form an African union.

He adds that this is no new idea. We drew up a memorandum to employers in 1975 stating our intention to form an African union. The union was officially launched earlier this month and may be expanded to include unorganized coloured workers. Once the union has grown we will have an advisory role only and it will be run by its own officials."

Webb says organizing at Leyland is being undertaken by an official of his union with the assistance of his committee members. He rejects the charge that his union is interested in MAWU's success. The reason, he says, is that the motor repair industry is now an African industry. It is not ours, who is protecting it?

Despite its earlier reluctance that it did not bargain with anybody, Leyland has now confirmed to the EM that it is in contact with Webb's union and is not against its organizing an African union.

Leyland adds that "MAWU has not as far as we know organized workers in the retail motor repair industry but have always concentrated their efforts in the motor assembly industry. It is my understanding that this union is already involved in the motor repair industry and has an understanding of the industry."

"I told them there was nothing I could do to stop them but that we were planning to form an African union."

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AFRICAN UNIONS

Bypassing government

Independent African unions on the Reef no longer regard recognition by government as a priority. Instead, they are launching a campaign for employer recognition.

Supporters of African unionisation have usually focused attention primarily on government's persistent refusal to register the unions. Now the unions are not so sure they care whether it does or not.

Clement Montsho, general secretary of the Transport and Allied Workers' Union, says government recognition will be meaningless, unless employers are prepared to bargain directly with unions.

Montsho has just returned from an overseas study tour, where he examined Western European trade unions. "These unions bargain directly with employers and the government doesn't interfere," Montsho tells the FM. "Government recognition doesn't make trade unions free -- it often does the reverse."

He argues, "Our priority should be in seeking recognition from the people we work for, the people who decide our work conditions directly. It's not for government to decide what form this negotiation should take. This should be left to us and our employers."

Engineering and Allied Workers' Union general secretary Jane Hlongwane agrees, and says the other independent Reef unions share Montsho's view.

Hlongwane argues that government recognition is something of a red herring. "It's the employers who are the real stumbling block," she tells the FM. "Even if government were to miraculously recognise us, we would still have to convince employers that they should afford us real recognition and not just because government says they have to."

The Reef unions are now approaching employers directly. Transport and Allied and Sweet, Food and Allied Workers' Union have already begun and the others will follow suit in the New Year.
BLACK UNIONS

A somersault?

Is Pinetown firm Smith and Nephew contemplating a climbdown on its climbdown? Earlier this year the firm backtracked on its relationship with the unregistered National Union of Textile Workers, refusing to renew the agreement it had signed with the union.

There are now indications that S&N, a British subsidiary whose products include various types of medical plasters, may be having second thoughts about its earlier climbdown.

Recently, Smith and Nephew UK chairman Kenneth Kemp, SA MD Kenneth Lunn and the British TUC met in London to discuss the issue. As a result of this meeting, S&N issued a statement — approved by the TUC — which appears to reinstate its lapsed agreement with both NUTW and the registered Textile Workers Industrial Union (TWIU).

In the statement, S&N "reaffirms its willingness to continue with the work conditions and adjustment and arbitration procedures" contained in its 1974 agreement with the two unions.

It goes on: "It is the company's intention to continue negotiations, in respect of the agreement, with the union secretaries representing respective unions until the publicaton of the Wehahn Commission findings and the introduction of legislation accordingly."

At that stage, "the company desires and expects that the interests of all races will be recognised, thus allowing the signing of a multiracial trade union agreement."

Meanwhile, S&N says it has invited the secretaries of the two unions to serve ex officio on its newly-formed works council, which, it says, "will cover matters outside the trade union agreement" such as transport, housing, legal aid, leisure, health and welfare matters.

The statement appears to imply that S&N has done a complete somersault and has now reinstated the 1974 agreement — presumably due to overseas pressure. But things are not as simple as that. First, it seems as if S&N is not prepared to commit its re-awakened enthusiasm for union recognition to paper. It is content with "re-affirming" something which it has spent the last few months resisting.

This worries NUTW men, who say that "if the agreement is in writing, management can decide unilaterally which aspects of it it wishes to honour."

The union says its suspicions have been confirmed by events since the issuing of the statement: "Two days after we received the statement management was negotiating on wages with the works council which it introduced to supplant the union. How can we accept that they're not going to negotiate with the council on issues covered by the agreement?" says NUTW secretary Obed Zuma.

The union met S&N management last week and Zuma raised the matter at that meeting. He was told only white-collar pay would be negotiated with the council.

As one NUTW man puts it: "Management seem to want the best of both worlds — to appear to be recognising us while bargaining with the council and gving themselves a convenient 'out' if they want to suspend the agreement at a later date."
Industrial Relations
Organisations
African Union

[Signature] 1978
A number of black lorry drivers and their assistants have become victims of the high unemployment in the Vaal Triangle and of influx control. The men, who are members of the unregistered Transport and Allied Workers' Union, also claim that they have been victimised because of their membership of the union.

Matters came to a head last week, when the men demanded that their employer take them to the labour bureau of the Vaal Triangle Bantu Administration Board (Vaalbaab), so that they could be properly registered as workers for their firm, Langhoff Transport. They feared arrest under the influx laws if they were not so registered.

When the firm re-opened early this month after the Christmas holidays, a number of the unregistered men were accordingly taken by their employer's wife to the Vaalbaab's labour bureau. A white official there told them that they had no permission to be in the Vaal area and could not be offered employment as they were "outsiders" and local blacks were also looking for employment.

Manfred Langhoff, owner of the company, referred the FM to his wife, who refused to give her name. "Yes, we had a lot of unregistered Bantus here. And you know, that is against the law. Another thing is that a lot of local Bantus in this area are looking for jobs," she said.

A spokesman for Vaalbaab's labour bureau confirmed that the men were refused registration and employment because of the labour situation in the Vaal area. "What is the use of offering them jobs while local people are desperately looking for jobs?" he asks.

However, speaking through their works committee secretary, Joseph Molauizi, the men claim that some of them had been working for the firm from as early as 1974 without registration. They claim that victimisation in the firm started last November when they formed a works committee after joining the union.

Molauizi tells the FM: "When our committee was formed, union officials were present and our employer gave the impression that he was in favour of our activities (FM November 18). It suddenly turned sour for most of us in November last year. We were made to wash lorries and do other degrading jobs. One foreman even said this was punishment for being union members."
Mines body opens door to blacks

The Argus Correspondent

JOHANNESBURG. — The door to black advancement on the mines has been thrown open by the most important officials association in the mining industry.

We are prepared to compete in the labour market with any colour, provided it is fair competition, says the 10,000-strong Underground Officials' Association.

The statement appears in an editorial in the association's journal.

The only qualification is that 'competition must definitely not be on undercutting salaries.'

SECURITY

This association aims at job security for its members without being opposed to black advancement,' the editorial says.

'Any person who can do the job should be given the job plus the attendant privileges and responsibilities, including social responsibilities.

...the solution does not lie in having the non-white in certain selected portions of the whole.'

UNDER FIRE

The statement contains an explicit endorsement of objectives on black advancement set out in a domestic working paper of the Anglo American Corporation.

The document came under heavy fire from the Mine Workers Union which expressed it, having received it in an unorthodox manner from an Anglo employee.

But the editorial says: 'One can find no fault with the objectives of the Anglo American plan.'
Call to recognize black unions

Industrial Reporter
A MEMORANDUM to the Welhahn Commission of Inquiry into labour legislation, submitted by five unions representing commercial, distributive and catering workers, has called for government recognition of black trade unions.

The unions urged the removal from the Industrial Conciliation Act of all provisions relating to race and sex discrimination. All workers should be given the same rights to freedom of association.

The unions said they did not accept that blacks were not ready for the movement. "Sooner or later, by peaceful means or force, the workers who today are deprived of rights enjoyed by others will attain those rights. Surely it is wise to grant them now and lay the foundations for peaceful, responsible and profitable industrial relations, than to risk the holocaust which an accumulation of frustrations, poverty and deprivation of rights will undoubtedly unleash!"

Citizens of independent black homelands should also have trade union rights in South Africa, the memorandum said.

The commission was asked to recommend the acceptance of the principle of "the rate for job" and the equal application of all conditions of employment. The establishment of an autonomous agency was advocated to mediate in labour disputes.
Trade unions for blacks next year?

JOHANNESBURG — The Government's reappraisal of industrial relations in South Africa will almost certainly result in trade union rights being extended to black workers, labour sources said yesterday.

It is expected that the Industrial Conciliation Act will be amended to include black workers in the definition of "employee," which will give black workers access to registered trade unions and the conciliation machinery available to registered unions.

The framework in terms of which trade unionism would be exercised would definitely be changed, sources said.

They were commenting on press reports yesterday quoting Nationalists sources as saying that blacks might be allowed to join or form registered trade unions next year.

But they emphasised that any firm conclusions at this stage would be premature as these issues were still being deliberated by the Wiehahn commission of inquiry into labour legislation.

They believed that trade unionism for blacks might take the form of allowing registered unions to take blacks into their ranks, as well as giving blacks the option to form their own unions.

They also thought that black trade unions were likely to be subjected to certain restrictions.

Legislation for a new industrial relations framework emanating from the commission's findings is expected to be tabled early in next year's parliamentary session — DDC.
WAGE DEMANDS - 1

Steel and engineering

The steel and engineering industry will doubt live up to its reputation for tough bargaining this year.

The Confederation of Metal and Building Unions (CMBU) this week decided on wage demands which, so union sources say, average 12% to 13%, with higher percentage increases in the low jobs. But the CMBU is not seeking compensation for the fact that last year's wage rise was below the CPI rise.

How will the industry's employer organisation, Seisa, react? Says Ben Nicholson, secretary of the CMBU: "We are already confronted with the usual barrage. The mines are pleading poverty if gold drops below $170 and the Steel Bureau for Economic Research has warned of a high inflation rate. Employers don't hold down the wages increases. But nobody bothers to mention the inflationary effect of measures like the railway budget."

On the African jobs front, Seisa has already given notice of its intention to write the Urban Foundation/Seccola code of conduct into the industry's agreement. The unions says this means another attempt to move Asians up the jobs ladder.

Says Nicholson: "We've nothing against a controlled movement of blacks up the ladder. But our members at the top must have their suspicions about their future allayed. Our proposals contain suggestions about how this ought to be done."

A key element in the unions' suggestions deals with "the fact that employers are still not keeping their side of the bargain by paying the same rates to non-union labour."
Black trade unions supported

Labour Reporter

The official recognition of black trade unions would improve labour relations, say one-quarter of the employers who took part in a labour survey. Almost half of the employers admitted that non-recognition of black unions could harm labour relations, but only 87 percent saw the acceptance of black unions as necessary for healthier labour relations.

About one in eight manufacturing firms took part in a survey conducted by Mr. J.D. Larril of Uniste Institute of Labour Relations. The questionnaires were sent out a week before the Soeto disturbances of June 16, 1976.

More than half of the employers described inadequate communication as the biggest shortcoming in labour relations. However, only three in five of firms with 20 or more black workers were using the committee system.

The results indicated that about three in five firms wanted no structural changes. Employers "deceived" themselves.

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LABOUR RELATIONS — 1

Here's How

A conservative white trade union operating with both a coloured union and an unregistered African union on an industrial council? It sounds a little far fetched to someone familiar with the SA labour scene. Yet this is precisely what is happening in the Port Elizabeth motor assembly industry.

Details of this unique arrangement were spelled out recently by Ford industrial relations manager Fred Ferreira, addressing a Unisa Business School conference on “Codes of Employment Practice.” Ford is one of the few SA companies to recognise an African union.

Ford recognises the United Auto Workers’ union, which has close links with the (coloured) National Union of Motor Assembly and Rubber Workers. The white union is the SA Yster Staal en Verwarmde Unie which is a power in the staunchly conservative SA Federation of Labour.

Ferreira told delegates... the confidence how African workers representatives — among them the National President of the United Auto Workers — have sat on the industrial council, which regulates wages and working conditions for the PE motor assembly plants, since 1974.

Because management was unwilling to negotiate separately with the three unions, says Ferreira, they insisted that a common set of demands on issues of common interest be drawn up. The system seems to be working well: “Cooperation between the employee parties has become mutually accepted,” is how Ferreira puts it.

He tells the FM. “Obviously the three groups have differing concerns. But on issues like wages, where their interests overlap, they form a united front to bargain with employers.”

Of course the African delegates to the industrial council are not there as union men — that’s illegal. But they’re there legally because they are also liaison committee members. Representatives of liaison committees are entitled to observe at industrial council meetings... thus giving the African union an opening in an industry in which many African union men are liaison committee members as well.

All three industrial council-African representatives are union men, however, and the distinction is little more than a nicety. Expanding on this, the company’s
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spokesman says “At Ford, the division between the committee and the union is obscure. Union membership on the union committee is 100%.”

Ferreira explains: “The industrial council delegates bargain on long term conditions of employment. Day to day grievances are handled by the union shop stewards and the liaison committee deals with issues such as problems with the interpretation of company policy in the industrial agreement.”

Ferreira believes the African representatives on the council have adjusted quickly to their new role. While they’re only observers, that term isn’t defined and they’ve gradually come to play an active role in the council’s negotiations.

Ford is convinced that it made the right decision in recognising the union and agreeing to its presence on the council.

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Muscle for the unions

Labour relations may never be the same again. Employers who refuse to recognise African trade unions could find themselves with a massive consumer boycott of their products on their hands.

This is one implication of Chief Gatsha Buthelezi's Inkatha movement's decision — described by Inkatha publicity secretary Gibson Thula as "one of our last options against disinvestment" — to attempt to monitor and enforce the various codes of employment practice which have been issued of late.

Say Thula: "We have powerful consumer leverage. If our plans are accepted by the other members of the SA Black Alliance next week, we will have even greater leverage."

There's also little doubt that the main thrust of the Inkatha campaign will be the union recognition issue. Says Thula: "Our main purpose is to strengthen the existing trade union movement."

And he adds that, while Inkatha is using the codes as its base, it is not using those codes which ignore, or are ambiguous about, the trade union issue.

"We regard the EEC code as the most effective of all and our congress passed a resolution urging the framers of all the codes to improve them," says Thula.

For their part, the unregistered African unions seem prepared to co-operate with the project. Black unionists canvassed by the PE this week took a cautious view but generally welcomed the move.

Said one: "We are prepared to accept the support of anyone genuinely interested in unionism. After all the false promises of help from registered trade unions, we're pleased somebody else is coming to our aid."

But there are reservations. Such as the feeling that Inkatha should not attempt to supplant the unions' own role, and a doubt on the part of some that Inkatha has sufficient labour expertise to handle the issue.

Union meeting

On the first point, Thula replies that Inkatha's aim is to work with the unions and accept their guidance. "We don't necessarily want them to join us. They must keep their hands clean politically.

We're offering this as a service to all SA workers, regardless of colour." Indeed, Thula is due to meet Reef trade unionists on August 1 to put Inkatha's plans to them.

On the second point, Thula acknowledges Inkatha's lack of expertise but adds: "That's precisely why we're looking for the co-operation of other groups, not only unions, but churches and anyone else who has an interest in worker rights."

If it discovers breaches of fair employment practices, Inkatha, will, he says, rely on the initiative of workers and their representatives in the factory to take up the matter rather than simply sending Inkatha officials in.

Chief among Inkatha's aims, he says, is to stimulate a shop floor awareness of what the codes say and what the company is doing to comply with them. For a start it has a list of foreign firms and hopes to tackle them during the next few months.

How effective will Inkatha be? Buthelezi has promised some results within a year, and observers point out that he rarely makes a promise he doesn't feel he can deliver. Certainly consumer boycott could be a powerful weapon, but what of firms whose products are not dependent on the black market?

Overseas contracts

Says Thula "We have made contact with overseas employer organisations, trade unions and governments. Every case of non-compliance by a foreign firm or victimisation of workers who complain will be reported to them." And he warns "Every firm has some vulnerable spot."

So Inkatha means business. If so, relations between employers and their African workers will take on a new dimension, with employers for the first time under sustained local pressure to introduce changes.

All this is a significant change of direction for Inkatha. Like many black political organisations, it has hitherto concerned itself directly with the problems of the working man. By doing so now, it has not only altered the SA labour scene, but may well have opened up new avenues for support.

Two points will affect the mutative's credibility among black workers. The first is the expertise of the Inkatha men who run the project. Chief Buthelezi's KwaZulu doesn't even have a labour minister at present and there are no labour specialists in Inkatha's ranks.

Much may depend on whether the movement finds one.

The second is the issue of wages and working conditions in bantustan and border areas, including Buthelezi's own bailiwick. These are widely regarded as well below standard and some critics are already citing them as a question mark against Inkatha's sincerity. The extent to which they are tackled will be vital to the credibility of Inkatha's new direction.

Financial Mail July 21 1978
Despite immense odds, the unregistered African unions have grown lustily. Yet they operate in a legal limbo.

There is no more humbling question before the Walter Sisulu Commission than that of black union rights. For many, the commission recommends that black unions be on the same footing as others. If so in what shape, and how will black unions be recognised?

The TUC and Congress Back has embodied movement have also added their picture to the issue, by today's European-dominated, SA and Overseas African union, that it is clear that workers want the latter by a dictum that it will ensure that company where they live will be a part of the TUC and other employers' code.

At the moment, S.A. African trade union movement is forced to operate in a legal limbo. Though not able to be officially registered, unregistered unions are not illegal. In fact, they have 22 black unions, with membership between them of 41,000 (against 10,000 for the TUC).

But the unions have survived at all, even this, that more than 300 key union officials and others working in the labor TUC have been bottled in the last year, as it was remarkable. The recent decision of a court or more members of the Young Christian Workers' Movement suggests that working on the black Labour black is still very much akin to tightrope walking.

Nevertheless, Montsho is confident about the future. "Matters are improving. There is now an elastic approach by management to our union."

In the past four years his union has initiated legal proceedings against companies that have allegedly intimidated black workers. Some of these companies, after setting out of court, have partially recognised the union by granting organisational facilities or allowing shop stewards to collect union dues.

But Emma Mashwama, secretary of the Commercial, Catering and Allied Workers' Union (which enjoys a form of bersup drive. With four other Durban-based unions, Mawu forms part of the Trade Union Advisory and Co-ordinating Council (Tuace). A Tuace spokesman tells the FM that recently a number of members have been visited by police at their homes or places of employment and questioned about their union activities.

How do unions handle cases of intimidation and other malpractices? The Department of Labour doesn't feature favourably. Says Mngoma, "When we approach them they are not co-operative."

Geluza Thombeni of the Urban Transvaal
FOOD UNIONS

Foot in the door

Relations between employers and unregistered (African) trade unions have come to a crux point in the food and drink industries.

Four major employers have been approached for recognition by the Sweet, Food and Allied Workers’ Union.

The approaches have taken on an added dimension with reports that the four — Unilever, Kellogg SA, Intercontinental Brewers and Premier Milling through its subsidiary Weston Biscuits — face international trade union action if they shut the union out.

Both Unilever and Kellogg are multinationals and Intercontinental is part of the worldwide Rupert group, so all three could be in trouble if the International Union of Food and Allied Workers’ Associations (IUF) which represents food and allied workers throughout the Western world puts the pressure.

Not all the companies are, however, likely to refuse recognition Union secretary “Skates” Sikakhane tells the FM that his union is confident of winning recognition at Kellogg as soon as it can demonstrate that it represents more than 50% of the workforce.

This shouldn’t be far away “We represented about 60% until recently. The workforce has grown of late, however, and we may have dropped a little below 50%. But we should be back over that figure soon,” Sikakhane tells the FM. Kellogg MD Des Wood will only confirm that “cordial discussions are taking place” with the union and that the company has asked the union to demonstrate majority membership. Nonetheless, a breakthrough could well be in the offing.

A more complex situation faces the union at Intercontinental. Sikakhane says his union has enrolled all African workers at the firm’s Krugersdorp plant and that management appears to have accepted that African workers should be represented by a union.

Fragmentation

Management has said, however, that it prefers to deal with a union representing brewery employees only — Sikakhane’s union represents workers in all food and related industries. According to Sikakhane his members reject the formation of a separate brewery workers’ union.

Krugersdorp workers want to stick with Sweet, Food and Allied and they have told Pretoria and SAB workers that they should do the same. He notes that there are only two employers in the brewing industry and adds “We fear that management want a form of company union, restricted to one or two employers, as a form of breaking up our power. The workers should be free to choose what sort of union they want.”

Neither Intercontinental’s MD Gerhard Stemmet or SAB’s Beer Division will comment. However, the FM understands that both are delaying a decision until after the Witsaham Commission reports, and that brewery employers would prefer to deal with an African union which has links with a registered union.

At Unilever, Sikakhane reckons the union has been met with the traditional brick wall. It has not asked for full recognition here, as it doesn’t represent a majority of the workforce. What it does want is access to factory premises during lunch and other breaks to address workers and enrol members.

Management, he says, told the union it was a “third party” and referred the issue to Unilever’s liaison committee, which refused permission. “But liaison committees have management representatives and the workers may have feared victimisation if they backed the union.”

Sikakhane rejects Unilever claims that it has consulted workers and that they are not interested in the union “A representative of their parent company did tell workers that they could join a union without fear of comeback. But he didn’t ask who was interested. We do have membership at Unilever.”

He argues that a union representative should have been present at the meeting to put the union’s case and allay worker fears of victimisation and adds that worker response to the union can’t be tested unless his officials are allowed to put the union’s case to workers on factory premises.

A Unilever SA spokesman replies that the company “neither encourages nor discourages” union membership. Unilever won’t obstruct “legitimate and reasonable” union attempts to establish contact with workers but “this would not include access to company premises without prior consultation with the appropriate employee representative committee.”

Unilever’s man says the liaison committee consulted workers on the union issue and the reaction was “negative.” There is no need for a union official to be present when the issue is put to workers because “we do not believe that there is fear among employees that there will be repercussions” if they join a union. “The fact is that Unilever employees have shown little inclination to join the union.”

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Over to the courts

Potentially groundbreaking point of law at issue in a unique action currently in progress in the Pretoria Supreme Court. The point argued is the claim of an unregistered Africam trade union and a works committee that they have locus standi to represent workers in a case against their employer.

Justice Eloff is expected to hand down judgment later this month on the claims of the Transport and Allied Workers Union and the works committee at Bosman Transport of Vereeniging that they have locus standi to bring an application against Bosman on behalf of the firm’s workers.

Last month the court handed down an interdict order restraining Bosman from dismissing workers unlawfully. (Current affairs June 30) The firm has opposed the application’s being made final.

The applicants, the union, the committee, and a number of individual Bosman workers, claim that Bosman dismissed some workers because of their union and works committee activities, and that this was a breach of labour law. They also claim other breaches by the firm, such as failure to provide them with log books or to pay them the overtime rates laid down by their industry’s industrial agreement.

In a replying affidavit the firm’s MD, Piet Bosman, argues that the union has no direct interest in the application that its constitution makes no provision for the legal action it has instituted, and that, as an unregistered union, it has no “statutory recognition.” He also argues that the committee has no locus standi in the matter. He claims its constitution was not properly accepted by its officers, and that the law makes no provision for the acceptance of such a constitution at any rate not in the form of the Bosman works committee’s constitution.

Inter alia, Bosman argues that the applicants should have cited both the industrial council and the relevant statutory bodies and officers charged with resolving labour disputes as respondents because the law assigns them the responsibility of trying to resolve disputes.

As far as the applicants’ charges are concerned, Bosman denies that he fired any workers for union or committee activities. He claims one worker was fired for possessing confidential company information to the union and that the others were dismissed for reasons unrelated to their union and committee activities.

He concludes that he did not use the log books required by the industrial council to record normal and overtime work but that this system had been found wanting in the past, and that he used a tachometer instead. Instead of overtime, he pays bonuses to his workers. A recent experiment conducted by him with the committee’s alleged consent proved that the bonus system is more favourable to workers than the log book system, he claims. Bosman also denies that he ordered or asked drivers to work more than 15 hours a day, in breach of the agreement.

Works committee chairman Shadrack Bello has now replied to this affidavit. He says the works committee constitution was properly adopted by a general worker meeting and that Bosman was aware when he discovered that the committee had obtained a works committee constitution from the Union.

In addition, another committee man, Alfred Hoilbooms, who earlier signed an affidavit saying that he would have opposed the committee’s decision to take action against the company had he been present at the meeting, has signed a new affidavit contradicting his earlier statement.

He states that the original affidavit was signed by him without a formal oath being administered, and that he agreed to sign it in the presence of Bosman and the firm’s lawyer. Because he was frightened of the consequences if he did not do so. He also says that he was asked by management to inform him who were union members and that Bosman’s transport manager, H. Zooro, told him that the men who brought the application would be dismissed. Had he been at the committee meeting, he would have voted to institute proceedings, he now says.

At least one issue has now been resolved. In a further replying affidavit Bosman, who earlier stated that he had asked the industry’s industrial council to exempt him from the log book system, says that the council ordered him to institute the log book system immediately and that it has done so.
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4. DISCUSSION

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to rank the different categories in order of demand for each. He must decide the relative weight to place on the figure for the immediate demand for each category and the number of firms demanding technicians in each of those categories. The same must be done for 1981.
A federation of black trade unions may soon be formed — though it is likely that some of the independent unregistered unions will stay out of the new organisation, for the time being.

If such a federation is formed, its potential significance for SA labour relations will be immense. A unity move will be a tremendous fillip for the black unions and will certainly give them added clout in their dealings with employers.

Moves to launch a federation last year ended with the unions agreeing to form a feasibility committee and to begin co-operating on a regional level prior to the setting up of a formal federation. But while regional co-operation is well-established in Natal and the Eastern Cape, unity in the Transvaal has proved elusive.

Recently, however, a meeting of 74 union members in the Transvaal gave the federation's initiators the go-ahead to circulate union presidents and secretaries in the Transvaal, asking them to seek their members' views on the setting up of a regional committee in the province.

Brian Fredericks, an official of the only registered union involved in the federation move (the National Union of Motor Assembly and Rubber Workers) and chairman of the feasibility committee, says the proposed Transvaal committee will meet on October 1 to discuss co-operation. He adds that a national meeting of the unions will be held on November 5 and "we could well decide to launch the federation then."

Fredericks is confident that at least some of the Transvaal unions will be at the October meeting, and it is likely that the move will go ahead even if some stay out.

This is probable. While workers who attended the latest meeting were executive or ordinary members of seven Reef unions, only two went as secretaries of their unions. And the Reef-based Consultative Committee of Black Trade Unions, which represents about a dozen Reef unions, has been quick to point out that the delegates were not there with its blessing, even though most of the unions represented there also belong to the committee.

The majority of the consultative committee are not enthusiastic about joining the federation. Says spokesman Skakes Sikhakhane "For the moment we want to build up our own strength. And if we did join, we would probably want to do so as a group."

Nevertheless it is by no means certain that the union secretaries who sit on the consultative committee will get their executives to stay out of the new body.

Union delegates to the recent meeting apparently complained that their secretaries had not briefed them fully on the federation and implied that they would be more sympathetic to it than the secretaries.

So, while some of the Reef unions will certainly stay out of the federation for the moment, the membership of some of the consultative unions could well decide in favour of unity — despite their secretaries' reservations.

How long all this will take is another matter.

Some sort of unregistered union alliance looks on the cards, then, but a question mark still hangs on its timing — and over the effect events, in the form of new legislation flowing out of the Wiehahn Commission report, will have over the existing unregistered unions.
BLACK UNIONS
A slight thaw?

Management at Glacier Bearings may be reconsidering its anti-union stance in its recognition dispute with the unregistered Metal and Allied Workers Union (Mawu) (Current affairs July 28).

Firstly, John Collyear, MD of Associated Engineering, Glacier's UK parent company, has written to the union qualifying an earlier statement to the effect that Asseng regarded the matter as "the affair of local management." He tells the union that he will be in SA soon on a routine visit and will take the opportunity to study the dispute.

Local management is unconcerned. It says that, as far as it knows, Asseng has not retreated from its earlier position. Of course, Collyear may have merely written to the union as a "courtesy" gesture. Nevertheless, the fact that he has been prompted to qualify his earlier statement appears to indicate that the UK parent is taking some interest in the matter.

Secondly, Pinetown MD Bill Richards has been in contact with the union, asking for a meeting with secretary Junerose Nala at which, he says, he will set out the conditions under which management is prepared to recognize a union.

Richards has told Durban pressmen that management is not against union recognition but that it wants a copy of Mawu's constitution. Nala "replies that the union executive has decided not to send a constitution until Glacier agrees to writing to resume negotiations once management has read the constitution."

The proposed meeting, says Glacier, is aimed at finding a way out of the impasse. Meanwhile, the union has asked Glacier to allow secretary Junerose Nala onto factory premises to address workers on the issue. The request has been referred to Glacier's industrial relations committee.

The committee, a combined liaison committee designed to accommodate workers of all races in one plant-level committee, has been boycotted by most members of Glacier's African liaison committee. According to management, the committee has decided that it can't discuss the union's request until the African representatives are present.

They are among the people affected and the committee decided it couldn't take a decision without them." says a company spokesman. The issue has thus been referred until the African representatives are present.

They won't be, according to Nala. She says the liaison committee members won't attend such a meeting because they fear that management would cite their attendance as evidence of the fact that African workers were no longer operating with the committee.
New twists (1)

Last week's Bosman Transport judgment may have been a blow to African trade unions and works and liaison committees. But there's little doubt that the government-created committees are the chief sufferers.

A statement issued this week by the Trade Union Advisory and Co-ordinating Council, together with two other unions, one registered, the other unregistered, argues that the Bosman judgment doesn't affect the status of African unions which sign binding recognition agreements with employers.

Legal men agree with this view. The union was ruled out of the Bosman case because the court found it didn't have a direct legal interest in the enforcement of industrial law where its members were involved. But, if a union has actually signed an agreement with an employer, it would have such an interest, say lawyers.

"As a party to a civil contract, which any recognition agreement is, the union would have a very direct interest in going to law to enforce that contract. The status of voluntary recognition agreements isn't changed," says one legal man.

So the judgment doesn't really change the legal status of unions all that much. Their ability to act on behalf of their members isn't greatly inhibited — only their power to go to law in certain circumstances is. Indeed legal men argue that even African unions enjoy a form of legal recognition — in Section 25 of the Wage Act, which makes it a criminal offence for an employer to victimise a worker who belongs to a "worker association."

The only legal impediment African unions suffer from is their inability to register in terms of the Industrial Conciliation Act — an important limitation, but not one which affects their right to operate.

For the committees, however, the effect is drastic. As we pointed out last week, the judgment reduces their func-
adopted. It is therefore highly unlikely that the absence of this small group affects people who work rights to work themselves as well as the case and general worker dissatisfaction making the scene.

Workers' Union executive will meet Dr Henderson next week to discuss the case and general worker dissatisfaction

The university's 500 odd workers were "really angry", a spokesman for the union said.

Workers at Rhodes, which is probably the largest employer of blacks here, do not sign a contract when they enter service with the university.

More than 100 workers have had their employment terminated or been dismissed by the university in the past two years in line with the university's austerity campaign they have not been replaced.

The first part deals with the employment situation. Occupational levels of skill, length of service and wages form the first group of inter-related variables. The bare facts are described and then examined in depth in order to try and establish why certain results were obtained.

Tentative explanations are put forward where possible and areas where more research is required are pinpointed. Worker grievances, the ineffectiveness of factory committees and workers' own desired forms of organisation form another topic. Once again analysis is carried out in order to grasp the underlying factors that could explain the results. Part one continues with an attempted assessment of the solidarity between African and 'Coloured' workers. Finally, part one ends with a summary of the major conclusions reached thus far.

The second part considers the rural situation of the workers. Many of them have families and dependants in rural areas (mostly in the Transkei and Ciskei, particularly the Transkei). As a result, many workers and their families have land to cultivate or own livestock. The distribution of land and livestock is carefully analysed and attempts are made to find factors that influence these distributions. The ways in which migrant workers obtain work are analysed as are their periodic returns to the rural areas. Finally, factors in the rural areas that could influence the wage levels and remittances of migrant labourers are investigated.
BLACK entrepreneurs in South Africa have never had it easy.

For decades they have chaffed under myriad Government-imposed trade restrictions and fought against the implications of being temporary residents in urban areas.

Every aspect of black trade is regulated by the types of services and goods they may offer to where they may trade and how big shops may be.

Now, three months after the Government lifted some of the most serious restrictions, black businessmen face a major crisis.

The rules of the game are about to be broken. Whites will be allowed to compete with blacks in black areas, but not vice versa.

At this moment it is a theoretical problem — the Government has not completed plans, and building has not started on white-owned complexes in black areas — but it brings into question the future of blacks in a free-enterprise economy.

Battling to find their feet and consolidate their efforts, black entrepreneurs fear that the Government is about to cut the ground from under them by going ahead with its plans. It has been called "grossly unfair" and "morally indefensible" that the opposition will not apply the same standards to whites allowed to compete in white areas — where blacks spend more than 80 per cent of their earnings.

The controversy shot into headlines recently when a group of white entrepreneurs were given the go-ahead by Johannesburg City Council to build a R20 million shopping complex adjoining Soweto.

The developers — one is Mr Aaron Cohen, who has built shopping complexes — point out that plans for the Klipspruit centre were drawn up originally 15 years ago and that it will become a major employer (about 4,000 people, excluding a large home-industries section) in an area where there is vast unemployment.

But blacks — businessmen and consumers — are not enthusiastic.

Black businessmen have plans of their own for six supermarkets and shopping complexes in Soweto. They are supported by white businessmen in their reservations about the Klipspruit centre.

Till now, black business men have had little choice but to co-operate with capitalism under apartheid rules. It has meant blacks trading in black areas, and catering for black consumers only in their daily domestic requirements.

The free-enterprise system has become more of a reality for blacks last year when some trading restrictions were lifted.

Black traders may now have shops of 350 square metres. The previous limit was 150 square metres.

They can form partnerships or companies.

They do not need home-land citizenship certificates to get a trading licence.

Under the old regulations, a black had to be born in the area or have lived there for 15 years before he was eligible for a trading licence.

A major concession now is that he has only to qualify under Section 11 (1) of the Bantu Consolidation Act. That is, he must have been born in the area, worked there for a single employer for five years or lived there lawfully for five.

Black traders may now have shops of 350 square metres. The previous limit was 150 square metres.

He can have more than one business, provided they are on the same site.

Previously, if he had two businesses in a homestead, he could not have one in an urban area. This has fallen away.

Several other minor restrictions have also been lifted. The most serious one remains: Blacks cannot get freehold rights on their shops, and this seriously hampers their efforts to raise capital.

The Government has said more restrictions on black traders will be lifted if the creation or a strong, stable black middle class, is compatible with political segregation.

Can black business ride this threat?

By JILL MCILRAITH

white trade in black areas...
Own Correspondent

DURBAN — The Minister of Labour, Mr. Fanie Botha, hinted strongly last night at future recognition of black trade unions in some form.

Speaking in Durban at the official opening of the Afrikaanse Hoofdeskonderigtes congress, he said the dualism resulting from the organised and unorganised sections of labour necessitated urgent reconsideration.

"Last year further recognition was given to basic workers' rights for black people — the right to negotiate, the right to have agreements enforced and the right to protection from victimisation," said Mr. Botha.

The Wiehahn Commission was investigating the position of employees and their right to employment and progress, and their organisation for negotiating and protecting their rights.

Bridges

Mr. Botha said the correct dispensation would provide security and human dignity, and avoid the use of labour confrontation.

"A collision could ensue into a race conflict in our own labour situation — and this must be avoided at all costs." He said he had confidence that bridges would successfully be built between employers, employees and the State as well as between workers of all races.

Shortage

"Good labour relations were now of the utmost importance."

Among factors making a reevaluation necessary were the shortage of white manpower on one hand and, on the other, the availability of workers of other races.

Within the foreseeable future more than 80 percent of all employees would be "black, brown or yellow."

Mr. Botha outlined like features of South Africa's new labour structure, which would include a labour tribunal whose judgments would not be criticised as politically inspired, and a permanent commission to study labour legislation.

She is the general secretary of the country's largest black union, the National Union of Clothing Workers, which claims to have 20,000 members.

Her inability to obtain a public platform while South Africa was being attacked, she says, reflected the lack of democracy which prompted the United States to leave the ILO last year.

"But lobbying still does a lot of good," she told The Star Mr. Grobbelaar agreed: "It's essential that we make the rest of the world aware of the positive developments in South Africa," he said.

Unlike the trade unions, South African employers are still affiliated to their arm of the ILO, the International Organisation of Employers (IOE).

"We don't really know what to expect," said Mr. Chris du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (Sacola), who heads the employer delegation.

"But we are preparing ourselves for a barrage of questions," Mr. du Toit said. Sacola had helped to draft South Africa's own code of employment practice with non-discrimination and equal opportunity for all workers as the prime target.

"We have obtained the commitment of 90 percent of organised commerce and industry to this code," he said.
negotiate on wages and working conditions.

Until now AECI African workers have had to content with liaison committees. Next week, however, a new body, to be known as the “Central Co-Ordinating Committee (CCC)”, comprising representatives of liaison committees at factories in Modderfontein (Jumbo) and Somerset West, will come into operation.

The new body will be different from a co-ordinating liaison committee in various ways. Comprising employer and African worker representatives, it will have a structure similar to an industrial council.

Inter alia it will be empowered to ratify new industrial agreements in the industry and will have a good deal more independence than liaison committees.

A more significant aspect, however, is that the African representatives will be brought directly into the bargaining process between employers and the nine registered trade unions in the explosives industry.

To bring all racial groups together, another new body, the “Federal Consultative Council,” will do the bargaining, leading up to a formal industrial agreement. It will consist of equal numbers of employer, registered union and African worker representatives and will bargain for and conclude an industrial agreement which will then be ratified by both the industrial council and the CCC.

The Africans will not sit on the industrial council, however. AECI group industrial relations manager Gerry Uys says “They’re only allowed to be there as observers and we feel that would put them at a disadvantage. We don’t want them there as second-class citizens.”

Besides which, the industrial council only discusses non-African wages and working conditions.

Despite this separation, however, the key aspect of the system is that African delegates will be working with the registered unions for the first time.

How do the worker representatives feel about the change? Most feel it’s an advance, although they would like it to lead to full trade union rights so as to strengthen their position vis-a-vis both management and the registered unions. “Top management would never victimise us — but there’s a great fear of factor management. A union would mean we wouldn’t have this fear,” says one.

Many are apprehensive about dealing with the registered unions. “These people have much more experience than us. We might be weaker than before,” says one.

Replies Uys: “We’re as apprehensive as they are. But we believe they’ll pick up the skills they need fairly quickly.”

Why not a proper trade union instead of all this? It only to prevent the registered unions using their superior experien-

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**Labour Relations - 2**

Next week African worker representatives in the explosives industry will for the first time have a direct say in the collective bargaining process. A new industrial relations system to be launched on June 21 by the sole employer in the industry, AECI, will open up this opportunity for workers to
Challenge to the EEC

The EEC code of practice for European firms in South Africa is about to be put to the test — along with Inkatha’s recent declaration that it will make foreign companies adhere to this and other labour codes.

A British subsidiary in Pinetown has been accused of refusing recognition to an African trade union which claims majority support among the company’s African workers. The company is Glacier Bearings, part of the Associated Engineering group of SA, which is itself nearly two-thirds owned by Associated Engineering of the UK. The union is the Natal branch of the Metal and Allied Workers’ Union (MAWU).

Pinetown, of course, adjoins KwaZulu, where Chief Gatsha Buthelezi has his Inkatha power-base. Glacier has a complement of 420, nearly half of them Africans.

MAWU general-secretary Junerose Nala tells the FM that she first approached Glacier MD Bill Richards for recognition in March this year. His reaction, she charges, has been to reject the union and instead press on with plans for a “combined liaison committee,” which is “clearly designed to pre-empt recognition of the union.”

However, Nala says, most of the Africans in the factory have repeatedly made it clear that they reject the combined committee and want the union to speak for them.

Richards replies that Nala is “not representative,” and that not one worker indicated any objection to the combined committee at a recent meeting in the factory. “The vast majority of our total labour-force definitely support the combined committee. We have no proof that the union exists. They haven’t even given us a constitution, which in any case would have to go through the combined committee.”

Richards further alleges that “some people tell us that they are forced to sign pieces of paper or get up and go.” But no charges of assault or threatened assault have been laid.

Majority support

Nala denies that she or anyone else has threatened any of the workers. She claims that about two-thirds of Glacier’s Africans back the union. In support of her claim, she showed the FM a list of 117 games of workers who endorsed the union at a referendum it organised at the beginning of May. Nala adds that support among the 190 odd Africans at Glacier is actually higher. Since the list of 117 does not include people on nightshift.

Richards insists that the existing African, Indian, and white liaison committees at Glacier agreed last year to form the combined committee. Nala disputes this, and also says that union stewards were elected to six of the seven posts on the African committee in February this year. She adds that all six, on the instructions of their constituents, have refused to join the combined committee, and stated instead that they back the union.

Minutes kept by management of a special meeting of the African liaison committee — of which Richards himself is chairman — lend weight to Nala’s claim. Indeed, the minutes reflect that the meeting (on May 29) was “held to explain the decision [of the company] regarding the request of the committee that MAWU be recognised.” Minutes of a meeting of the combined committee on July 13 reveal that six of the seven African liaison committee members did not attend, thus suggesting that Nala is correct in claiming that they are boycotting the combined committee.

Richards says he “does not know” whether the African liaison committee is “still truly representative or not.”

He contends that recognition of the black union would “split the race groups” in his factory, where “we’re hoping we’re getting a long way towards being non-racial.” Nala counters that it is “absurd” to talk of non-racialism when the factory’s canteens are segregated, and that her union is in any case open to workers of all races.

As a British subsidiary, Glacier is expected by the British government to abide by the EEC code, one of whose key requirements is that companies should ensure that all their employees can choose what type of representation they want. Stressing that African trade unions, while not officially recognised by the state, are nevertheless not illegal, the code explicitly says that if black workers want to be represented by a trade union, their employers should not stand in their way.

John Collyear, MD of Glacier’s parent, Associated Engineering of the UK, tells the FM that the EEC code is “in some respects a burden on companies like ourselves because it forces us to take decisions which are the affair of local management.”

He adds that in the case of Glacier “we could act if we wished,” but that he prefers to leave the matter to the SA board of directors. However, “that is not to say that we are not interested.”

Four factors prevent you from embarking more aggressively on development.

- Is it to your advantage to do so?
- Can you afford it?
- What is the market response likely to be?
- How significant is the size of the market?
### Inkatha's Union Backing

Chief Buthelezi's Inkatha movement received further backing for its attempts to monitor codes of employment practice — this time from 11 Reef African trade unions.

Co-operation between Inkatha and the unions will increase pressure on employers to recognise African unions.

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Union may decide on black members

By RIAAN DE VILJERS
Labour Correspondent

ONE of the major white artisans unions in the country, the South African Electrical Workers’ Association, may decide to open its doors to qualified workers of all races at its triennial conference which opens today.

The 17,000-member union will debate amending its constitution to admit all qualified electricians, trade union members who meet its membership conditions irrespective of race, colour or creed.

Blacks are barred by law from belonging to registered trade unions.

But Mr Ben Nicholson, the general secretary, yesterday said the union was anticipating certain changes in labour laws as a result of the work of the Wiehahn commission.

Nothing could happen before the law was changed, but we want to be ready for the changes when they take place,” he said.

The association’s move reflects the widely held expectation in labour circles that trade unions rights in some form will be granted to blacks as a result of the commission’s report.

Significantly, the union has invited Professor Nic Wiehahn, chairman of the commission, to open its conference this morning.

Blacks are at present also barred from being trained as electrical journeymen — but the conference will also debate a resolution that all South Africans, irrespective of race or colour, should be trained as tradesmen.

Mr Nicholson said the two resolutions were “very much linked together.”

...
PRETORIA — A judge has found that black trade unions and works committees have no legal standing and cannot go to court for the workers they represent.

The ruling arose out of a court action against Piet Bosman (Pty) Ltd of Vereeniging by the works committee at the firm, the Transport and Allied Workers' Union and a number of individual workers.

They claimed the firm fired some workers because of their union and works committee activities and were granted an interdict restraining the firm from unlawfully dismissing workers.

They also applied for a court order preventing the firm from breaching certain provisions of the Industrial Council agreement for motor transport.

In what is believed to be the first judgment in a case of this kind, Mr Justice Eloff ruled in the Pretoria Supreme Court on Tuesday that neither the works committee nor the union had legal standing.

He said a works committee was a statutory body with the limited functions of establishing dialogue with an employer and negotiating for black workers.

The Bantu Labour Relations Regulation Act did not provide that a committee could take up the cudgels for employees except with an employer.

The law itself did not give such a committee the power of going to court.

Also, a works committee could not create such powers in its own constitution, he said.

On the trade union's claim to represent the workers, the judge said it was not registered in terms of the Industrial Conciliation Act and therefore had no statutory rights or duties.

It was an ordinary voluntary association.

He found the union had no direct interest in the application or the outcome.

He found two of the individual employees who had been dismissed had no legal standing either.

The respondent's objection to the standing of the committee, the union and the two workers were upheld with costs.

The rest of the case relating to the application by four other workers who are still employed was postponed until August 29.

Commenting on the ruling, a lawyer said yesterday it meant workers' committees or unregistered trade unions had no right to go to court for workers they represented.

Employees would have to go to court as individuals.

He said from the point of view of such committees and unions the judgment was very disappointing as it relegated them to a purely advisory position — DDC.
UNIONS

Will blacks bite?

White trade unions are recognising the necessity of enrolling African members. But how will African workers react to such overtures? That's the key question flowing out of this week's decision by the SA Electrical Workers' Association to form an African electrical workers union.

The electrical workers are the first of the "conservative" unions outside Tucsa to take this step, but it's probable that they won't be the last. Registered unions are recognising the need to broaden their base - both because of the imminent report of the Wichtahn Commission, and because their representativeness is declining as African membership move up the job ladder.

The electrical workers were originally to debate a motion admitting Africans to their union, but the resolution agreeing to set up a separate union was adopted because African membership of registered unions is illegal at present. Electrical Workers' general secretary Ben Nicholson says the decision was influenced by an opening address delivered at the conference by commission chairman Nic Wiehahn: "He stressed the need for us to adapt ourselves to the changes which are in the offing."

Should legislation permit mixed unions, it will be up to the three electrical unions (white, coloured and African) to decide whether to amalgamate.

How will the Africans react? After all, suspicion of registered unions in general, and "parallel" African unions in particular, runs deep. African workers - and their unions - are by no means certain to agree to be absorbed into the registered unions.

Nicholson replies that his proposed union will not suffer from the defects of other "parallel" unions: "It will have its own shop stewards and its own executive."

He adds that he has consulted at least one African union and that it has agreed to co-operate with him.

Nicholson met recently with Jane Hongwane and the central branch executive of the unregistered Engineering and Allied Workers Union: "I suggested that they co-operate with us and that they set up an electrical workers section of their union," says Nicholson. Hongwane tells the FM that he has no objections in principle to co-operating with the electrical workers, but that her executive must still take a final decision on the issue: "The meeting was frank and cordial but we wouldn't want to lose our identity," she says.

The issue is not as simple as that, however. The union is split into two camps and Hongwane's opponents say they are unhappy about the electrical workers move. "They could take members away from us and we fear they may be setting up in competition. We will be seeking assurances from them at the next meeting of the SA consultative committee of the International Metalworkers Federation," says union man Calvin Nkabinde.

The consultative committee, on which most SA metal and engineering unions sit, is due to meet next month. It may only be clear then what sort of support Nicholson can expect from the Reef-based union.

The electrical worker's decision may also run into flak from the right. Mine workers Union secretary Arrie Paulus has been critical of the electrical workers' intentions to admit Africans and may believe he may try to enrol some of the union's white members in the MWU.

Nicholson is undeterred: "He has said he's going to break me but we've spiked his guns. We have separate unions and should we be allowed to amalgamate, it will be up to my members to decide whether they want to or not."

He adds that he is confident of grassroots support for the move: "Over half of the delegates which took the decision were mining men, and observers commented that it was the most democratic union conference they had seen."
State stand on black unions, firms urged

JOHANNESBURG: — Every company in South Africa should declare its policy on black trade unions, according to one of South Africa's top black personnel consultants.

'This is necessary because black workers see a company's neutrality towards black unions as opposition to unions,' Mr. Wills Nthulungo, a vice-President of the Institute of Personnel Management told a predominantly black discussion group of the Institute of Industrial Relations in Johannesburg.

One of the institute's professional officers, Mr. Louis Khumalo said black workers regarded a trade union as 'those guys that go on strike.

'This was because newspaper reports about unions usually dealt with conflict. What were the unions doing while there were no strikes, workers were asking."

Mr. Nthulungo, the best committees 'have black work(ers) who have been functioning were supported by trade unions.'

We (black personnel officers) need a strong labour leaders whom to talk and we are therefore not in conflict with labour leaders,' he said.

The black personnel officer was a man link and although his management's line was being misconstrued by employers, employees and labour leaders, Mr. Nthulungo said.
apparently piqued at the FM's previous coverage of its activities, disavowed this newspaper — but sources straight from the conference indicate that Tucsa is more concerned than at any time in recent years to establish its credibility with African workers.

Together with Tucsa's decision to monitor codes of conduct, there came the adoption of Tucsa's own code. A recurrent theme in the debate on this code, the FM learns, was a call to Tucsa member unions to assist and encourage African workers to join unions. The need for Tucsa to re-establish its credibility was also stressed.

Tucsa officials would no doubt point out that it has been Tucsa policy to organise Africans for the last five years. But that doesn't explain why Tucsa men see the need to restate the point now, or why Tucsa should now concede — at least by implication — that its credibility hasn't all been it could be.

The cause of the new urgency is, of course, the impending report of the Weshahn Commission, which is expected to allow Africans to become members of registered unions. These are becoming painfully aware of the fact that they represent less and less of the work-force as African participation in the economy grows. This weakening of influence will be put to the test if Africans are allowed registered union membership and many registered unions realise that they need substantial African membership to survive.

Indeed, a key issue in the post-Weshahn labour situation will be whether Africans plump for the existing registered unions or go for their own organisations. There's little doubt that the registered unions are banking on the former. So too are many in authority who see the existing registered unions as a possible "moderating" influence on African workers.

But will it happen? Tucsa must have some doubts, or it would not be seeking to sell itself to African workers. There's a good deal of substance to those doubts.

Support

Tucsa's credibility in the African union movement is low and has been for some time. Part of the cause, significantly, is the feeling that Tucsa's "parallel" African unions are being organised in order to bring African workers under the control of the registered unions. There's also been a feeling that Tucsa is more concerned with its image than with African workers, and that it has done nothing to help the unregistered unions which do not have links with it.

This week's initiative is obviously designed to tackle the latter issue. But its aim is presumably to further precisely the objective which is the original cause of the discontent — to bring Africans into the registered union fold.

If this objective is to be achieved, Tucsa will have to demonstrate that it is genuinely concerned about African worker rights. There's one way it could do that now.

At this week's conference, a commitment was reportedly made to assist all unions, whether they're involved with Tucsa or not. If Tucsa is prepared to follow up this commitment by offering no-strings-attached support to African unions who are independent of it — something it has not done in the past — it could go some way towards healing the breach.

TUCSA FM 22/4/78 Looking backwards

Most of the registered trade union movement is preparing to make a concerted pitch for African worker support. That's the clear implication of discussions at the week's Tucsa conference.

The FM was not there — Tucsa, Department of Bantu Education, Annual Reports.

...table shows that the number of African matriculants has doubled every five years over the last 10 years. Should this be a trickle of potential trainee technicians could swell relative flood, assuming that Black education ever returns after the explosion of unrest triggered off in Soweto on...
RT VAKB Van Ee
Registrasie is nou nodig

RAPPORT 28/1978

Deur WILLEM LAUBSCHER

SWART vakbonde en hul doen en late begin al heer meer van 'n turekswerd. En daar is 'n al heer sterk gevoel dat die Tregoriev hieda kwasse aan die hiers moet Gryp en georganiseerde actie deur die bank oor dieelfde kam skeer.

Stemme en dit verband het al opgegaan van die georganiseerde handel en nuwehierige van die Nyerbeheid en die Afrikaanse Handelso malfunction, sowel as die Vakbondraad by sy kongres

Daar is ook 'n al heer sterkere aandruing op die toepassing van die verskillende arbeidskodes — die SRK-kode, die Kode, die Kandese ens. Vol soos ook nuw graag die verskillende kode vir die onthou van sy lege

Op die oomblik bestaan die 'n ongemaklike anomale.

- Swart vakbonde kan nie as die bestaande wetgewing nie by die De- partement van Arbeid, werknemersorganisasies geregistreer word nie, maar hulle is aan die oomblik

- Geregistreerde vak- bonde het seker beperkinge op hulle, soos by die verbod op deelneming aan die politiek (bevorderende van seker politieke standpunte), verwerf van bepaalde kandidatuur en die skynkning van lawe en seke politieke oorkeere te bevorder). Swart vakbonde

- Is nie aan hierdie beperkinge onderwerp nie.

Inhakta

Daar is ook ander eienaardigheid onder die huidiges destel monatlik. Volgens werkspaaners word

'n groot getal werknemers wat ingevolge die Wet Bantoe- arbeidsverhouding bege- stel kan word, swart vakbondelose bemeen.

Dit is dus behalwe monatlik dat deel van swart vakbonde sodanige in al die geval kan deelneem aan ondernemings dure tone en diensvoorwaard.

- Ander ding wat in die laste ged kort kom op dan die, is inhakta se ver- klaring. "Niet menin, deel van die werknemers kan ook "gekies" om in die stand te staan.

- Party mens sien dit die uitstek van die politieke skikking. "Voorlopig is in

- Dit is dus nodig om daarop te let dat die nuwige einde verder word".

- "Niet" skikkingen moet in stedtige bedrywes vergekster dekom in dinge, soos die chemiese bedryf, die voorspoed van die maatskappi, en dan

- Hoewel stakings deur

Vervolg op bl. 3, kol. 6

Vervolg van bl. 1

kon dat werkers vry moet wees om hulle sonder voor- af goedkeuring en sonder enige beperking te hou." Die Mee- nimmers van die Vakbondesvoorsitter, vir die vakbondes in die ge- wese, het oor die nahal van IAO-keurnesies gepraat.

Die internasionale Ar- beidsorganisasie het al- sodee trok Coke en volkies in die naam van die Vak- bondeorganisasie van WP en DSA-keurnesies gepraat.

Voldoen

Die internasionale Ar- beidsorganisasie het al- sodee telefoon van die Vakbondesvoorsitter, vir die vakbondes in die ge- wese, het oor die nahal van IAO-keurnesies gepraat.

Heb die beperking behoort dit vak- bondus vrye te staa om in sy goeie bepaalde toto, word dit al nie by opgetron af van 198 of klous.

Agitator

Deur die oomblik staan dit sovry dit swart vakbonde betreff. "Die politieke agitator vry moet wees en die vakbond-va klim om sy goeie te bepaal, word volhool en sonder enige beperking te behoort om te voldoen. Twee van die vryekeurnesies het so met die vrye goeie assasasie, wat bete-
The only institution for Indians is the ML Sultan College of Education in the Union of South Africa. Founded in 1966, the college was initially open to Indians only, but has since become more integrated.

Table 5. Employment of Indian Technicians, 1966-1975

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Source: Annual Reports.

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Sources: South African Institute of Race Relations, Annual Surveys. Department of Indian Affairs, Annual Reports.
Concession to union

Argus Correspondent

Johannesburg — Important concessions to a black trade union have been announced by Unilever South Africa amid reports that international action against Unilever subsidiaries elsewhere in the world is being stepped up.

The chairman of Unilever South Africa, Mr N. A. Burns, disclosed yesterday that the black union, the Sweet, Food and Allied Workers' Union, has been told that Unilever will grant it stop order facilities for the deduction of union fees from workers' wages provided it has a reasonable number of employees as members.
Black unions move closer to federation

Labour Correspondent

PLANS to unite many black trade unions in a new federation were taken a step further yesterday when five Transvaal unions and union branches elected an interim federal committee for the Transvaal.

The committee was elected at a meeting of about 150 trade unionists in Sharpeville.

Similar committees have been set up and are functioning in Natal and the Eastern Cape.

A national meeting involving all the regional committees will be held in Durban on October 21 to discuss drafting a constitution for the federation.

Although the federation is aimed primarily at uniting black unions, it will be open to all races. Among its main movers is the National Union of Motor Assembly and Rubber Workers of SA, a registered union for coloured and Asian workers.

A statement issued after the meeting said unions who elected the committee were:

- The Glass and Allied Workers' Union, Engineering and Allied Workers' Union and Paper, Wood and Allied Workers' Union — all affiliated to the Consultative Council of Black Trade Unions;
- The Transvaal branch of the Metal and Allied Workers' Union, affiliated to the Natal-based Trade Union Advisory and Coordinating Council;

- The Transvaal branch of the United Automobile Rubber and Allied Workers' Union.

Four other unions affiliated to the Consultative Council did not commit themselves to joining the federation.

The split in the Consultative Council over the federation has apparently not yet been resolved and yesterday's developments may widen it.

Mr. Churchill Mhlanga was elected chairman of the interim committee, Mr. Nceba Mchayi, vice-chairman and Mr. Taify Adler, secretary-coordinator.
Unilever stand on union stirs anger overseas

By Sieg Hannig, Labour Reporter

Unilever has become the first multinational firm to face a real threat of overseas strike action over the failure of its South African subsidiary to recognise a black trade union.

But the action, scheduled for the end of this month, as part of a world-wide appeal by the International Union of Food and Allied Workers’ Associations, comes amid major concessions to the union in question.

The chairman of Unilever SA, Mr. N. A. Buys, has revealed that:

1. The black Sweet Food and Allied Workers’ Union has been told that Unilever will grant ‘stop order’ facilities for the deduction of union fees from workers’ wages — provided it has a ‘reasonable number’ of members among the employees.

2. The union has been allowed to talk to black workers — with Unilever’s permission — on the premises of Unilever’s Durban factory.

PROTEST.

The Star’s correspondent in Stockholm reports that the three ‘Swedish trade unions plan protest action against all four Unilever plants in Sweden.

A fourth, a union of salaried workers, has refused to take part. This union, representing 300 employees at two plants, said it had found Unilever a good employer and was insufficiently informed about the background to the protest.

The other three unions have not announced their plans, yet but a ‘short strike seems likely’. They are also expected to appeal to the Swedish co-operative foundation to end its partnership with certain Unilever factories.

The protest may clarify whether strikes supporting international causes are legal in Sweden.

FROM

A. H. R. E. Paap

TO

Dean, Faculty of Arts

8th August, 1978

Memorandum

Dear Colleague,

The sheet (Circular No. 19/78) attached to my circular re continuation and filling of vacant posts (dated 1st August) contains reproductions of underlinings and scribbles effected by hand in the original.

This is most unfortunate and I do apologise for it.

Yours sincerely,

A. H. R. E. Paap
PRETORIA — Leaders of mixed and Coloured trade unions yesterday urged the Prime Minister, Mr P W Botha, "in the interests of urban stability" to carry out the unfulfilled undertaking of his predecessor and move away from discrimination.

They pointed out that South Africa was teetering on the verge of internal crisis, and at the same time threatened with imminent world economic isolation because of policies which perpetuate white privilege.

The general secretary of the National Union of Distributive Workers and the Coloured National Union of Commercial and Allied Workers, Mr Ray Altman, said the Prime Minister should accept without reservation, and implement urgently, the recommendations of the Witsman Commission on the removal of discrimination in the field of labour.

The commission is expected to submit its interim report before the end of the month.

He also urged the government specifically to remove discrimination against Western Cape blacks and to grant them unionbased rights.

The general secretary of one of the country's largest mixed unions, the South African Federation of Leather Workers, Mr Steve Schepers, agreed that the removal of discriminatory legislation should be the first priority of Mr Botha's government.

The General Secretary of the Trade Union Council of South Africa, Mr Arthur Grubbelaar, said: "The glaring inequalities in work opportunities, pay and status must be removed. Blacks should have unobstructed freedom in the labour market."
Stormy route to unity in black labour movement

By Sieg Hannig, Labour Reporter

The long-held ideal of a trade union federation to promote the interests of the black labour movement has reached a crucial stage.

A blistering round of confrontation for the proposed federation will be held in Durban on October 21. That follows the establishment of the third regional committee of the proposed federation that for the Transvaal at Sharpeville last Sunday.

Five of the nine black unions represented there were constitutionally empowered to participate in the election of the regional committee. Two of these, the Glass and Allied Workers Union and the Paper and Allied Workers Union, belonged to the Consultative Committee of Black Trade Unions in the Transvaal which previously disassociated itself from the federation.

One represented a faction of the divided Engineering and Allied Workers Union. Representatives of two other unions said they would refer the question to their membership. And the remaining two unions at the meeting declined to comment.

However, there was evidence of dissent as well.

Mr Frank Mohlala, national organiser of the Building Construction and Allied Workers Union, was expelled from the meeting for "disruptive" behaviour.

What he had tried to tell the meeting, he told the Star, was that the existing differences among black unions needed to be resolved before a federation could enjoy unanimous support.

He also tried to speak up against the inclusion of trade union "service organisations" in the federation — a matter which presumably will be dealt with on October 21.

Mr Mohlala said a feasibility committee established in March 1977 to look into the obstacles to the federation had failed in its task.

What was now in the offing was not a federation of black trade unions but a "general union" for all workers, he said.

Mr Mohlala and several others walked out on the meeting when he was expelled.

Mr Henry Chipeya, president of the Commercial, Catering and Allied Workers Union, was one of those who undertook to take up the federation with his members.

Supporters of the federation say past differences between unions should not be allowed to prevent the unification of black unions.

If they win over people like Mr Mohlala and Mr Chipeya, their federation will provide an important mouthpiece for black unions outside the multi-racial Trade Union Council of South Africa.

Otherwise, the black labour movement will be split three ways.
Think of plan to fight inflation union men told

LONDON - Prime Minister James Callaghan has told trade union leaders his government would depart from its plan to limit wage rises to five per cent only if they could think up a better scheme for fighting inflation.

Informed sources said the point was put by Mr Callaghan at a meeting with six Trade Union Congress leaders on Tuesday night.

The five per cent pay guideline has already been challenged by 50,000 Ford Motor Company workers who have been on strike for the past three weeks in an attempt to gain a bigger rise.

At the ruling Labour Party's annual congress last week, delegates rejected the pay restraint by two to one majority.

The 2½ hour meeting at the Prime Minister's official residence on Tuesday night was the first of several expected to be held during the next few weeks.

The TUC general secretary, Mr Len Murray, said after the talks, attended by the Chancellor of the Exchequer, Mr Denis Healey: "We have not reached any agreement or conclusion. We just had a very good exchange of views, but nothing definite was decided." — SAPA RNS
New groupings

Unregistered trade unions on the Reef are undergoing a readjustment which is likely to have crucial effects on SA labour relations.

The most immediate effect has been the expulsion of two unions and a section of a third from the Reef based consultative committee of black trade unions. A second is likely to be the imminent formation of a new union federation, with the unregistered unions and some of the registered (coloured and Asian) motor unions as members.

The new federation will take on added importance because of the forthcoming report of the Wiehahn Commission. It is likely to become a home and an organizing base for those unions unwilling to align themselves with Tucsa and other registered unions which are now seeking to organize African workers.

The federation is thus likely to be in direct competition with Tucsa in the battle to recruit African support and its formation is a response by African unions to what they see as registered union attempts to control African workers.

Virtual certainty

It is also a response to many employers who have preferred African unions to have close links with the existing registered unions in the belief that these links will ensure that the African unions remain relatively conservative.

The federation's formation became a virtual certainty at the weekend, when five Reef unions agreed to form a regional committee which will meet with committees from the Eastern Cape and Natal on October 21 to consider a draft federation constitution. A date for the federation's formal launching is likely to be announced at this meeting.

Among the five were two unions - Glass & Allied Workers and Paper, Wood & Allied Workers, and a section of a third, the Engineering & Allied Workers Union, which have up to now been members of the consultative committee and associated with the Urban Training Project (UTP), a Reef-based organization which offers educational, administrative, and financial services to a number of Reef African unions.

The consultative committee is opposed to the formation of a federation at this stage and has been for some time. The decision of some of the unions within its fold to back the new grouping is thus something of a breakthrough for the federation's initiators.

The issue has also brought to a head simmering tensions within the consultative committee. For some time the union general secretaries who make up the committee have been under attack from some of their members and executives who charge they are not taking an active enough lead in union issues or informing union members of decisions.

The federation issue has brought these differences to a head and the consultative has now expelled the dissenters. In addition, they have been asked to appear before the UTP on October 15 to answer charges of disloyalty to the other unions or face losing UTP backing.

Henry Chipuya, president of the Comm
The success of this strategy depends, of course, on whether other white union members share the Rustenburg men's dissatisfaction. Paulus says he knows of no similar moves in other unions at this stage. But if other such moves do materialise, they will have a crucial effect on SA labour relations.

UNIONS

Arrie's fold

FM 13.1.78

The beginning of a white worker backlash — or a flash in the pan? That's the question posed by a vote of no-confidence in their union leadership, passed by the Rustenburg branch of the SA Electrical Workers' Association.

The Electrical Workers was one of the key unions to sign the Sefsa agreement earlier this year. At its recent conference, it announced plans to organise an African electrical workers union in anticipation of the Wiehahn Commission's findings and passed a motion endorsing the training of African artisans.

The Rustenburg men (who are more
Unions slam AECI move on job bars

BY RIAAN DE VILLIERS
Labour Correspondent

A move by the giant African Explosives and Chemical Industries to eliminate all job discrimination in a new industrial agreement to be negotiated shortly has run into stiff opposition from trade unions.

The firm’s proposals were rejected at a stormy meeting of union shop stewards at AECI’s Modderfontein plant on Tuesday night. The rejection was conveyed to the firm’s management yesterday.

The meeting elected a five-man committee to help union leaders deal with the issue, and decided to ask for a meeting with the Minister of Labour or his department.

Unions forecast that the situation could lead to a formal dispute being declared when the explosives industry’s industrial council meets next month.

The unions are not opposed to the lifting of existing barriers to black job advancement and are willing to negotiate this with management.

But they object to AECI having linked its move to end discrimination to negotiations on wages and employment conditions, seeing it as a form of pressure for acceptance.

The unions say they would be willing to discuss the issue after wage increases, due next January 1, have been granted.

They are also unhappy that the AECI proposals, set out in a document received by the unions recently, make no provision for job protection and security.

The negotiations this year will be the first in terms of a new industrial relations system created by AECI in co-operation with the unions. It provides for multi-racial collective bargaining through a federal consultative council.

The agreement reached will be sent for ratification to the industrial council, where blacks are barred by law from negotiating.

‘R1.5-m blacks are unemployed’

MARITZBURG. — More than half the black workers who have come on to the labour market since 1970 are still without work.

This was said yesterday by Professor Gideon Jacobs, director of the graduate school of business administration at the University of the Witwatersrand and former MP for Hillbrow.

He told the annual congress of the Association of Chambers of Commerce in Maritzburg that further deterioration of the unemployment situation would have serious consequences for South Africa.

The number of people out of work was now put by some experts at more than 1.5 million. The magnitude of the task was further emphasised by the need for 8 million new jobs to be created during the next 20 years, he said.

“No fewer than 57% of the increase in the African labour force between 1970 and 1976 have remained unemployed. Add to this that the unemployed are mainly the young people and that the bulk of those that are unemployed are under the age of 30, and it is clear that a situation is being created that bodes ill for the country.

“The financial costs are also staggering. It has been suggested it might cost as much as R150-million a year to create enough jobs yet when the unemployed total more than 20% of the work force and when African unemployment is increasing at the rate of some 10,000 per month, drastic measures become imperative.

“If an immediate priority is to attend to the needs of those who are presently unemployed, a number of steps might be taken, such as the development of cottage industries and dynamic assistance by the Government for labour intensive activities through meaningful tax concessions.”
Unionists protest job code

Labour Reporter

Trade unions have telegraphed the Minister of Labour for a meeting to discuss an attempt by AECI, the explosives and chemical concern, to remove all job discrimination in the industry.

"It is reported that the unionists are unhappy about the creation of employment security built into a non-discriminatory employment code which AECI wants them to accept."

"It would leave them with less security than the 700,000 metal workers who dropped the colour bar with employment security agreements earlier this year, it is claimed."

A stormy meeting of shop stewards from South Africa's biggest explosives factory objected on Tuesday night that AECI made the new code a condition for negotiations on a new wage agreement, it is reported.

The meeting elected an action committee which is to see the Minister of Labour on the matter together with the leaders of the unions concerned.

The code was thought likely to come up for discussion at separate wage negotiations at AECI's "Midlands" factory in Sandown today.

This factory does not operate under the employment conditions laid down by the industrial agreement which applies elsewhere.

A trade union source told The Star that AECI's move could jeopardise the industry's multiracial negotiating body through which blacks were to participate in the new wage negotiations for the first time this year.
It is only a matter of days before an unprecedented week of international trade union action against multinational Unilever gets under way. But the dispute which sparked off the action - between Unilever and the unregistered Sweet, Food and Allied Workers' Union - is still heavy with positions. It is on Local Government nationals in the of ten districts consciously attempt the present paid approach to select inappropriate severe capacities.

Once a clearer and should be possible for policy making and to local governments to make plans for the future.

Botswana does appear to have successfully separated of the Tribal Authorities from the newer concerns especially over land use and infrastructure development.

Some overlapping of representation remains that still haunts the Council. The present balance struck between population remains delicate and its evolution could be economically stronger rural families seek to protect alliance with the Tribal Authorities. Careful attention must be given to programme formulation if that stifling development is to be avoided.

The Task Before Botswana

Rural development in Botswana, particularly the reduction of rural income disparities and the provision of increasing levels of productive employment to her young and fast growing population, may be looked at in two ways.

Since 1972/73 Botswana has had a surplus of recurrent revenues over expenditures. In 1975/76 revenue was P72 million and expenditure P47 million,
Change—but in SA way

—Minister

Pretoria Bureau

The Minister of Labour, Mr P. W. Botha, has encouraged South African employers to resist foreign demands for changes in their labour relations that would jeopardise the economic security and stability of workers.

Addressing the annual banquet of the Steel and Engineering Industries Federation of South Africa in Johannesburg, Mr Botha said: "We will find South African solutions for South African problems."

Orderly and evolutionary change in labour was a high priority but a good deal of the pressure exerted on employers came from well-meaning people and organisations who did not comprehend this country's situation and circumstances.

South Africa would make the necessary adjustments in its system subject to conditions that the economic security of all the country's workers was not endangered, that South Africa was satisfied the need for adjustments was proven, and that labour peace was maintained.

Mr Botha said attention must be given to the utilisation, training and retraining of manpower for South Africa's future needs.

10,000 SHORT

Although there were about 277,000 trained artisans of both sexes and all race groups working in 320 trades, the shortage of artisans and apprentices in these trades was about 10,000 at present.

"Most of this shortage is felt in the metal and engineering industries," he said. "If the upswing in our economy gains momentum the shortage will increase rapidly and could, if not properly handled, seriously hamper our economic development."

Mr Botha appealed to the country's institutions for advanced learning to introduce or develop further courses in manpower development and management.

"What is needed at this time is a co-ordinated and rationalised move towards the introduction of a bachelor's degree or higher diploma course with subjects in manpower, salaries, etc."
The Federation will be open to all SA trade unions — it will boast at least three registered unions but the bulk of its member unions will be unregistered. It has grown out of discussions lasting over a year between one registered union and a number of their unregistered counterparts *(Current Affairs October 6)*.

A formal congress to launch the Federation is planned within the next few months. February is the most likely date.

The Federation is likely to differ from other union umbrella bodies in that it will not only seek to give its members a common platform, but aims to actually involve itself in helping them to organise and share their resources.

Says spokesman Alec Erwin “We are aiming at day-to-day regional co-operation on practical as well as policy issues. We won't interfere in the affairs of individual unions but we see the Federation as a means of building up their strength and membership.”

A co-ordinated effort of the sort the Federation envisages is likely to give the unregistered union movement a considerable boost. It is obvious that by pooling resources the unions can vastly increase their effectiveness and influence.

The proposed Association will be open to black unions only. It will be formed out of the ranks of the Consultative Committee of Black Trade Unions, a loose body on which eight Reef black union secretaries sit. The Consultative was originally included in plans to form the Federation, but withdrew.

The idea of the Association, says a Consultative man, is to give the Consultative unions a more formal umbrella structure and to help them to establish their unions on a national basis — most are now weak outside the Reef.

Unity with the Federation unions, says a Consultative man, is “inevitable.” But not at present.
Black unions meet Africa
A group of black SA unregistered trade unions met union leaders from a number of African countries, including Kenya and Zambia, in Gaborone at the week-end. The unions hope the meeting, held under the auspices of the Africa-American Labour Centre, will win them international union support
Labour

Travels into Africa

What were trade unionists affiliated to the Organisation of African Trade Union Unity (OATUU) — one of them a Kenyan cabinet minister — doing at the Gaborone Holiday Inn last weekend? Simple — attending an unprecedented meeting with SA black trade unionists hosted by the African-American Labour Centre (AALC).

The meeting was called to give SA black unions a hearing in African union circles, according to sources at the conference. It is the first formal meeting between SA black unionists and their counterparts on the African continent.

Present were AALC men, representatives of the US AFL-CIO, of which the AALC is a part; representatives of SA black trade unions affiliated to the Reef-based Consultative Committee of Black Trade Unions (together with two Reef unions that have recently been expelled from the Committee), and the Black Allied Workers Union (a delegate from WASA, the black journalists’ union, was unable to attend because he was ill).

The African delegates were national union leaders from Zambia, Zaire, Liberia, Kenya, Togo, Lesotho, and Botswana. The Kenyan delegate (who is also a cabinet minister) and the Liberian apparently received permission from their state presidents to attend.

All the African federations represented are affiliated to the OATUU, which is closely linked with the Organisation of African Unity, but they attended the meeting in defiance of a decision by the OATUU secretariat that its affiliates should not attend. The meeting is likely to be hotly debated when the OATUU executive next meets.

Worker backing

The get-together was first mooted at the last convention of the AFL-CIO where black SA delegates objected to a resolution endorsing the exiled SA Congress of Trade Unions (Sactu) as the only representative of SA workers. The SA unionists argued that the resolution excluded other union groupings which had substantial worker backing, particularly those within SA.

It was they, say SA delegates to the meeting, who suggested a pow-wow with African unions. The AFL-CIO agreed to set up the meeting through the AALC, its African affairs division.

At the meeting, SA unionists explained how SA unregistered unions operate and pleaded for the same international recognition as GA groupings enjoy. They argued that the OATUU was entitled to support Sactu, but that it should support unregistered unions operating within SA as well.

The African delegates apparently replied by suggesting that SA black unions be allowed to attend OATUU meetings as observers, and they may take this suggestion back to the OATUU executive. According to sources at the meeting, the Africans were interested by the diversity of opinion among SA unionists, but urged them to seek a united black union front.

One group of SA unregistered unions was not at the meeting — the Durban-based Trade Union Advisory and Co-ordinating Council (TUACC). It declined to attend because, according to a spokesperson, among other reasons, it had not been told the purpose of the meeting and because it had other engagements.

Whether the OATUU will move closer to the SA unions remains to be seen. It is unlikely, given the secretariat’s rejection of the meeting and the non-attendance of key African countries such as Tanzania and Nigeria. Some sources also claim that in the absence of official OATUU sanction the meeting was designed to divide its members and split the organisation. Nevertheless, it is interesting that unions which are not recognised by the SA government can gain access to African opinion from which the SA government itself is excluded.
page last week

According to the union, the vast majority of Krommene workers are union members. A petition signed by 88 of the firm's 100-odd workers has been presented to management requesting union recognition. But, while management has met union officials, it refuses to grant recognition.

Krommene's liaison committee, five of whose six members are union shop stewards, (according to the union) has also discussed recognition with management. Last month, however, management turned down a request from the shop stewards to discuss the issue and is now seeking to dissolve the existing liaison committee and hold fresh elections.

Workers have refused to participate in new elections, says the union.

Matters came to a head on October 20 when a worker told his colleagues in Krommene's Novo-Nobin department that he had been dismissed. His colleagues requested a meeting with the firm's production manager who told them the man had resigned.

According to the union, the workers rejected this explanation and argued that management had broken its own disciplinary procedure which states that a worker must be warned three times before he is dismissed.

The union says the production manager replied that management could dismiss workers whenever it chose and that, if the workers did not like it, they had five minutes to leave the plant. All 12 workers in the department who were present then left. A 14th man joined them the next day.

The union says it contacted management after the incident, which sparked off a work stoppage elsewhere in the factory, and offered to intercede to get the 13 men back to work. Management turned this down, but agreed to take the men back if they met certain conditions.

Pardon the assertion of news by the editors.

Swiss role

For the second time in as many weeks, an employer faces court action because of the lock-out of a black worker. This time the threatened action is civil, rather than criminal.

The firm of Swiss-based multinational Fosfo Krommene and the complainant, a shop steward of the unregistered Transplant and General Workers Union. The action flows from a protracted recognition dispute at the firm's Durban plant which culminated in a brief work stop-

UNION RECOGNITION

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UNION RECOGNITION

Swiss role
committee elections because the present committee term of office is due to expire on January 1. The elections have nothing to do with the present dispute, says Mr.

He denies any victimisation by management. Workers who were taken back were told that they could channel grievances through the union committee. Nor, he says, was there a lock out. The worker who claims he was dismissed resigned and the others “stopped work and walked out.” Krommendiep has never opposed unions in principle but is waiting for the Witsak report, says Mr.

Thus, with limited resources to increase in the number of wages available per acre, the negative coefficients of crop failure and prolonged were both predicted one.

Indicating an inverse relationship between yield and each of the variables, the proportion of available and human resources available to the homestead.

\[
(5) \quad \text{INEC}_i = \text{PROD}_i - \text{INCAP}_i - 1.3\text{HA} + 9.02\text{EMP} + 5.5\text{PROD}_i - 5.02\text{INCAP}_i - 1.3\text{HA}
\]

where variables already used in equations (1) to (4) have the same meaning.

\[
(6) \quad \text{INEC}_i = 29.4\% 
\]

\[
(7) \quad \text{INEC}_i = 90.2\% 
\]
Call for world ban after PE strike

Tribune Reporter

SOUTH AFRICA'S first legal strike in 20 years has put the Eveready Battery Company in the international spotlight.

When 230 coloured women walked out of the company's Port Elizabeth plant this week demanding higher wages, union officials called for a total boycott of Eveready products worldwide. A ban on union members handling Eveready products in South Africa and solidarity strikes at Eveready plants in other countries.

Given the opportunity of organizing the first legal strike in 20 years union officials were quick to seize on the occasion. They contacted militant unionists in Britain — home of the Eveready parent company — and sought international action through the International Federation of Metal Workers.

The Eveready women all belong to the National Union of Motor Assembly and Rubber Workers of South Africa whose secretary flew to Mauritius to take up their case with the IMF.

Opportunity

The British Ambassador to South Africa has taken up the matter with Eveready in Britain and in the United States union leaders have used the opportunity to renew their call for sanctions against South Africa.

The women went on strike because Eveready refused to negotiate with their union, which was seeking pay increases.

The women are paid R8 an hour for five years' service. Some took home R10 a week.

Furthermore, a shortage of vacancies figure of 70 engineering technicians at Eveready's Port Elizabeth plant. It is hence useless unless they happen to be classified under 'technicians'.

The case of a geologist is a case in point. There is a distinction made between a geologist and an engineer. Engineer, and technician, are separated. whereas in the case of the category, geologists, for example, no distinction is made.

The survey to determine the total demand for technicians numbers in the survey to determine the total demand for technicians.

Note further that is dangerous to use the shortages/vacancies, figures of 70 engineering technicians.
Back to battery strikers

By RIAAN DE VILHERS
Labour Correspondent

The National Union of Motor Assembly and Rubber Workers yesterday received the support of two powerful trade union groups in its dispute with Eveready SA, which has led to the dismissal of about 200 coloured women at its Port Elizabeth plant.

After a special meeting yesterday the SA Co-ordinating Council of the International Metalworkers' Federation (IMF) issued a statement deploiring the battery company's refusal to recognize and negotiate with the union.

After considering the dispute, all 12 affiliate unions — with a combined membership of about 85,000 — expressed their full support for the union in its efforts to improve wage and working conditions at Eveready.

But the IMF seems to have stopped short of backing the union's campaign to boycott all Eveready products.

According to the statement, the council is to use all means at its disposal within the framework of industrial legislation to get negotiations resumed.

The union received further backing from the 12 trade unions who intend forming the new Federation of SA Trade Unions.

In a statement, the 12 unions said they were amazed and appalled that a British company could be so intransigent as to force a legal strike — a rare event in South Africa — over the recognition of a registered union.

They also rejected the "spurious reason" given by the company's British management that they wanted to recognize a multiracial union.

"As representatives of black coloured and Indian workers, who have shown their commitment to nonracism in forming the federation, we reject such management duplicity," the statement said.

A spokesman for the group of unions said steps were being taken to help provide financial aid to the dismissed workers and to enlist support for the union's campaign to boycott Eveready products.

The second problem was to decide what questions to ask in the interviews in order to elicit the required information as accurately as possible. The questionnaires used were drawn up after discussion with social scientists at both the Universities of Cape Town and Natal (Durban). Copies of the questionnaires are included as Appendices A and B.

Employers in three of the major divisions of the economy were interviewed, viz. Major Divisions 3, 5 and 8 (Manufacturing, Construction, and Financing, insurance, real estate and business services). Major Divisions 9 and 4 (Community, social and personal services, and Electricity, gas and water) were covered to some extent by a questionnaire sent to some Provincial hospital services departments, Bantu Affairs Administration Boards and Municipalities and Local Authorities. Major Divisions 1 and 2 (Agriculture, hunting, forestry and fishing, and Mining and quarrying) were expressly excluded from the report by the terms of reference.

The report is biased towards Manufacturing and Construction, and related services. The main reason for this is that it was easier to cover large concentrations of employment in the economy by interviewing firms in these sectors than by spending time on the other sectors where there are relatively fewer large firms. Also, in the case of Manufacturing it proved possible to obtain a list from the Bureau of Market Research at the University of South Africa of all the manufacturing firms in each of the geographical areas we were able to cover.

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See Standard Industrial Classification (SIC), Department of Statistics, Pretoria 1974, for breakdown of economy into Major Divisions etc.
Sweeping changes for black labour coming

By GERALD REILLY
Pretoria Bureau

Sweeping changes in South Africa's industrial relations, including the upgrading of black labour are expected to follow the implementation of some of the recommendations of two commissions.

Both commissions have had a close look at the political, social, and other barriers which stand in the way of greater recognition and a more efficient use of black workers, particularly in the skilled and semi-skilled fields.

On the back of this, the commission's deliberations have been the repeated warnings from labour leaders and politicians that unless greater scope is opened up for black workers aspirations and unless they are assured of greater material rewards, South Africa is headed for a chronic state of industrial unrest.

The Pickett Commission, which dealt mainly with the mobility of black labour, reported at the end of September, and the Wiehahn Commission is expected to complete an interim report next month.

The Pickett Commission's term of reference included taking a close look at legislation affecting the movement of blacks, including the Group Areas Act, the Bantu Labour Act, and the Community Councils Act.

The Wiehahn Commission is reviewing 14 acts, all of which, to some extent, unreasonably restrict the freedom of Black South Africans.

Labour leaders and the government have thus far been unable to agree on any single acceptable policy. This policy would confer on black workers the right to strike, providing certain procedures laid down in the legislation have been followed.

In fact, in some cases, unions have been expelled for attempting to deal with the pressing issues of industrial relations.

In terms of the Industrial Conciliation Act, this would confer on black workers the right to strike, providing certain procedures are followed in the legislation.

The writer has tried to approach the basic issues of how and why the process of industrial relations is being so obstructed by government.

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Unique seminar calls for equality of workers

Labour Reporter

Equal pay, opportunities and rights for all workers under a single set of industrial laws have been called for by labour and business leaders as a "unique" seminar.

The parties to the call are about eight top industrialists, leaders of half a dozen registered trade unions, black unionists from the Transvaal and Natal, and academics from three universities.

ASSESSMENT

Their weekend seminar was an in-depth assessment of industrial relations under the auspices of the Graduate School of Business Administration of the University of Witwatersrand. Study groups were appointed to pursue the issues raised and, to analyse their conclusions at a further seminar after the publication of the interim report of the Wrench Commission into Labour Legislation.

That was announced in Johannesburg today by Dr G. P. Jacobs, director of the Graduate School.

He said the parties at the meeting agreed on the following points:

1. Full equality of employment conditions for all workers, and advancement on merit is in the interest of all South Africans.

2. Trade unions are one of the proven methods of handling negotiations, resolving grievances, maintaining acceptable standards of skills and protecting workers against exploitation.

3. The State should not be involved in employer-labour relations directly but should provide the basic industrial relations structure after consultation with the parties concerned, should facilitate registration of bodies of representatives and should set minimum conditions of service.

4. Negotiation of agreements should be on a national level where possible.

Dr Jacobs said the seminar resulted in a "wide exchange of views".
their way to becoming things of the past.

To some extent that may still be true. But there is little doubt that the atmosphere in labour circles has been over-responsive, and that the labour, "conservatives" are in many respects just as conservative as they ever were.

Certainly the willingness of these groups to accept change appears to have been overestimated. The FM understands that conservative spokesmen for both unions and some employers are fighting tooth and nail against changes and may well be at least partly successful.

On the trade union side the objections are centred around attempts to alter significantly the present job reservation system. On the employer side there is unexpectedly tough reaction to the idea of industrial trade unions for Africans, with a preference being shown for plant-level bargaining.

Part of this reaction has appeared publicly in the form of at least partially successful attempts to rally white worker sentiment against changes in the industrial colour bar, such as those changes contained in Section 35 of the Sefsa agreement.

Employer resistance to African unionism has also remained solid - despite the much-heralded atmosphere of change. But the reaction is by no means isolated and many of those who believe that pace of change must be significantly slowed are influential.

They may not represent the majority of employers - or, perhaps, even the majority of registered trade unions. But their influence may yet be sufficient to block many of the changes many businessmen and trade unionists have been expecting.

Those who support change may yet win out, of course, but it does appear that the euphoria about changes among many in the industry is misplaced and that the optimists are in for an unpleasant shock or two before next year is out.

LABOUR

Watch this trend

A backlash against changes in SA labour law is building up among influential unions and employer spokesmen. For the last year, most business and trade unionists have been expecting wide-ranging changes in SA labour relations. Groups which were once known for their hard-line opposition to black trade unions and their unequivocal support for job reservation were now, as optimists argued, ready to accept significant changes on both fronts.

Indeed, it has been virtually assumed for some time now that the old exclusive non-African trade unions and bars to African advancement were a thing of the past.

Financial Mail November 24 1974

But work involving Bantu Labour Officers would not be regarded as so involved 22,744 Africans. There were also 246 Africans took part.

There is a danger that the alternative system of labour relations by the State was inadequate and that when it was subjected to the test the State was inadequate and that when it was subjected to the test it in a meaningful way, and even the State implemented unrest the Government moved quickly to overhaul the draft Bill embodying its aims in this regard. Its Minister of Labour "... evoked wide interest, proposals for its improvement were received from most organisations, from trade unions, individual employers, and other bodies". As a result the authorities altered the original Bill and later introduced the Bantu Labour Relations Regulation Amendment Bill.

IONS REGULATION ACT (NO. 70 OF 1973)

The new machinery retained the three-tier system, which had operated for twenty years, with certain important differences.

23. Ibid.
INDUSTRIAL RELATIONS
Anglo angles

Anglo American’s stated support for black trade unions is slowly being put to the test. Three Anglo companies are now talking to unregistered unions, although none has yet been asked for full recognition.

Anglo is one of the few SA companies to formulate policy guidelines providing for unregistered union recognition. And chairman Harry Oppenheimer recently told a TV audience that Anglo companies were talking to black unions.

The Anglo guidelines set out various facilities a company should grant a black union depending on its membership at the plant, leading up to full union recognition when the union represents a majority.

Anglo industrial relations consultant Chris du Toit stresses that the guidelines are not binding on subsidiaries. But he tells the FM three Anglo subsidiaries have been approached by unregistered unions asking for facilities. They are Sigma, Zimro and Vereeniging Refrac- tones. At Sigma the union, the United Auto Workers, has asked management to deduct dues from union members’ pay and this has been granted.

At Zimro, talks between the company and the Metal and Allied Workers Unions are in progress, but a company spokesman says no full recognition request has been made because the union does not yet represent a majority. “We are waiting for that to happen before negotiating.”

At Vereeniging Refractories, talks between the company and the Building and Allied Workers Union have been on the go for a while. Union secretary Skhokhane tells the FM he has asked for access to the company’s plants in Vereeniging and Springs and is awaiting a reply.

At other companies, says Du Toit, management has been faced with individual grievances brought forward by a union and has dealt with them. In some cases, management has co-operated with unions by placing union notices on company notice-boards.

Of course, three companies in a group the size of Anglo is not a lot. But these, says Du Toit, are the only companies to be faced with union requests at present. And he adds that the guidelines have not been fully tested yet “Until we have a request for full bargaining rights, the guidelines remain a formula for dealing with the future.”

What would Anglo recommend if a subsidiary got such a request? Besides testing the union’s representatives, it might refer the issue to the industry’s employer association, says Du Toit (this has been done in one case) “It is obviously preferable for wage agreements to apply industry wide.”

But, seeing that they don’t do it at the moment, isn’t sending the union to talk to an employer association passing the buck? Replies Du Toit: “We would obviously show our bona fide by recommending that the association deal with the union. And the union would have to work at achieving industry-wide membership.”

Du Toit stresses the need for industry-wide machinery for African workers and argues that Anglo’s guidelines may only be put to the test in the future — perhaps after the Wielahn Commission reports.

For the moment, it is concentrating on industrial relations training for subsidiary personnel, to prepare them for change, and on strengthening plant-level bargaining rights. The courses, he says “have been a great success. People ask why they weren’t told all this before.”

So too are the plant-level committees, he says: “On many of our mines, white workers have asked for them as well and we have set them up with union approval.”

But, as Anglo itself points out, committees are not the final answer. Unless they are supplemented by unions, they are bound to fail.

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Statement of Assets and Liabilities

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<th>Accumulated Fund</th>
<th>R301.15</th>
<th>77/78</th>
<th>Current Assets</th>
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<th>(43.89)</th>
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<td>Savings a/c</td>
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<td>Petty cash</td>
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<td>R301.15</td>
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Note:

Of our current assets a very large portion is reserved for specific purposes: R200, being the balance in the Stellenbosch Farmers’ Winery a/c, is destined for the purchase of Asterix books which will be presented to various schools in the Western Cape and R28.50 is held in trust for the purchase of prizes. Thus a sum of R72.65 remains for routine expenses (‘77-’78 = R65 — see starred items in Exp. and Rev.‘a/c’). This excludes the cost of prizes and of the commentaries project. As we have already received our grant for ’78/’79 from CASA it is clear that we shall have to call on outside sources for help when, as is likely, the expenses connected with the above, recur this coming financial year.

J.C. Sang
Sec./Treas., CASA (U.P.)
12.9.78.
UNIONS 1
Recognition the key

The Eveready union recognition dispute took a dramatic turn this week when the Foreign Office in London ordered a senior official at the British Embassy in Pretoria to fly to Port Elizabeth to investigate.

The Foreign Office has also informed Eveready’s UK parent, Berae International, that it is following developments in SA “with close interest” Berae’s director with responsibility for international operations, Bruce Ralph, confirms to the FM that the Foreign Office has expressed interest in the Eveready matter; so have some of the company’s shareholders, as well as international trade unions.

Ralph was reluctant to express support for the UK and EEC codes, but claimed that the company had “not broken any of its principles” and was reporting regularly to the Department of Trade. He was more enthusiastic about the Urban Foundation code.

R R Rowles, Berae’s personnel director, has claimed to British trade unions that “our South African company has consistently complied with the code of conduct.” One such union had taken the matter up with Berae because of some of its branches had expressed great concern about Eveready’s labour policy in SA.

The question was also raised up by the TUC in its letter to Berae, and in his reply of November 10 Berae chairman L W Orchard said that the system of representative-bureau committees had proved to be very satisfactory in SA. The company did not wish for a collective agreement with unions representing only one racial group, as this tended to entrench job reservation Berae was waiting for the Witsman recommendations in the hope that they would provide for the establishment of multi-racial unions, Orchard claimed.

Meanwhile, in PE, Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers, the registered union which has been refused recognition by Eveready, says he has

written to management asking for a meeting to discuss the dispute, but has received no reply.

Eveready chairman and MD Ron Allin says, however, that the company has now replied to the letter saying that “we are prepared to meet them and hear what they have to say.”

But it still doesn’t look as if the company is keen to discuss recognition. According to a union source, a delegation of registered unionists who saw Allin recently (see next story) were told that the company was still prepared to negotiate but “only if the union changes its attitude.”

The union source says that Allin told the delegation that Eveready might be prepared to negotiate an agreement with the union but claimed that the union had wanted all Eveready workers to belong to it and that management was not prepared to recognise the union in this way.

Allin denies he said this and tells the FM he told the delegation “the door is not necessarily closed.”

Meanwhile, Sauls tells the FM that union’s boycott of Eveready products has been “a great success” in black areas in the Eastern Cape. “We have a lot of public support and many traders are refusing to stock Eveready products.”

Statement of Assets and Liabilities

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<tr>
<th>R301.15 77/78</th>
<th>Current Assets</th>
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<td>R301.15</td>
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J.C. SANé.
Sec./Treas., CASA (W.P.)
12.9.78.
committees and were employing 16 625 African workers in the following sectors of the economy:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number of African Workers</th>
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<tr>
<td>Manufacturing</td>
<td>4,000</td>
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<td>Services</td>
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<tr>
<td>Commerce</td>
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TABLE 3

UNIONS 2

Ripples from Eveready

Originally a battle between union and employer, the Eveready strike has now also become a battle between unions themselves. The strike came to a head last week when all the unregistered (mainly African) unions affiliated to the SA committee of the International Metalworkers' Federation (IMF) joined the registered National Union of Motor Assembly and Rubber Workers (Numarwosa) in walking out of an IMF meeting. The SA committee is the only SA labour body where fairly conservative registered unions have worked formally with independent registered unions. But that unity has now been shattered. Numarwosa, whose members staged a (legal) strike at Eveready, and its unregistered supporters charge that the other registered unions on the committee have sided with Eveready and some Department of Labour men against them. The unions who stayed in last week's meeting deny this and reply that the situation at Eveready was misrepresented to them by the union.

Racial overtones are not far from the surface of the dispute. Numarwosa is one of the few registered unions to join with unregistered unions to form a new union federation. So the dispute has inevitably been seen by many of its supporters as further evidence of the hostility of more registered unions to independent black worker action.

Versions of what led to the dispute abound. What is clear, however, is that after a meeting of the IMF recently, a delegation of unionists affiliated to the Federation of Metal and Building Unions went to see Minister of Labour Fanie Botha about the strike.

At the meeting, say the CMBU men, Botha defended his department and showed them minutes indicating that the board had met for over an hour. As a result of this meeting, the CMBU men say they decided to send a delegation to Eveready to examine the situation at first hand.

After meeting local Department of Labour officials, the CMBU delegation, together with men from the SA Yster-en-Staal Unie, met Eveready management and workers. They did not, however, see Numarwosa or the striking workers.

At last week's meeting Numarwosa raised this as a matter of urgency and asked why the CMBU unions had gone "behind our backs" to management and why they had been accompanied by a union not affiliated to the IMF. After a heated debate most black delegates left the meeting.

Numarwosa secretary Fred Saulsa says he sees the visit as a slap in the face. They don't treat us as equals. They don't consult us and seem to care more about talking to management and government than us." He says his union was completely opposite to the visit to Botha.

IMF committee chairman Barnie Bouwer replies that Numarwosa agreed to the meeting with Botha. He adds he is satisfied that Eveready treats its workers well and believes that Numarwosa broke off negotiations with the company "without good reason," and misled the IMF about reasons for the strike.

He claims the union delegation did not see Numarwosa or the strikers because "they happened to be at Eveready on other business and stayed to have a look." The Yster-en-Staal men were there, he says, because they represent white workers at Eveready. A CMBU man, however, says the delegation did not see strikers "because we had no access to them."

Recognition of African Trade Unions

The Verster investigation indicated that while organisations with liaison committees (56%) were African trade unions, the majority of those with more effective liaison committees were African trade unions, and that these committees were in general more effective than liaison committees (56%) with African trade unions, the majority of those with favour of recognizing them.

37. OP cit. pp.91-4.
IND. REL. - Workers' Org -
African Unions

23-1-79 - 27-12-79
Union to lobby for guard's rights

"Imagine working twelve hours a day, six or seven days a week, in a job which could place your life in jeopardy at any moment -- and getting paid between R12 and R24 per week".

So says Mr Hercules Munro, secretary of the non-racial National Union of Security Officers, which has its offices in Salt River. The union, which is not registered, was started in November last year and already has about 30 paid-up members. Mr Munro, who formed the union, is a founder member of the Labour Party.

He says that although only a minority of security officers work under such "appalling conditions", there is a need for a union to safeguard their rights.

The union will represent both security officers and night-watchmen in pay disputes, improvements of working conditions and in the operation of training courses for security staff.

"Both the Department of Labour and the Department of Coloured Affairs have indicated that they will recognize us as a legitimate and representative union", said Mr Munro.

There are at least 1,500 night-watchmen and security guards in the Peninsula. "As soon as there is a substantial Peninsula membership we will organize on a national basis, which, hopefully, will be in the near future", Mr Munro said yesterday.

"One of our projects will be to start a training course for security officers, so they will be better equipped to cope with dangerous situations and thus render better service to their employers", Mr Munro said.

"Although most firms treat their security officers fairly reasonably, several that we know of are mercilessly exploiting their employees. We find that employees in such situations are afraid to join a trade union because of the likelihood of being fired.

Owing to the large number of desperate job-seekers in Cape Town, some firms do not hesitate firing "stoppie employees", said Mr Munro.

A pamphlet distributed by the union asks security officers whether they are working shift hours according to the law, whether they know their rights as security guards, and whether their family life is being disrupted by the long hours they have to work.

It calls on them to unite in a union whose collective bargaining power will do more than the individual to ensure better working conditions and reasonable pay.

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<tr>
<th>Firms</th>
<th>Class</th>
<th>Class 10-12</th>
<th>Class 1-3</th>
<th>Class 4-9</th>
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Microbiology (Plant) Chemistry (Plant)
Chemical Technology (Plastics)
Analytical Chemistry
Chemical Engineering
Mechanical Engineering
Structural Engineering
Construction Engineering

Climatizing & Air-conditioning
Production Engineering
Mechanical Engineering
Electrical Engineering
TV & Electronics
Industrial Instrumentation
Electrical Engineering (Light Current)
Electrical Engineering (Heavy Current)

NATIONAL DIPLOMA IN:

<table>
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<th>OR NATIONAL DIPLOMA FOR TECHNICIANS</th>
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<td>1 Immediate availability</td>
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Assuming full economic recovery.

National Diploma for Technicians.

Table 22.

Number of African technicians and number of firms in Durban.
their workers. So they organise multi-
racial committees or refuse to recognise
the union on the grounds that we're
uninstructed — which we're not.

Certainly the length with which recog-
nition disputes drag on illustrates the
difficulty. It took Smith & Nephew workers
over a year to win back their recognition
agreement. The Glacier dispute (FM last
week) has been on the go for 14 months
and two others for five and six months,
respectively.

The unions say that the long delays
don't weaken worker resolve. But they do
tax union resources to the limit: "At each
plant we have to deal with each new
management reaction while keeping
shop floor support solid in the face of
management attempts to discredit the
union," says Erwin.

This is one of the reasons why the
unregistered unions have a relatively
small membership. "We could enrol
thousands of workers tomorrow, but we
couldn't offer them anything," Erwin tells
the FM.

The unions would be unhappy with
any attempts (in the wake of the We-
hahn report, for example) to make recog-
nition dependent on majority representa-
tion in a particular industry. "It's
Catch 22," the unions say. "We don't
have mass membership because we're
unregistered. But we won't be registered
unless we have mass membership."

---

**BLACK UNIONS**

**Code shoulder**

The black trade union recognition
clauses of the various codes of labour
conduct are being tested as never before
and in most cases they are proving
ineffectual.

Among the chief challengers is the
Trade Union Advisory & Co-ordinating
Council (Tuaco). Its affiliated unions —
all of whom are unregistered — are ask-
ing at least nine companies in Natal and
the Transvaal for recognition. In almost
all the cases the unions claim majority
membership among African workers in
the factories concerned. But in no case
has recognition been granted.

Not that the unions haven't noticed a
change in employer attitudes. But they
believe it is a change of tactics, not
substance. "They don't chase us out of
the factory or fire shop stewards any
more. But they still find subtle ways of
thwarting union recognition," claims
Tuaco secretary Alec Erwin.

According to Erwin, not one of the
firms approached says it is against recog-
nising an unregistered union. Even
Swiss-owned Forbo Krommene, which
wants nothing to do with the Transport
& General Workers Union — despite
the union's claim that most Krommene
workers belong to it — says it is not
against African unions. Nevertheless,
Smith & Nephew remains the only firm
to have recognised a Tuaco union.

**No obstacles**

At only two of the firms approached
does recognition seem a possibility. At
one of them, a German subsidiary,
management has accepted the principle
of recognising the union, and no major
obstacles have emerged. At the other,
SA-owned, the union has been given access
to the plant.

In many other cases, there's a big dif-
ference between stated policy and prac-
tice. With foreign firms, "the parent com-
pany is often sympathetic to recognition
because of the codes. But local manage-
ment is opposed. So they tell the parent
they're talking to the union and then drag
the talks out as long as they can," says
Erwin.

SA firms, say the Tuaco unions, are
prompted more by the Wiehahn Com-
mision than the Urban Founda-
tion/SACCOLA code. None has raised
the code in discussions about union
recognition, but all are prompted to pay
lip-service to recognition because they
expect Wiehahn to back it. But they
won't move until they can do so within
the government-backed system.

The result, say the unions, is a new
management tactic: "They don't say no.
But they find excuses to stall us. They
either simply delay or impose conditions
on the union which it is bound to reject,"
says Metal & Allied Workers' Union ge-
neral secretary Jenerose Nala.

She adds that a common management
response is to set up shop-floor bargain-
ing machinery as an alternative to the
union. "They suddenly become interested
in non-racialism after years of separating
BLACK WORKERS

No lack of suitors

A small drama is being played out at Intercontinental Breweries' Chandor plant. The battle — which could be the precursor of others — is between two trade unions, and at stake are the hearts and minds of African workers.

Last week Ted Frazer, general secretary of the registered Brewery Employees' Union, addressed the ICB African workers and urged them to join the unregistered non-racial union his union is organising. But the workers, most of whom belong to the unregistered Sweet, Food & Allied Workers' Union, gave him, by his own admission, "a rough ride."

The workers see Frazer's move as an attempt by a registered union to take over an African union. According to Frazer, they told him that "only African men can represent African workers."

The issue is likely to be around for some time. Anticipating that the Wiehahn Commission might recommend the extension of union rights to Africans, many registered unions have begun to see an urgent need for African membership.

It is obviously better in the post-Wiehahn era for the registered unions that Africans join their ranks and thus give them a greater chance of controlling jobs than would be the case if Africans formed independent unions on a large scale.

To the handful of existing unregistered African unions, this is simply an attempt to entrench white control. They argue that when registered unions say they want "mixed unions," what they really mean is that they want to curb the growth of independent African unions.

Likewise, say African unionists, when employers say they want "mixed unions," they really mean they want to re-establish the existing, largely conservative, registered union leaders, who would represent Africans too. The present officials would keep control because of their years of experience.

Hence Frazer's hot reception at Chandor. Nor was the workers' mood improved by the fact that management won't recognise their union but has told Frazer it is prepared to recognise his.

"This is a shabby attempt to elbow us out of the factory. Frazer seems to want to put a white-controlled union in our place. But we still have a strong majority," says Skhakes Sikhakhane, general secretary of the African union.

Frazer both denies this. He concedes that more and more registered unions are becoming interested in African workers so they can boost their membership and keep Africans under their thumb. But he denies that he is trying to set up a "tame parallel union."

Our union will be totally non-racial. All positions will be open to all races. There'll be safeguards for our existing members, of course, but all workers will have a say in the running of the union. He adds that Sikhakhane's union is "for Africans only" and we reject that, and that it will never win recognition because they are open to non-brewery workers and management will never accept that.

What if African workers don't want his union? Frazer says he will accept this unlike other unionists who will try and force them to join. He adds "We don't want a white control. If they want another general secretary they can get one."

All of which Sikhakhane's union rejects. It contends that Frazer is merely co-operating with management to force on workers a type of union they don't want. It cites as an example the insistence that the union be open to brewery workers only. Who are they to tell us who our members should be?"
BLACK UNIONS

Marshalling muscle

A meeting at out-of-the-way Hammsieslraaf last week-end saw the birth of SA's first mainly black trade union federation in a decade and a half. Its impact on the factory floor could be considerable.

Nine unregistered unions from Natal, the Transvaal, and the Eastern Cape joined three registered (coloured) unions to form the new body, to be known as the Federation of SA Trade Unions (Fosatu).

While Fosatu is non-racial, the bulk of its membership is African, and it will undoubtedly soon be regarded as the most important voice of black labour in the country.

Its 12 member unions claim to represent some 45,000 workers.

Fosatu does not see itself as a "talk shop" but as a vehicle for practical cooperation between its affiliate unions and the majority of workers who are not yet unionized, placing Fosatu in the forefront of black economic struggle to achieve a more equitable distribution of the country's wealth.

Newly elected president, Alex Irwin, told the meeting that Fosatu would engage in a common education programme for shop stewards, and actively help its affiliate unions to build and consolidate membership in contrast to other trade union federations which are not generally involved in such programmes.

It is known that the federation will be in close contact with national and provincial councils and that Irwin, the new general secretary, will be on building a strong black union presence on the shop floor.

Fosatu's insistence that its affiliates build a strong representative structure in the factories is critical of many registered unions, arguing that there is little co-operation between the union hierarchy and the grass roots. But Fosatu's shop floor emphasis doesn't mean that it supports union militancy. "In the absence of a strong, union movement, they are inevitably forced to revert to unorganized unions. We want the unions to be directly represented at pooling in the factories.

"If Fosatu has anything to do with them, more and more employers can expect requests for union recognition in their plants. And those requests will be backed up by Fosatu unions throughout the country."

The new body is expected to be able to build a strong labour movement and that's all."}

The new organisation has been formed just before the release of the Weilhahn Commission's report. One of its key aims is to develop a strong, union movement to build a strong independent power base for its affiliates to enable them to hold their own when the new disciplinary provisions are introduced. "It will stand or fall by its ability to do so."

Fosatu is not likely to lack opponents. Most registered unions, like most employers, are likely to see it as a threat and Government is also hardly likely to be delighted at the emergence of a strong, non-racial union movement.

Parallel African unions within the Tasa have stayed out of Fosatu. And some independent African unions (mainly those on the Reef belonging to the Consultative Committee of Black Trade Unions) have also stated their intention that Fosatu will inevitably be dominated by the non-Africans.

They should have been at our congress. Most of the talking was done by the African workers delegates." reports Irwin.

The above story was supplied by the Union Observer.

Long-term planning

Many附加 elements have been introduced to the production process. The people involved in the process have been thoroughly trained and equipped with the necessary tools and machinery. This has resulted in an increased production of the product, a higher quality, and a shorter time to production.

In recent years, the company has been focusing on sustainable practices and utilizing the available resources to reduce waste and increase efficiency. The company has invested in equipment and technology to streamline operations and improve productivity.

With the new technology, the company has been able to reduce the time required for certain processes, leading to increased output. The company has also implemented measures to reduce energy consumption and has invested in renewable energy sources to power its operations.

The company is committed to providing a safe and healthy workplace for its employees. It has implemented several initiatives to improve safety and health, including training programs, regular inspections, and the provision of protective equipment.

The company's focus on sustainability and productivity has not only benefited the company, but also the environment and the community. The company is proud to be a part of a sustainable future and will continue to strive for excellence in all aspects of its operations.
LABOUR LAW

Packing the courts

Disputes between employers and unregistered trade unions on the factory floor are nothing new. Increasingly, however, they are also being fought in courts of law.

A spate of cases testing labour laws are pending and a number have been heard or settled out of court in recent months. This is in marked contrast to the situation little more than a year ago, when virtually no major labour cases had been heard in the courts for some years.

At least eight cases are pending at present, and four have recently either been heard or settled out of court. Points of law to be tested include the legal status of unregistered trade unions and the rights of workers to ask for court protection against threatened victimisation, the rights of unregistered unions to sue for defamation, and the law affecting dismissals and suspensions. One case will test the rights of a banned person to claim unemployment benefits.

Why all the interest? Partly because unregistered unions are increasingly relying on the courts to defend their rights when they are ignored by employers. Says one unionist: "A court is one place where the employer has to listen to us. If they want to talk to us in the factory, we'll have to spend costly hours listening in court.

In other words, the unions are looking to the limited openings present labour and common law provides them to beef up their claims to recognition. They are able to pursue this new strategy because of renewed interest in labour law on the part of a section of the academic and practicing legal fraternity. Research in labour law has mushroomed and a small but dedicated corps of young lawyers have emerged prepared to fight labour cases.

And there are now a number of groups, such as Wits University's Legal Aid Clinic and the Johannesburgbased Legal Resources Centre, which are taking an interest in labour law.

On the research side, there is Wits Centre for Applied Legal Studies, which has an extremely active labour law department, and Umusa's Institute for Labour Relations. There is also a growing interest on the part of individual academics, particularly at Afrikaans universities.

Says one lawyer: "A few years ago, people dismissed labour law with a few libel assumptions about the negligence of African unions. Now we are uncovering and testing neglected areas of the law which provide some protection for African unions and their members."

He believes, however, that non-African unions will soon have to develop a new interest in labour law. Up to now, they have automatically controlled access to the job and have not had to worry much about members' job security. A new post Witsbahn dispensation, however, will mean that they will have to concern themselves anew with job security and "the protection the law offers against unfair dismissal and suspension of workers."

Any new labour dispensation will therefore increase the work load of the labour lawyer.
Her last war won

1979-81

Trade unionist Lucy Mwibelo, a member of the National Emergency Coalition, has come out on top in her relentless fight against apartheid. She has been active in the Congress of South Africa Trade Unions (COSATU) and the National Union of Commercial, Catering and Allied Workers (NUMCAW), among other organizations.

"I was always resolute and never gave up," Mwibelo said at the time. "I have never been a quitter." She continued, "I have always fought for what is right, even if it meant going against the government." Mwibelo's activism was not without its risks, and she has faced persecution and arrest throughout her career.

In 1979, Mwibelo was arrested for her involvement in trade union activities. She was held for several weeks and was later released on bail. However, she was not allowed to return to work or to participate in any union activities.

Despite these setbacks, Mwibelo continued to fight for the rights of workers. In 1981, she was finally able to return to work and to resume her union activities.

Mwibelo's story is one of determination and resilience. She has shown that even in the face of adversity, it is possible to stand up for what is right and to make a difference.

Lucy Mwibelo was a powerful figure in the black South African trade union movement and her actions have inspired many others to continue the fight for justice and equality.
BLACK UNIONS

Battle of the bottles

A sign of the times? A black trade union has been accused of moving in on workers in a liquor factory where another black union is already established. The employers have been accused of taking sides in the dispute.

The union accused is Lucy Mvubelo's National Union of Clothing Workers, a "parallel" African union which works with the registered Garment Workers' Union. Its accuser is the unregistered black Sweet, Food and Allied Workers' Union. The employer is Stellenbosch Farmers' Winery.

Sweet, Food general secretary Skakes Sikhakhane sees NUCW's attempt to woo black workers at SFW as an attempt to displace his union — which has been organising at SFW for some years — and replace it with what he describes as a "tame" union.

Sikhakhane tells the FM that SFW is favouring NUCW over his union in granting it access to SFW premises — a right it has denied his own union. He fears that NUCW is also planning to muscle in on dairy workers already organised by his own union.

SFW industrial relations man Piet Roussow denies Sikhakhane's charges. "We are not anti Sikhakhane's union," he says. But he confirms that SFW allowed an official of the Garment Workers to address SFW employees and that SFW denied that right to Sweet, Food Roussow adds: "Sikhakhane's request was made a long time ago, when we didn't think the time was right for unions. The Garment Workers asked recently and we agreed because we believed black unions would soon become a reality."

Tom Mashimud, who is organising at SFW for the NUCW, denies that his union is trying to "undercut" its rival. "We're simply carrying out a decision to organise the unorganised. Sweet, Food has made no progress there."

But why pick a company where another black union is already involved? "Sweet, Food will never be successful there. They're trying to lump liquor workers with food workers and that won't work."

Why then is an official of a clothing union trying to organise liquor workers? "They won't join our union. We'll form a separate one," says Mashimud.

Disputes like these are likely to become more common once the post-Wiehahn trade union dispensation is introduced, particularly as the black unions who operate independently of registered unions fear that many employers will favour the "parallel" unions and will therefore grant them access to their factories while denying it to the independent unions.
CONSUMER BOYCOTT
Fattis in the fire

Food manufacturer Fattis & Mom's faces a boycott of its products by black traders in the Western Cape as a result of a labour dispute in its Bellville plant. The dispute led to a walk-out by about 80 coloured and African workers last month.

The walk-out was prompted by the dismissal of five coloured workers. Management says the workers were "retrenched" because it is cutting back on staff, but the Food and Canning Workers' Union, which has been organizing at the plant for over a year, believes they were "victimized."

The Cape branch of Naicoc — the National African Federated Chamber of Commerce — and the Western Cape Traders' Association, have issued statements of support for the dismissed workers. The association was due to meet to discuss a boycott as the FM went to press.

Chairman Dawood Khan tells the FM he will recommend a boycott. He says he has taken the matter up with management and "they keep on talking about the Wshahn report. They're obviously just dilly-dallying."

Khan says his members stock a wide range of Fattis products, including bread, and he believes the boycott could bite deep. He believes the traders should boycott because "workers are consumers and we have a duty to consumers."

Behind the dispute, according to the union, is its year-long attempt to get management to deal with its redress worker grievances. This culminated in the union declaring a dispute, shortly after which the five workers were fired, leading to the walk-out.

Fattis and Mom's Peter Mom says he broke off negotiations with the (coloured) union because "they wanted to represent blacks and so far the law doesn't allow that."

Told that the law does not prohibit it, Mom told the FM that there was "little need for or interest in a union on the part of our black workers." He says they are a powerful pressure group who have made their point by striking in the past and, as a result, their conditions are better than those for coloured workers. They want to be regarded as a group on their own.
Homeland migrants and commuters 'out of unions'

By Hugh Leggat
Political Correspondent
CAPE TOWN - Migrant workers and commuters from homeland areas will be excluded from trade union membership in terms of the Industrial Conciliation Amendment Bill, published in Parliament today.

It means that only blacks with Section 10 rights of residence in urban areas will be able to form registered trade unions.

The Bill also expressly forbids the registration of racially mixed unions, except with the permission of the Minister of Labour. The other main recommendations of the Wadlow Commission are:

- The setting up of a manpower commission to revise labour policy on a permanent basis
- Establishment of an industrial court to arbitrate in disputes and judge disciplinary offences
- The scrapping of the entire Section 77 of the Conciliation Act relating to internment

The Bill says an employee is anyone working for an employer or who may legally reside on land in South Africa. This includes section 10 blacks.

But it adds that people living on land as contemplated in the Development Trust and Land Act or in self-governing territories are not included in the definition of employees.

MIXED UNIONS

The Minister may include other groups of people in the definition by notice in the Government Gazette, but he may not do so on the basis of race or colour.

On mixed unions, the Bill says no trade union shall be registered with employees of more than one population group.

Previously, there was a prohibition on whites and coloureds people belonging to the same unions. Now this applies also to blacks eligible for union membership.

But the Minister may, as before, register mergers of unions with coloured employees, see also Labour Legislation.
Bill wipes out black unions, says Suzman

By HELEN ZILLE
Political Correspondent

HOUSE OF ASSEMBLY — The Government’s ban on migrant workers from trade unions would lead to an explosion of industrial strife and illegal strikes, Mrs Helen Suzman, the Progressive Federal Party spokesman on black affairs, said yesterday.

In a powerful attack on the Industrial Conciliation Bill, Mrs Suzman said it had dashed expectations aroused by the Wiehahn Commission for far-reaching changes in labour laws.

“The Bill waters down the major recommendations till not here anything is left,” Mrs Suzman said.

In a surprise move, the New Republic Party supported the Government during yesterday’s second reading, despite its criticism of several clauses.

Speaking for the official Opposition, Mrs Suzman isolated the Bill’s key deviations from the Wiehahn recommendations.

The ban on migrant workers and frontier commuters from trade unions would wipe out most existing black trade unions whose membership included up to 80% of workers in this category, she said.

Only blacks with Section 10 rights to live in “white” areas would be allowed to belong to trade unions — an estimated 1.4 million workers against the estimated 2.1 million migrant or frontier workers.

Mrs Suzman asked whether pressure would be exerted on existing trade unions to register.

“There is a widespread fear that they will be forced to register and get rid of their non-eligible members,” she said. “They are being given an impossible choice.”

The assets of the unregistered union belonged to all its members, and a formal resolution would have to be passed in order to register the union. It was absurd to expect the majority of members to vote themselves out of union membership, Mrs Suzman said.

Employers would get involved with a small percentage of workers who could form unions and could attempt to replace them with migrants. In addition, non-registered trade unions would not be allowed to claim deductions from their members.

“This is direct state interference despite the White Paper’s assurances to the contrary,” Mrs Suzman said.

The Minister of Labour, Mr Fanie Botha, repeated an assurance that he intended to order an investigation with a view to making adjustments to accommodate certain black commuters.

Mrs Suzman told Mr Botha in his “new deal” speech consisted mostly of platitudes and worn-out phrases. She continued to describe the Bill for its “gross interference” in freedom of association — another key Wiehahn recommendation.

Despite a recommendation to legalise non-white unions, the Government had decided to forbid them. Pro forma registration was nearly useless.

“It is registration on sufferance and may be withdrawn at any time by the registrar, a Government official who will obviously stick to Government policy,” Mrs Suzman said.

Mrs Suzman criticised the lack of a right of appeal from the proposed industrial court.

“The industrial court is unacceptable to no-one — we will have a kangaroo court, not a proper judicial body,” she said.
CONSUMER BOYCOTTS

Battery of protection

Three consumer boycotts against well-known products are presently in force in the Cape. Two stem from labour disputes and the third from a company’s refusal to sponsor a sporting event.

The most successful appears to be the one against Simba Chips, organised by the SA Council for Sport. SACOS’s Hassan Howa claims it is “70% effective.”

Cause of the boycott is Simba’s unwillingness to sponsor a schools cricket competition organised by a SACOS affiliate in coloured and Indian schools. Howa tells the F M SACOS organised the boycott because Simba donated a large sum to the SA Grand Prix, while sponsorship of the SACOS event would have cost only R5,000, according to Howa.

“They obviously believe black schoolchildren are less important than the people who go to the Grand Prix,” says Howa. Simba had told him it could not offer sponsorship because it was concentrating on TV advertising and had insufficient money left over. “But they then announced that they were thinking of sponsoring the Grand Prix again,” says Howa.

He tells the F M there is great enthusiasm for the boycott among schoolchildren, who have been instrumental in getting their parents to stick to its boycott.

With school-going children joining SACOS has lent its support to the boycott of Fattis & Morris, prompted by a dispute between the company and the Food and Canning Workers’ Union (May 11). The Fattis boycott has been successful. Black traders in the Cape have promised support but this has not yet materialised. Fattis’ Peter Pick has conceded that “we’ve lost out in areas” but says sales are normal.

According to Howa, the Fattis boycott has been weakened by the lack of alternative products (the potato crisp boycott transferred business to Simba’s competitor, Willards), and the fact that chain stores are holding specials on Fattis products.

The third boycott concerns Evers and flows from its dispute with the National Union of Motor Assembly Rubber Workers last year. About 800 Eveready women workers struck in protest at management’s non-recognition of the union last year. The women have been replaced, says union officials, and secretary Fred Sauls, saying “as in dispute with management.”

Sauls concedes that the boycott has been a failure — once again because of lack of alternative products.

But the union is once again organizing at Eveready. According to Eveready workers were initially hostile to it and the strikers, but have broken down. “After the strike,” says Sauls, “we went up from 55c an hour to 75c and the company introduced a pension fund for workers are now saying that this would have happened without the strike.”

Eveready factory director John Pool says, however, that the wages and benefit improvements had nothing to do with the strikes, but were the result of a study conducted by the University of Port Elizabeth.

The company’s attitude to union recognition has not changed. “We are interested in setting up a non-union works council rather than a union,” Pool tells the F M.
(i) a person cannot be so appointed as director; or
(ii) a person's appointment as director follows his removal as director of it.

In determining whether one company is a subsidiary of another company, any shares held or power exercisable by that person shall be treated as not held or exercisable.

CITY TRADING

Free for all?

Will the post-Rieker era bring colour-blind trading to central business districts?

If Dr Rieker had his way it will be up to local authorities to decide whether to allow an otherwise racially disqualified people (F J June 1).

City councils have yet to formulate policies or treat as not held or exercisable by that other company, if the ordinary business of that other company or its subsidiary, as the case may be, includes the lending of money, and the shares are so held or the power so exercisable by way of security only for the purposes of a transaction entered into in the ordinary course of that business.

(d) A body corporate which would have been a subsidiary of another company had it been a company as defined in this Act, shall be deemed to be a subsidiary of such other company.

[Sub-s. (3) added by s. 1 (e) of Act No 76 of 1974]

(4) For the purposes of this Act, a company shall be deemed to be a holding company of another company if that other company is its subsidiary.

[Sub-s. (4) added by s. 1 (e) of Act No 76 of 1974]

(5) For the purposes of this Act, a subsidiary shall be deemed to be a wholly owned subsidiary of another company if it has no members except that other company and a wholly owned subsidiary of that other company and its or their nominees.

[Sub-s (5) added by s. 1 (e) of Act No. 76 of 1974]

CHAPTER I

APPLICATION OF ACT

2. General application of Act and preservation of rights of existing companies.—(1) This Act shall apply also in the territory, including the Eastern Cape, Zipfel.

(2) This Act shall apply to every company incorporated under this Act, every external company and, save as is otherwise provided herein, to every existing company.

(3) Any reference in this Act, express or implied, to the date of incorporation of an existing company, shall be construed as a reference to the date on which such company was originally incorporated.

continued on page 497
Toe the line or we’ll act, Botha warns black unions

Political Staff

THE ASSEMBLY.—Despite overseas support for black trade unions, the Government would not allow labour relations to be disrupted or abused, the Minister of Manpower said yesterday.

Mr Botha — speaking in debate on the Industrial Conciliation Amendment Bill — gave details of how overseas unions and "pressure groups" were giving financial and training assistance to the 50,000 members of the 27 unregistered unions, and warned that workers from countries with "alien ideologies" would have to be handled strictly.

But Mrs Helen Suzman (PPF Houghton) said the Bill confirmed State interference in union affairs in spite of the Wiehahn Commission’s recommendations to the contrary.

Already, 159 trade union leaders had been banned since 1973, she said.

Challenged by Mr Botha as to whether they had been banned for their trade union activities, Mrs Suzman said: "My preced- ence was that they were banned for activities in the unions."

Not a single reason had been given by the Minister of Justice for the bannings, nor had they been charged with any offence under South Africa’s numerous security laws.

During his speech, Mr Botha said there had been intense interest overseas in South African trade unions.

"This process takes place through the means of overseas pressure groups as well as labour codes which have been drawn up by overseas countries for associated companies in South Africa," he said.

The unregistered black unions, which were not statutorily banned, existed in some key industries and "enjoy substantial and moral support from overseas."

"A number of South African black unions are receiving training overseas and many union leaders have visited the Republic over the years to keep an eye on trade union affairs, to develop them and give them organisational help."

In the last 18 months over six such visitors had been to South Africa from the United States, Holland, Sweden, Italy and Britain.

These unions were not at present subject to the demands of the law and because their financial affairs were not controlled, funds could be diverted to activities which had nothing to do with trade unions.

"I simply cannot allow that our trade union affairs are misused or disrupted for parapasons which can put the country in danger," Mr Botha said.

He did not spell out in his speech what steps the Government intended taking to control the activities of these unions which do not register under the new legislation.
When the Border’s Kadalie led first big black union

THE INDUSTRIAL AND COMMERCIAL WORKERS UNION OF AFRICA. By F. L. Wickins (Oxford University Press, R9.75)

An East London man, Mr Clements Kadalie, was the moving figure behind the first sizeable — and perhaps the largest — black trade union in South Africa.

Kadalie, who arrived in South Africa from Central Africa in 1918 as a schoolteacher, formed a union among the dock workers in Cape Town and became its secretary.

The Industrial and Commercial Union was partially successful in its first strike in 1919 and thus lead to an increase in membership and influence.

By 1925, Kadalie was leading a nation-wide campaign against the labour and segregationist policies of the Fact Government.

The movement expanded phenomenally, and in the following two years thousands of black people joined it and new branches were formed everywhere.

It was highlighted by a visit by Kadalie to Geneva where he claimed to represent the workers of South Africa. But it was a pyrrhic victory. Shortly after his return, the union became bankrupt and divided.

A group of Socialists from Britain and white sympathisers in South Africa tried to save it, but that was the final disaster. Their attempt to establish Western organisation on a spontaneous mass movement was a complete failure.

There will be criticisms of this account of the ICU, particularly of some of Dr Wickins’s underlying assumptions, but it is nevertheless a fascinating account of a mass movement which could have changed the course of South Africa if it had not failed.

It is also easy to read without all the academic claptrap that often accompanies similar books. Particularly in view of current discussions about black unions, it should be read by those interested in our recent past.

It is especially interesting to read how the National Party was happy to strike up deals with Kadalie and the ICU when it suited them to do so. For those of us who are used to the rationalisations of the Prohibition of Political Interference Act, it is certainly worth noting that a Nationalist Prime Minister, General Barry Hertzog had a meeting with ICU leaders during the 1924 election because he thought the black vote was decisive in 12 of the 51 Cape constituencies.

The National Party distributed a number of copies of anti-Smuts Government resolutions and printed free of charge an election edition of The Workers’ Herald.

After the collapse of the union, Kadalie settled in East London where he became a leading figure on the Duncan Village Advisory Board, although he lived in the North End.

In those days, the ICU was confined to East London and even had a four-figure membership. It was suspected that Kadalie was behind a strike at the harbour in 1946, but Wickins says it is unlikely that he had much to do with it.

In 1951, he visited the land of his birth and died of diabetes which was diagnosed too late.

For an account of one East London’s famous people this book should certainly be read.

Barry Streek
Deadlock looms over black union registration

By STEPHEN ORPEN

A showdown is looming between Government and the black trade union movement, which is on the brink of deciding not to register.

The black unions are currently drafting a memorandum to the Minister of Labour, setting out their grievances. They are also planning to seek top-level discussions with Government in an effort to avoid deadlock.

The storm comes only weeks after the publication of Government's white paper on the Wiehahn Commission's report, and with the Industrial Conciliation Amendment Bill still in process.

Reacting to the exclusion in the Bill of black migrant workers and commuters from rights to register black unions, members of the two main black union groups in the Transvaal, Natal and the Cape are close to consensus on a decision not to seek registration of their unions.

The Consultative Committee of Black Trade Unions says it is incensed by Government's "transparent move to cripple the black union movement at the outset, despite all the sweet words and good intentions."

A senior official with the Federation of SA Trade Unions (FOSATU) adds: "It has been claimed that our main worry is that we will have to shed a large slice of our membership if migrants and commuters are excluded."

"It is true that this is at the heart of the matter. But we are just as angry that Government should consider us so simple-minded as to be sold such a patently unacceptable deal."

An official with the Commercial, Catering and Allied Workers' Union, with some 2,700 members in the Transvaal and growing support in the other provinces, explains: "If the black unions do not seek registration, Government will be back to square one. The whole idea of the Wiehahn-inspired concessions will be negated."

"That will not only put the ball firmly back in Government's court. It may also seriously damage Government's efforts to sell the Wiehahn and Rieckert concepts to the outside world."

Other black union men point out that their object is not to embarrass the country in the eyes of the world. Nor, they say, are they seeking confrontation or trying to twist Government's arm.

"Certain Government people, and their supporters, seem to think that we are not to be trusted, that we are not prepared to co-operate through the industrial relations process in working for orderly change without damage to economic growth at company or national level."

"With minor exceptions, this is nonsense. We are working in good faith and as responsibly as we can. But we cannot allow the rug to be pulled from under our feet. We cannot allow the excellent new concepts suggested by Wiehahn to be reduced to a sham by Government manoeuvring."

There is also dissatisfaction with the 'culture lie' used in arguments against integrating the black union movement.

A leading black industrial relations man claims that politicians for the Industrial Conciliation Amendment Bill are pushing the idea that "we must allow for the unique cultures of the many different black ethnic groups."

He says it is quite wrong to seek to divide the black unionisation process on these grounds.

"We are quite prepared to see the traditional customs of the various black groups subjugated in the interests of a modern industrial relations system in an integrated modern economy." The argument is that the legitimate price of equality. We suspect that efforts to play up black cultural and tribal differences are merely an excuse for a sort of divide-and-rule policy.

"Such a policy would emasculate the black union movement. It is part of the apartheid concept. We don't want our new deal entangled in the trappings of separatism, which the National Party doctrine." Another union man warns: "We understand that the Government is constrained in the rate of progress by its Right wing, and the fear of a backlash among conservative white workers and voters."

"But we are also under pressure to deliver the goods. If we, who are moderate, do not succeed in showing reasonable progress, we will be replaced by more aggressive leaders."

"That has already been made clear to us."

How much progress remains to be realised is well illustrated by the extent of registration in South Africa.

Of the country's working population of some 10 million, only some 743,000, or 7.5%, are members of registered or unregistered unions.

Of some 180 unions in the country, 85 are affiliated to the moderate Trade Union Council of SA (TUCSA) and 21 to the Right-wing Confederation of Labour. There are 83 proscribed registered unions and 14 non-aligned registered unions.

Over-shadowing South Africa's meagre 7.5% unionisation, the British figure is 56% and America's 52%.

Black unions are still largely unregistered, and account for only some 75,000 workers, or less than 1% of the working population.
Confusion about government's new labour dispensation is having its effect on two long-standing disputes between employers and unregistered trade unions in the Durban area.

At British-owned chemical company Revertex, where the Chemical Workers' Industrial Union is still seeking recognition, management has issued to its workers a memo saying it is prepared to deal with a registered union.

But government's amendments to the Industrial Conciliation Act bar most Durban workers (who are "commuters" from KwaZulu) from registered union membership. The union thus accuses Revertex of "stalling tactics." However, the company says the memo was issued before it was aware of the exclusions and that it will now decide whether or not to change its attitude.

Meanwhile, at Swiss-owned flooring manufacturers Forbo Krommene, the unregistered Transport and General Workers' Union also charges that management is "stalling."

The union is seeking recognition from Krommene, and a dispute over this has already led to a work stoppage and an unsuccessful prosecution of 13 workers for striking.

Although the union complied with a management request to put its case for recognition in writing, it says the issue was stalled by Krommene, pending the Wiebahn report. Even now, however, the union says management is still stalling.

Krommene tells the FM it is now waiting for clarity on the Industrial Conciliation Amendment Bill currently before Parliament. "We don't want to be caught in a stop-start approach where we make a decision and find that we have to undo it because of the law," says a company spokesman. At the same time, he confirms that Krommene is planning to set up a new plant-level works committee (composed of worker representatives only).

The committee, he says, can have close union links if it wishes to "But the main focus of bargaining must be the committee."
Manpower Minister Fanie Botha is expected to meet certain African trade unions in August to discuss their objections to the Industrial Conciliation Amendment Act, according to union sources.

If the meeting does indeed take place, it will provide a test of Botha's ability to woo at least a section of the African union movement into government's new labour relations system.

The Reef-based Consultative Committee of Black Trade Unions last week asked Botha for a meeting to discuss the exclusion of migrants and commuters from trade union rights, as well as the effects of bantustan independence on future union rights.

At the same time, Lucy Mvubelo's National Union of Clothing Workers has sent Botha a memorandum, and an NUCW source tells the P&FM that it is "a foregone conclusion" that Botha will meet the NUCW and the Consultative.

The Consultative and Posatu, the other large black union co-ordinating body, are busy trying to find ground for a common front to oppose registration by African unions (P&FM last week). The authorities can hardly welcome this unity and Botha may use the meeting, if it takes place, to woo the NUCW and the Consultative away from it.

He may have a difficult task. Objections to government's new system run deep, as a panel discussion at the SA Institute of Race Relations conference this week illustrated. The panel consisted of two Posatu unionists, Tucsa president Ronnie Webb, and UCT labour expert Dudley Horner.

At the meeting, Posatu general secretary Alec Erwin reiterated his objections to the Act and to large sections of the Wiehahn Report. He argued that the report had attempted to impose a system on SA labour relations instead of simply allowing a free non-racial labour movement to emerge.

Erwin made it clear that "my personal view is that registration has no advantages and a number of disadvantages" unless changes are made to the new Act: Horner argued that Wiehahn had changed little — "the more we change, the more we seem to remain the same," adding that the post-Wiehahn era "could see new attempts to foster plant-level committees" on African workers.

Metal and Allied Workers' Union secretary Juneros Nala stressed that employers "who have told us for years that they are waiting for Wiehahn" have not changed their views on black union recognition since his report. "Now they simply tell us they'll talk to us when we're registered."

Erwin told the meeting that a "united front of all unions" was needed to oppose the new dispensation. But the chances of support for his views from the registered union establishment are remote. Webb told the meeting that, despite its drawbacks, the new Act heralded "a transformation" and was a "significant step forward" which will "generate new interest and life in the union movement."
Black Advancement

No happy union

Opposition to trade unionism remains deep-rooted in SA companies, according to a survey released this week.

Entitled "Survey of Aspects of Black and Coloured Advancement," it is the second produced by human resources consultants Furne Simpson 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 to unions, most companies say they would deal with a government-recognised union. Only 37%, however, say they are prepared to recognise an unregistered union.

As far as registered unions are concerned, 53% of the companies complain that they restrict African job advancement. In addition, 32% complain that white unions restrict coloured advancement, and 27% 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 24% 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 R150 a month, a quarter say it is above R200. But a third start their lowest-paid workers at R100-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 (88%) argue that business should contribute to society "in
TRADE UNIONS

More rivalry

The rush to organise African workers continues, as do the conflicts it causes. The latest battle-ground is the Natal liquor and catering industry.

The rivalry has been occasioned by the establishment of a Natal branch of the Commercial, Catering and Allied Workers’ Union (Cawusa), which has been organising in Natal for some time.

Cawusa’s move evoked protest from A C Reddy, general secretary of the Natal Liquor and Catering Trades Employees’ Union, who says he is planning to organise an African ‘parallel’ union in licensed hotels in Natal. He had hoped simply to integrate Africans into the registered union, but will form a separate union to conform with the law.

Reddy adds: “Employers have already agreed in principle.” He is unhappy about the prospect of Cawusa’s organising potential members of his ‘parallel’ union.

‘They should stick to shops and tea rooms, they are newcomers to catering,’ he argues.

Cawusa replies that it has been established for some years and that the new parallel union is an attempt to keep it out of Natal hotels.

Meanwhile, unregistered unions on the Reef are puzzled by a letter they have received announcing the formation of a new African union, the SA General Building Workers’ Union, in the Cape. The letter is signed by M D Arendse, who describes himself as a former artisan, foreman, and consultant in the building industry.

The letter asks for assistance from other unions (including the unregistered Building, Construction and Allied Workers Union) in establishing the new union.

But unregistered unions attached to the Consultative Committee of Black Trade Unions are not overjoyed by the move. “If they really want to assist the existing black Building Workers Union,” asks unionist Skakes Sikakhane, “what is the benefit of another union?”

A further feature of Arendse’s letter is that he claims to be working closely with Ursus. However, Ursus general secretary Arthur Grobelaar tells the FM that his organisation has not promised support to the new union. “They have contacted us and we have asked them for more information,” he says, “but we have not taken any decision.”

Grobelaar adds: “Our personal view is that we will not help them. It doesn’t look like a viable proposition.”
Motor unions win major wage rise

By RIAAN DE VILLERS
Labour Correspondent

UNIONS representing workers at Ford, General Motors and Volkswagen in the eastern Cape have won major wage increases in terms of an industrial council agreement concluded earlier this week.

Across the board increases averaging about 8% have come into effect immediately and further pay rises will be granted in March next year, bringing total across the board increases to over 15%.

Minimum starting rates have been increased by 24.5%, which works out at R3 an hour in the lowest grade and R3 an hour in the highest grade.

The pay rises, affecting about 6,000 workers of all races, were negotiated on Monday between employer representatives, the coloured National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and the white SA Iron and Steelworkers' Union Representatives of the black United Automobile, Rubber and Allied Workers' Union also attended the discussions.

Mr Freddie Sauls, Numarwosa general secretary, yesterday expressed satisfaction with the increases.

Mr A Rademeyer, chairman of the Eastern Province Automobile Manufacturers' Association, said: "We are very satisfied as well."

He said as had become customary in recent years, percentage increases in the lower job grades were slightly higher than in the top grades.

Agreement was reached on Monday after employers increased their offer following rejection of an earlier offer by Numarwosa and UAW members at mass meetings earlier this year.

Details of the agreement were kept back this week until unions laid reports back to their members.
LABOUR DISPUTE

Dairy diary

The Nel's dairy case, which prompted a much-discussed judgement by Mr Acting Justice Goldstone, is still very much alive so is the dispute between Nel's, and some of its workers and their union.

Judge Goldstone ruled that employees were entitled to civil redress if they feared victimisation by their employer because they brought an action fearing victimisation because some of their colleagues had allegedly been sacked for trying to form a works committee. Legal experts hailed the judgement as a "ground-breaking advance for black workers."

At the same time, Nel's gave a voluntary out-of-court undertaking that it would not victimise any employee for works committee activities. But the case itself was not finally resolved, it has been brought down for hearing on the facts in February next year.

Since then, however, Nel's has dispensed with the services of a number of its workers, including the first applicant in the court hearing, Joseph Mabaso. The men's union, the Sweet, Food and Allied Workers' Union (shortly to be renamed the Food and Beverage Workers' Union) claims they were victimised.

Says union general secretary Shakes Sikhakhane: "Management claimed the men had threatened the company, but all of them were union members and all were involved in trying to establish the committee. Management just wants a compliant committee."

The dairy company's Hans Nel denies the union's claim that the men were victimised: "Some were dismissed and the contracts of others ran out and we decided not to employ them. But it had nothing to do with the committee. I am against a committee."

Nel claims that the union wanted the committee to consist of union members only "and we can't allow outsiders in our factory."

Sikhakhane tells the FM the workers concerned are considering further legal action.
Despite attacks from black workers in the United States, the US Chamber of Commerce agreed to facilitate talks between the US and South African trade unions in 1987. Earlier this year, a black acting representative of the African National Congress (ANC) was called before a US Senate committee to discuss the ANC's policy and the problems of the South African trade union movement. The ANC leader, Nelson Mandela, expressed the need for a "comprehensive strategy" to address the issues facing South Africa.

In October, the ANC announced its intention to form a "national unity government" to address the country's problems. The ANC leader, who is also the president of South Africa, said that the ANC would work towards a "comprehensive strategy" that includes the participation of all political parties, including those in opposition.

The ANC has been actively involved in the political process in South Africa, and is seen as a key player in efforts to end apartheid and establish a democratic society.

The ANC is a member of a number of international organizations, including the World Trade Union Confederation (ITUC) and the International Trade Union Confederation (ITUC). The ITUC is an organization of trade unions that promotes the rights of workers worldwide. The ITUC has been involved in a number of initiatives to support the ANC, including providing technical assistance and training.

The ANC has also been active in the field of human rights, and has been involved in efforts to promote and defend the rights of workers in South Africa. The ANC is committed to the principle of equal rights for all workers, regardless of race, gender, or other factors. The ANC has been involved in a number of initiatives to promote the rights of workers, including the establishment of a national minimum wage and the implementation of a national minimum wage program.

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Union man castigates labour law

Mercury Reporter

PROPOSED new powers for the Minister of Labour enabling him to make exceptions concerning trade union membership were described by a trade union official yesterday as "absurd".

Mr Alec Irwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu), was speaking at a lunch hour meeting at the Institute of Race Relations in Durban.

New labour laws to be promulgated would present a major problem, especially in Natal where most of the African work force lived in KwaZulu and therefore was not eligible for trade union rights.

The minister had indicated he would have the power of exempting certain workers from this rule and he would use it in Natal.

"But nobody is happy about the minister being able to govern union membership."

"I haven't the slightest idea how he intends administering the exemptions and I don't think the minister is too clear about it himself," Mr Irwin said.

Because of this he was sure many of the unregistered (Black) unions - there were about 25 in the country with a membership of about 80,000 - would refuse to register.

The general feeling of unions affiliated to his federation was also that they remain unregistered but the official stand would only be known next month.

Mr Irwin also expressed his disappointment that the Wiehahn Commission report was not totally accepted by the Government.
Kelloggs nod to union hailed

THE recent formal recognition of the Sweet, Food and Allied Workers' Union by Kelloggs Food Company of Springs has been hailed as a step forward by black leaders and workers.

They believe that more companies will now follow suit in recognising other black trade unions, which will ultimately result in full recognition — and this may bring about good relations between employers and workers throughout the country.

The two parties signed an agreement last Friday. The agreement was signed by Mr W M Rogers, managing director of the company and Mrs Maggie Magubane, the general secretary of the trade union.

"At present, the employers are shielding behind the Industrial Conciliation Act to avoid recognising black trade unions, while it is their duty to give such recognition," said Mr Petros Tom, secretary for the Vaal branch of the Engineering and Allied Workers' Union yesterday.

He said trade unions are not forced to launch strikes in firms, but are watchdogs of the workers, and are to build good relationships between the employer and the employee.

A SAY

Mr Mpho Makati, a black worker said "Let the workers have a say. This agreement should be an eye opener to other companies. The black workers should be recognised as human beings, and be given better working conditions."

Last Friday at Springs, Kelloggs Food Company, an American company, and Sweet, Food and Allied Workers' Trade Union signed a preliminary agreement which allows the union to have access to the premises of the company during meal times.

"The company will recognise the rights of the workers towards to represent and negotiate on behalf of the members of the union. The company hopes the signing of the agreement will lead to greater cooperation between the two parties for the benefit of the employees of the company," Mr Rogers said.

"The company have been negotiating with the union for the past 12 months. And it engaged a lawyer to assess the membership of the union among its workers. It was found that the majority of the works' committee members are also members of the union.

Mrs Magubane said the recognition of the union by the company is a great encouragement. She said they will press for full recognition and later help other unions for full recognition."
MEMBERS of the African Transport Workers Union decided to dismiss their white secretary general after he had locked them out of their meeting office and forced them to hold a meeting on the pavement of a Johannes- 
burg street.

After the ousting of Mr Gert van der Walt, Mr A Mikhonza, formerly an organiser of the union, was appointed as acting general secretary.

According to the president of the union, Mr Joseph Mavi, union members were dissatisfied with the treatment they received from Mr van der Walt.

Mr Mavi claimed that:

- He was made to sign more than 30 blank cheques a month by Mr van der Walt.
- Mr van der Walt refused to inform the executive committee of the union's financial position.
- Mr van der Walt threatened to influence companies to withdraw stop-order facilities to the union, should he be dismissed.
- Mr van der Walt was also accused of being uninterested and negligent in handling the affairs of the union.
- Mr van der Walt was not sympathetic to their problems.
- Some said he had in fact written to their new employers testimonial letters in which he spoke badly of the bearer and spoiled their chances of employment.
- Union members felt that if their problems were to be satisfactorily attended to, they should appoint or elect a fellow black driver. This, they said, would make it easier for them to explain their problems.
- They strongly objected to having white officials because these could not experience the same kind of difficulties as they did.

**PROFESSORS**

To support their argument, some of the drivers who were dismissed from their employment told the meeting of the promises made by Mr van der Walt after he had held meetings with the expelled drivers: that the union would negotiate on their behalf. They had not heard from Mr van der Walt ever since.

The president of the union was himself subjected to this type of treatment from the secretary-general. He said they had attended a drivers' meeting together with Mr van der Walt, after which they both had to go and meet the management alone and only informed the chairman of the outcome of the meeting.

One of the thorny issues mentioned at the meeting was a petition which was sent to the president suggesting that the entire union demand the immediate expulsion of the president.

On contesting the petition, the president was later informed that the decision had been withdrawn.

At the meeting all those present were surprised to hear of such a petition. They unanimously agreed that the president continue with his work.

Mr Mikhonza will assume his new duties with immediate effect.

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**PERSONNEL**

The vast personnel consists of the Directeur, professor Hendrik W. van der Merwe, N.A., M.A. (Sellenbosch), Ph.D. (California), the Administratieve Assistent,zew J. St. de la Rame, en de Secretary, sev H. J. Chapman.

Before the year is over, Neema Cornell en Ruth Rutherford will be taken on as administrative assistants, and Judith Cornell, N.A. (Universiteit van Kapstadt) as deeltydse navorsingassistente in diens geneem. Twee ere-
METHODS

In this paper, deaths are analysed at approximately 10 yearly intervals corresponding to the census years. These years have been selected in order to reduce errors in estimating the age-specific composition of the populations. The first complete year for which all death certificates were examined by a medical assessor attached to the office of census and statistics was 1929, and this year has therefore been chosen as the start.

Complete censuses were held in South Africa during 1911, 1921, 1936, 1946, 1951, 1960 and 1970; for whites only they were also performed in 1918.

59

A new trade union which will cater for all coloured workers in the mines and related industries is being organized by the SA Ballroomers' Society. The new trade union will include mine lawyers in the mines and related workers in the mining industry. The new union will be formed by the SA Ballroomers' Society, which is already well organized in the mines and related industries. The new union will be called the "SA Ballroomers' Society 1949".


5. In 1949, the Ballroomers' Society 1949 was formed to organize mine workers in the mining industry. The new union is currently organizing mine workers in the mining industry.


PART 2 1974

INTRODUCTION

In South Africa the exclusion of the black worker from the collective bargaining agreements which cover the majority of industrial operations and thus outside the ambit of industrial legislation and thus outside the scope of rights guaranteed by the Bill of Rights. The admission of the black worker into the workplace is thus a relatively recent development, having occurred in the late 1970s and early 1980s. The black worker has been denied access to the benefits of collective bargaining agreements, which are the primary mechanism for the protection of workers' rights in South Africa.

Workers and unions have often been at loggerheads. In the past, workers have been excluded from the benefits of collective bargaining agreements. This has been due to a lack of recognition of the rights of workers to organize and bargain collectively. Workers have been denied the right to strike and the right to negotiate wages and working conditions. This has led to a situation where workers have been forced to accept low wages and poor working conditions.

Information about the number of deaths due to cause, age and sex is published. These reports appear after a delay and were the latest available at the time of writing. The reports cover two series, one for whites and one for blacks.

In 1974, there were 34,974 white deaths in a population of 4,155,285. 'Coloureds' deaths in South Africa were not recorded. A total of 34,974 deaths were recorded. On the basis of the crude death rate, 3,497,420 Africans were recorded for the country as a whole. Since the Births, Marriages and Deaths 1970, the registration of death in Africans is done by the Department of Bantu Administration and Development or its successors. In 1974, the Bantu Reference Bureau registered about 130,000 deaths. The published report for the selected urban areas accounts for 31,410 deaths. Thus, about 100,000 residual deaths are not categorically divided in urban or rural areas.
HOT BOTTENSCOTCH SAUCE
Mary Smelling, Ridgeworth
1 T syrup
2 T brown sugar
squeeze lemon juice
3 oz butter/margarine
1/2 pt warm water
1/2 pt warm water
1 T custard powder mixed with 1 T water

Put butter, sugar, syrup into a pan and cook to a rich brown to draw aside, add water carefully, then the lemon juice. Boil up sauce and pour onto custard powder, boil till mixture thicken. Serve hot with ice-cream.

---00---

TOMATO SAUCE
Sharon Young, Rondebosch
4 tomatoes
4 sliced onions
4 t sugar
8 level t maize
salt and pepper
4 small carrots - grated
1/2 pt boiling water
1 T cold water

1. Wash and cut tomatoes into rough pieces.
2. Put tomatoes, onions, carrots into a saucepan with water and seasoning; boil until soft.
3. Sieve, add maize, blend and boil again.

---00---

BARBECUE SAUCE
Peggy Brown, Halseton
2 onions, chopped fine
2 T vinegar
2 T Worcestershire sauce
1 T salt
3/4 cup water
1/4 t pepper
1/4 cup sauce

Mix all ingredients together. Simmer for 45 minutes.

---00---

SHERRY SAUCE (For Steamed Puddings) K.W.V. Paarl
Warm sherry (1/4 pt) and add 2 egg yolks and whisk in a basin over a pot of nearly boiling water until thick and frothy. Serve at once, adding sugar to taste.

---00---

SAUCE WITH WHITE WINE
K.W.V. Paarl
(For White Meats and Sea Foods)
1 cup hot cream
1/4 cup dry white wine
3 T butter
1 T flour
salt and pepper
1 T chopped parsley

Melt butter in saucepan. Add flour; cook till brown. Beat in cream and wine. Whisk very well. Boil for 5 minutes. Add salt and pepper to taste and chopped parsley.

---00---

BRANDY SAUCE
K.W.V. Paarl
(For Steamed Puddings)
Make a white sauce with 1/2 oz butter, 1 oz flour, 1/2 pt milk, add 1/2 oz sugar and 2 T brandy.

---00---

THE AFFILIATION of black artists and art organisations to an umbrella body that will protect the interests of young artists was discussed at a meeting of the Federation of Black Artists. 

Mr. McLeish, a prominent photographer and film producer, said he had a chat with photographers about photography and films. The building of photographic darkrooms is still at an early stage, he said. Mr. McLeish said he was concerned at the lack of facilities for photographers and that the arts, namely dance, film and photography, are still coming under scrutiny.

On photography, Mr. McLeish said that while he agreed that photographers should be given proper facilities, he felt that the arts were being ignored in the current economic climate. He added: "I heard that the arts are being neglected and that is not good for the country. It is important that we support the arts and that they are not left behind."
Wasa urged to honour truth

By JOE THLOLOE

Mr ALLAN BOESAK, a Cape Town theologian, yesterday urged the Workers' Association of SA (Wasa) to continue on the basis of Black Consciousness.

He was speaking at the end of the third annual congress of Wasa at St Ansars conference centre, Roodepoort yesterday.

He said the responsibility of a journalist is grave one under normal circumstances. "The responsibility of the black journalist is graver still. He must be dedicated to the truth," he told about 100 delegates and observers.

"Not a philosophical or metaphysical truth but the truth as it is revealed in the suffering, hope, aspirations, joys and struggles of black people."

Wasa decided at the congress to broaden its base to involve all workers in the newspapers industry.

Among the other congress resolutions were a condemnation of newspaper management that have consistently refused to grant Wasa stop order facilities.

- A call for all blacks to stop collaborating in any manner with the oppressor by voluntarily participating in their own oppression.

Among the bodies were Community Councils — that merely echo their master's voice when they incite rents claiming to be independent budget makers" — the Coloured Representative Council, the SA Indian Council, the so-called homeland governments and their policies and downgrading of the national executive pursue their negotiations with the National Press Union and the Publications Board to recognize Wasa as their sole representative of black journalists in the country.

Mr Zwelakhe Sasel was returned as president. Mr Phil Mtmakwana is secretary, Mr Willie Bokula, assistant-secretary-treasurer, Mr Charles Ngxaka, senior vice-president, Mr Thami Mazwi and Mr Rashid Subramoney vice-presidents.

Dr Koornhof's regional committees.

SA Infantry
‘Take Paulus to court’ demand

Mercury Correspondent
CAPE TOWN — The 240 000-strong Trade Union Council of South Africa (Tulsa) is to call on the Minister of Justice to prosecute Mr Arrie Paulus, general secretary of the Mineworkers’ Union, for racial incitement.

The decision was taken at Tulsa’s annual conference yesterday after an uproar among delegates about reported remarks by Mr Paulus comparing Blacks to baboons.

Mrs Lucy Muvubelo, leading Black trade unionist, said Tulsa should take steps to “see this man banned.”

Mrs. Muvubelo said she shuddered to think what hatred Mr Paulus was sowing.

“We are trying to build up bridges while people with hammers are trying to break them down.”

“Mr. Paulus is a baboon — but I believe I’m a human being.”

She said Black mineworkers were barred from higher positions “because of this man.”

She added, “As a multi-racial organisation we must take steps to see this man banned.”

Earner Mr C. Jonger, a Coloured unionist, attacked Mr Paulus as an “arrogant racist” and said his remarks could only spark off racial hatred.

Mr Robbie Botha, secretary of the Mine Surface Officials’ Association, said Mr Paulus had made the remarks four months ago and it was a pity it should be publicised while his union was engaged in a major initiative to bring about better industrial relations on the mines.

While not defending the remarks, he said the initiative depended on the co-operation of all unions and it was the duty of other unions to co-operate with the MUWU.

“I call on the conference to give us a chance to do so,” he said. He added that attacks on Mr. Paulus would not help.

Seafood Caesar Salad

45

Medium size lettuce,

1 cucumber, thinly sliced

1/4 red pepper, julienned

2 green pepper, julienned

1/2 green pepper, julienned

1/4 red onion

1 dill onion

Salt, pepper

1/4 cup vinegar

1/2 cup salad oil

4 hard-boiled eggs, cut into quarters

1/2 cup grated cheese

2 anchovies, minced

Bake the chicken, cool, and cut into small pieces. Mix all ingredients together and serve on lettuce leaves.
BLACK UNIONS MAY CHOICE TO STAY OUT

BLACK trade unions are expected to shun the new industrial conciliation machinery that comes into effect on October 1.

The Industrial Conciliation Amendment Act passed at the last parliamentary session after the Wiehahn Commission's report extends trade union rights to Africans living and working permanently in "white" South Africa.

Workers who commute daily between the "homelands" and their work and migrants who are on contract are excluded.

Registered trade unions that admit migrants as commuters as members are liable to a fine of up to R500 for each such person they admit to membership.

The new law also provides for provisional registration of trade unions on conditions the registrar may determine.

Under this law, African unions may now be members of industrial councils, but all the employer organisations and registered trade unions already in the councils have to agree in writing.

By JOE THLOLOE

The objections of one union or one employer organisation in the council would keep a black union out.

The secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, this week said that the federation had left the decision on whether to apply for registration to the individual unions.

"But indications at this stage are that none of our unions is going to apply for registration," he said.

A senior member of the Consultative Committee of Black Trade Unions — also a major grouping of black trade unions — said that they had decided not to apply for registration.

"We have more to lose than to gain if we register," he said, although he would not let us use his name.

"The question of the contract workers is a sore point in South Africa, and there is no way we are going to agree that they belong to other 'states' when they are in fact South Africans."

Mrs Sarah Chiwaka, of the National Union of Clothing Workers, the largest black union, told POST that her union is unhappy about the Industrial Conciliation Amendment Act.

"We have stated our objections on several occasions," she said. "Although we have not taken a formal decision, I don't believe that we will apply for registration at this stage."

Attempts to get the unions in Fosatu and those in the Consultative Committee to meet and take a common stance on the new law failed.
Vegetable soup

2 cups chopped vegetables
2 cups water
1 bay leaf

Simmer for 1 hour.

Bean soup

5 cups beans
2 cups water

Boil for 1 hour.

Serve with whipped cream.

Serve eggs with bacon and toast.

Flour, baking powder, and lemon. Fold in butter.

Beat yolks with sugar until creamy, then add 

Preserved brinjals

Serve with tomatoes.

Banana bread

1 cup flour
1 cup sugar
2 eggs
1 cup milk
1/2 cup butter

Mix all ingredients together.

Honey cake

1 cup flour
1 cup sugar
2 eggs
1/2 cup butter

Mix all ingredients together.

Parallel unions

A new "parallel" trade union for farmers has emerged in South Africa. The union, known as the "Farmers' Rights Union," is comprised of small-scale farmers who are protesting against the dominance of large corporate farms. The union claims that they are fighting for the rights of farmers to own and control their land and to produce food for their communities.

The existing registered union, the National Union of Farmers, is dominated by large farmowners and has been accused of being unrepresentative of the majority of farmers. The new union has been formed to address this perceived gap in representation.

The creation of the parallel union has generated a great deal of debate and controversy. While some farmers support the new union, others fear it will divide the farming community and make it more difficult to negotiate with large landowners. The government has yet to comment on the new union, but it has been clear that they are not welcoming of any form of unionism that challenges the status quo.
Mortality rates greater than 5/1000 appear in italics in Table I. For all of these major causes of mortality, rates exceed those of the whites.

However, in this context, what requires disease classification a certain amount despite the fact that overall rates system is comparable for whites, Asians, and broad category the mortality rates for whites, Asians, 'colored', and Table II provides the proportional conti for the whites, 'colored', and As 1. The South African population from all causes of death. The propor the 'colored' and a

Similarly, if the accidents, poisoning, in greater detail, motor vehicle accidents in whites, 'coloreds' and Asians, the white community is suicide, while for Africans, the latter is the main cause in

The expectation for life at birth and at age 45 for 'coloreds' is summarised in Fig. 6. It is not mean an expectation of life for urban Africans as this grow large measure of migration. The characteristics b of life for women in comparison to men is apparent fo ties. However, what is of interest is the ratio of life for the three communities. At birth, the white ratio are 1:0.91:0.76 for males and 1:0.88:0.77 for f of 45 these are 1:0.91:0.86 for males and 1:0.79:0.85

The 'coloreds' are less disadvantaged at 95 as comp males and females, a difference which is largely attr infant mortality rate in this community. It is also Asian females have the worst expectation of life at communities, which is also in marked distinction from both at e and males at e. The fact that for the 65+ v women have the highest mortality rates for respiratory, digestive, genito-urinary and ill-defined causes of de contribute to this anomalous situation.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

...
processes is essential; and the division will have to be more fine the more discriminating public decisions can be.

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

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<table>
<thead>
<tr>
<th>Problem</th>
<th>Prevalence</th>
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<tbody>
<tr>
<td>Large &amp; poorly spaced families</td>
<td>++++</td>
</tr>
<tr>
<td>Inadequate antenatal &amp; obstetric care</td>
<td>+++</td>
</tr>
<tr>
<td>Malnutrition</td>
<td>++</td>
</tr>
<tr>
<td>Need for medical care</td>
<td>++</td>
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<tr>
<td><strong>Specific diseases:</strong></td>
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<tr>
<td>V.D.</td>
<td>++</td>
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<tr>
<td>Dental problems</td>
<td>++++</td>
</tr>
<tr>
<td>TB</td>
<td>++++</td>
</tr>
<tr>
<td>Common cold*</td>
<td>++++</td>
</tr>
<tr>
<td>Yaws</td>
<td>++</td>
</tr>
</tbody>
</table>

* Added to test scoring method
Wasa refuses Press invitations.

For Press invitations, please contact your nearest Press office. This is a matter of principle.

Dr. Lea S. Shriver, the noted political figure, has been invited to speak at the Press conference. However, she has declined, stating that she is not interested in being associated with such events.

Among the speakers will be Mr. R. E. Gibson, editor of the "Daily Express," and Mr. A. S. Smith, editor of the "Sunday Express,"

The conference, organized by the Writers' Association of South Africa, which represents 30% of the Press, has attracted much attention. However, the organizers have faced criticism for their choice of speakers.

The conference takes place on Sunday, October 4, at the Hotel Doris, 120 Strand, near the City Hall.
Black unions 'a mere speck'

Political Reporter

BLACK trade unions came under fire at the Committee of Ten's weekend conference for trying to "play their separate little game by the same rules that excluded them from the main game".

Mr. Joe Tholoe, a senior black journalist, said there were 27 non-registerable black unions with an estimated membership of between 50,000 and 70,000.

"One needs a microscope to see this small speck against the vast picture that is the black labour force," he said.

He outlined what he believed were the probable causes of the situation.

"When we were excluded from the industrial conciliation machinery because of legalized racism, we oppressed internalized this interpretation of ourselves," he said. "We made it our own. That was the beginning of apathy. We lost sight of the fact that we can define ourselves and our direction. This definition, by the oppressed, in the beginning of liberation."

"In our history we have stressed political freedom without the necessary steer on our basic strength - our labour."

Mr. Tholoe said blacks had developed "the art of excuses." He also said trade union leaders had been playing a game they would call amusing if it was not so tragic.

"Excluded from a game by rules they did not make, they have tried to play their little separate game by those very same rules. This is where the concept of 'responsible' trade unionism started."

"They want to show the masters of the rules that they know them and should be admitted to the main game," he said. The result was "trade union organizers going to outside factories to get membership, organizers sneaking in at lunchtime to talk to workers to join, "These very organizers live with us in the locations. This is where the organization should have started. During our week-ends, during our evenings, we have time to listen and be educated."

Under the new Constitution, trade unionists will form part of the American National Trade Union, an independent body.
Union rights for all black workers—Minister

Argus Correspondent

JOHANNESBURG. — Trade union rights will be extended to all South African black workers, Mr Fanie Botha, Minister of Manpower Utilisation, announced here today.

All South African workers — not only South African citizens but also citizens of territories who had previously been part of the Republic — would be allowed to register as trade union members, said Mr Botha.

Mr Botha announced this in an address at the Federated Chamber of Industries’ conference on economic growth, employment, and industrialisation.

The stage had been reached where the white population was no longer in a position to satisfy the need for skilled workers.

New “occupants” would have to be drawn from greater numbers from the other population groups if South Africa wished to maintain and increase economic growth, he said.

The training of South Africa’s manpower reserves would have to be one of the prime objectives in order to satisfy skilled manpower requirements in future.

Employee

Because of the implications of the South African legal term “employed” only those workers who had “permanent residence” in South Africa would have been allowed to register as members of trade unions.

Now only foreign contract workers would be disqualified who were allowed entry for a specific purpose and were expected to return to their country of origin when their job had been completed, Mr Botha said.

“The notice to give effect to this decision would appear in the Government Gazette on Friday.”

Other groups

The trend to employ other population groups in the more advanced occupations had already started in the economy. This was shown by the fact that the number of coloured people, Asians and blacks in the professional, semi-professional and technical fields had increased.

A remarkable feature of the greater influx of other races was that the employment rate of whites in these fields was maintained, he said.
New union move gets mixed reception

By Siegfried Hannig

Until yesterday morning most black trade unions were reluctant to seek registration and thus enjoy the benefits of trade union rights given them under the new labour legislation.

Those of the 10 unregistered unions affiliated to the Federation of South African Trade Unions who had considered the matter had decided against registration.

Many black unions which desperately wanted to register feared the R500 fine they would face if any of their members did not have permanent residence rights in "white" South Africa.

The new legislation seemed destined to be a failure until the Minister of Manpower Utilisation, Mr Fanie Botha, spoke to the Federated Chamber of Industries this week.

CHANGED

The entire picture has been changed by his announcement that trade union rights being extended, by virtue of his powers of exemption, to all South Africans and citizens of territories which were formerly part of South Africa.

A spokesman for the Department of Manpower Utilisation confirmed that only blacks from foreign countries which had never been part of South Africa would be excluded from trade union rights.

The only possible argument against the registration of trade unions is that they may create a "black consciousness" movement.

"In time, unions that refuse to register are expected to suffer from serious disabilities which could jeopardise their existence," said Professor Wally Bendix of the Institute of Labour Relations at the University of South Africa.

He described the Minister's decision as "a statesmanlike gesture at a most welcome time."

"This move was urgently needed to repair some of the damage done by the legislatively prohibitive provisions on trade union membership."

"The 'new deal,' which would have been a dismal failure, now holds out the prospect of a fair measure of success," the professor said.

"TREASON?"

Mr Archie Paulus, leader of the white Mineworkers' Union, described the Minister's decision as "further treason against the white worker of South Africa."

"I want to predict that, within a short period, the Government will also allow mixed trade unions," Mr Paulus said.

Mr Wessel Bornman, secretary of the exclusively white Confederation of Labour, said: the "dangerous weapon of black trade union rights constituted a vast risk. He feared that the safeguards required would seriously impair the freedom of registered unions had enjoyed hitherto.

But comments from employers and trade unions outside the white Mineworkers' Union were not so positive.
Black unions notice welcomed

Staff Reporter

A NOTICE giving effect to trade union membership for all black workers in South Africa, including those from independent homelands, is to be gazetted on Friday.

This was announced by the Minister of Manpower Utilisation, Mr. Frans Botha, at a Federated Chamber of Industries conference yesterday in Johannesburg.

The move, which follows negotiations between Mr. Botha and the homeland governments, leaves only the barriers on mixed-race unions and the operation of various influx control measures as major government deviations from the recommendations of the Wiehahn and Borket commissions into the nation's job laws.

Contract workers

Mr. Botha made it clear last week that he intended to permit union status for black commuter and migrant workers, which, with workers from foreign countries, were the only categories excluded from this in terms of the government's white paper on the first Wiehahn report. But unless there is a change in attitude on the part of the independent homeland leaders, citizens of these territories would only be able to join unions if they worked in the Republic.

Now only foreign contract workers who were allowed entry for a specific purpose and who were expected to go back to their countries of origin when their jobs were finished would be disqualified, said Mr. Botha.

Turning to the worsening shortage of skilled labour, he said the state had been unable to satisfy the need for skilled workers. Great numbers of skilled workers from other population groups would have to be needed to achieve greater economic growth and training for skills would remain a priority.

'Sane and sensible'

The extension of trade union rights was widely welcomed.

The general secretary of the 200,000-strong Trade Union Council of South Africa (TUASA), Mr. Arthur Guimbard, described the announcement as the most progressive step to be taken by the government in the history of the country. The UDF's spokesman in Lusaka, Mr. Alex Mbertume, also welcomed the move as 'sane and sensible'.

In an interview with the Cape Times correspondent, the general secretary of Inkatha, Mr. Oscar Dhlomo, said: 'All that Inkatha had been striving for has now been won.'

He said Inkatha would cooperate in the formation of black unions, provided the decision was enshrined in acceptable legislation.

Inkatha had advised its members not to take part in the formation of unions until all workers, including those in the so-called black trades, were given union rights.

Mr. Sita Mbonzi, secretary of the S.A. Allied Workers Union, an unregistered black union, said he would welcome the decision.
**STUFFED CABBAGE SALAD**

1 fresh green medium size cabbage
onions
radishes

cut the centre from the cabbage, leaving the outer leaves to form a bulb. Wash well. Chop onion. Peel and cube the carrots
and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the thinly chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

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**EGG SALAD**

May Bennett, Ridgeworth

hard boiled eggs
salmon

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over the salmon.

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**CHICKEN AND CUCUMBER SALAD**

S. Drury, East London

1 cup cooked chicken, diced
1 cup cucumber, peeled and diced
1 cup cooked green peas
French dressing/mayonnaise

Marinade chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greasedproof paper and refrigerate until ready for use.

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.
UNION WARY ON RIGHTS

THE TRADE Union with the biggest membership of contract workers in the Western Cape has reacted guardedly to the extension of trade union rights to migrant workers announced by the Minister of Manpower Utilisation, Mr S P Botha.

The 10 000-member Western Province General Workers' Union said yesterday that the concession might still mean that unions seeking registration would have to police themselves and exclude contract workers from their organising activities.

Conditions of registration had not yet been clearly specified by the Government and unregistered unions organising contract workers might have difficulty in obtaining registration or maintaining it, because of fluctuations in contract worker membership, a statement said.

"Unions are still being invited to register under a system of rigid control and supervision over their affairs," a statement said. — Sapa.
Wasa achieves recognition, as seems likely, it will join the minute band of unions with African members who have management recognition. Only two registered unions, the National Union of the Workers and the Sweet Food and Allied Workers Union, have written recognition agreements with management recently. Wasa wrote to the South African Newspaper (Editorial) Conciliation Board, an unofficial negotiating body consisting of newspaper employee representatives and the management of the "signal newspapers," requesting membership on the board. The signatory employers are: Argus group, Saan, The Natal Mercury, the Durban Daily Witness, Iqsa, The Cape Times, The Cape Argus and Eastern Province Newspapers Hlutho. The Southern African Society of Journalists (SASJ), an unregistered non-racial union, has represented employees.

The board initially rejected its condition but has offered to provide for the presence of two bodies on the employee side. But it passed Wasa to pursue the matter with the SASJ so that the two bodies could jointly work out a way of including Wasa as a board member.

The two groups agreed that employee representation on the board would be divided between them on a 50-50 basis. This accord now awaits a mandate from members of the two associations. The chairman of the Conciliation Board, Saan's Raymond Louw, says he hopes that "formalities to change the board's constitution are speeded up to enable Wasa to participate."

The formalities could be delayed, however. The FM understands that the Wasa executive is unhappy about the terms of the agreement. They want a veto on the Conciliation Board as well as a guarantee that they can remain an all-black union.

But Wasa's demands will be discussed at a meeting of the Board soon and sources close to the negotiations expect the deal to be sealed at a meeting in a fortnight's time. If it is, Wasa will become the first black union to be officially granted representation on what is, in effect, an unofficial industrial council.

The situation is given an added dimension by the fact that the SASJ, which was formerly an all-white trade union that relinquished its registration in order to accommodate its declared intention to admit black members, has agreed to go along with the equal representation decision in spite of its numerical strength.

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TABLE I

<table>
<thead>
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<th>EFFECTIVE AND PROACTIVE DESIGN</th>
<th>28.4%</th>
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<tr>
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<td>M B</td>
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<td>2.91</td>
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<td>M C</td>
<td>2.42</td>
<td>2.91</td>
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<td>M D</td>
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<td>M E</td>
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<td>M Z</td>
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NOMINAL RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8TH REVISION)

Because of the small numbers in each of these categories.

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The situation is given an added dimension by the fact that the SASJ, which was formerly an all-white trade union that relinquished its registration in order to accommodate its declared intention to admit black members, has agreed to go along with the equal representation decision in spite of its numerical strength.
Mvubelo union hails new move

By JOE THLOLOE

THE national executive committee of the National Union of Clothing Workers yesterday celebrated the extension of trade union rights to all blacks and announced that they will be applying for provisional registration as soon as possible.

They will be the first black union to apply for registration.

At a party at Garment Centre, Johannesburg, the general secretary, Mrs Lucy Mvubelo, said this was the happiest moment in her life. She never realised that Africans would be defined as employees in her lifetime.

Mrs Mvubelo leaves tonight for a tour of the United States to meet industrialists and trade unionists and "fight sanctions against South Africa."

Her trip is sponsored by the South African Foundation.

Other black unions were still cautious, waiting to see this morning's Government Gazette, which contains the new concessions.

The Minister of Manpower Utilisation, Mrbane Boliha, announced earlier this week that "commuters" and "migrants" will now be allowed to join registered trade unions. He said an announcement on this will be in today's Gazette.

The exclusion of commuters and migrants was one of the major criticisms against the legislation that followed the Wielahn Commission's report. This Industrial Relations Amendment Act comes into effect on October 1.

POLICY STATEMENT

The secretary of the Consultative Committee of Black Trade Unions (CCOTU), Mr Dan Tau, told POST: "So many times in the past we have praised the Government after a policy statement only to find that when this policy is spelt out as law it has a different meaning. We are not going to make fools of ourselves again."

"We will probably meet early next week to discuss the new developments."

The unions in the committee have a membership of more than 37,000.

Mrs Sarah Chita, assistant secretary of the Clothing Workers, said the party was to celebrate "the end of a 55-year-old struggle for the recognition of black trade unions."
Another black union says it won’t register

By RIAAN DE VILLIERS
Labour Correspondent

A SECOND Cape-based black trade union has indicated it will not seek registration in terms of new labour legislation despite the concessions on union rights for blacks announced this week.

Mr Jan Theron, secretary of the African Food and Canning Workers Union, said yesterday the union had taken a decision not to register prior to the announcement "But nothing has happened to make us change our minds."

The registration issue is to be considered at a central committee meeting of the Federation of South African Trade Unions at the weekend.

Mr Theron said the fact that unions rights for migrants and contractors had been extended by a proclamation was unacceptable as the concession could be withdrawn or amended.

The union objected to the "disastrous" provisions. It was also critical of attempts to extend union rights to all sectors of the economy.

The government has been postponing a decision on registration, with provisional registration being offered instead.

Mr Theron said yesterday an address to the Graduate School of Business at the University of Cape Town.

He welcomed the decision to extend trade union rights to all.

But the government's separatist policy, confining eligible black workers to black trade unions, could increase racial polarisation and produce an impractical situation in the collective bargaining process. - Sapa

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QUESTIONS

DEFERRED TAX

A. Alpha Limited acquired an item on 1 May 1976. Depreciation isstraight line. A 25% initial tax purposes, wear and tear balance. Tax rates were 40% and taxable income amounted respectively, for the financial years 1976 and 1977.

1. What is the balance on deferred tax of the plant at 31.12.1977?
   a) deferral method
   b) liability method?

2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 1977, assuming
   a) deferral method
   b) liability method

   (Assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 1977 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 1978.
   Draw up the income statement for the 1978 financial year under a) liability method
   b) deferral method

Assume the tax rate remains 42%
Green light for the black unions

South Africa’s new labour law came into effect today, opening the door to the registration of black trade unions. The Star’s labour reporter, SIEGRIED HANNIG, separates facts from fears which may prevent unions from registering.

From today black trade unions can apply to become fully registered — and no employer, nor any trade union catering for other races, has any legal right to object to their registration.

The Star approached two experts to separate facts from the myths and fears which threaten to prevent back unions from enjoying their newly-gained rights.

For example, it is alleged that the Industrial Registrar has unlimited powers to refuse registration, and that registration would put black unions under rigid control and supervision.

The Industrial Registrar, Mr Nico Hitchcock, spelled out the facts as follows:

- "I have no sweeping or unlimited powers to refuse the registration of a trade union," he said.
- "Only a registered trade union is legally entitled to object to the registration of another trade union.
- "White or coloured trade unions will have no legal right to object to the registration of a black union. The right of objection is restricted to a union’s scope of registration.
- "The applicant union need only satisfy me that it has enrolled enough members to function as a union in a specific industry and area.
- "The applicant union does not have to be representative of the workers of any industry, although it can be registered only in a specific industry or industries.

- "It is for any objecting union to prove that it is representative of the industry in which the new union seeks registration. If the objecting union proves that it represents more than 50 percent of the workers, then the application for registration must be rejected.
- "Unions may apply for provisional registration. This is granted without gazetting the application for possible objections from registered unions.
- "Racially mixed unions have to obtain permission from the Minister before applying for registration."

Mr Hitchcock pointed out that provisional registration does not entitle a union to join an industrial council, while subjecting it to the obligations which apply to registered unions.

These obligations include the submission of financial statements.

Asked whether any steps might be taken against unions which receive foreign financial support for education, organisation or strikes, Mr Hitchcock said:

"The law is silent on financial support from beyond South Africa’s borders."

Professor Willy Bemö, of the Institute of Labour Relations at the University of South Africa, discounted the allegation of "rigid control and supervision" by saying:

"There are no externally imposed controls other than those which existed before the new legislation.

"To my knowledge no registered union has complained about the existing controls. Why should an unregistered union have special privileges?"

However, he admitted that the Wibaha Commission recommended:

- "That provision be made for the appointment of financial inspectors to undertake inspections and to analyse the financial affairs of trade unions and employer organisations.
- "That the National Manpower Commission be asked to keep the position regarding the election or appointments of persons to responsible positions in trade unions under surveillance, with a view to making recommendations if necessary."
Tug-of-war over registration of black unions

By Sieg Hannig, Labour Reporter

Black unions which are the first to register will have an advantage over the others in that they can oppose the registration of unions which encroach on their territories.

This may turn out to be an important consideration since rivalry has erupted among several unregistered unions.

Among the first to seek registration is the black "parallel" union of Mr. Ronnie Webb, past president of the multiracial Trade Union Council of South Africa.

He said he would apply for the registration of the "Motor Industry Workers' Union of South Africa" today because "everything black trade unions have asked for has now been granted."

"Trade unions should confine themselves to the social and economic upliftment of their members," Mr. Webb said.

A. Alpha Limit on 1 May 19
straight line
registration
of black unions

1. What is the cost of the plan?

(a) depreciation of their newly won union rights, although registration will mean cutting any possible ties with political movements.

(b) the cost of the registration process.

2. Show how the income statement will be affected by the assumption that black unions must register or be irrelevant as bargaining bodies for the improvement of black wages and working conditions.

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70,000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70,000 is now a deductible loss, which can be set off against the taxable income from other sources of R50,000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60,000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%
Unions to confer on registration

GEN

By HIAAN DE VILLIERS
Labour Correspondent

AFFILIATES of the Federation of South African Trade Unions (Fosatu) are to consult other unregistered unions before taking a final decision on whether to seek registration in terms of new labour legislation.

This was announced yesterday after a meeting of Fosatu’s central committee at the weekend.

Black unions affiliated to Fosatu are among those who decided not to apply for registration prior to the extension of union rights to black migrants and commuters from homelands announced by the Government last week.

The exemption came into force yesterday with amended legislation setting the new labour dispensation into motion.

In a statement, the union coordinating body said the committee accepted the exemption on membership of registered unions constituted an “important change in the situation”.

But major changes effected by exemption created unnecessary uncertainty and the Government should ensure that such changes were embodied in legislation.

Fosatu’s and its affiliates would continue to take a joint stand on registration and the new legislation, and Fosatu would consult with other unregistered unions “with a view to taking a common stand”.

Fosatu and its affiliates would consider the new situation taking into account that substantial problems remained to be weighed against the exemptions.

The statement followed an announcement by the black Western Province General Workers’ Union last week that it would not seek registration despite the concessions and indications from a second Cape union, the African Food and Canning Workers’ Union, that it would not seek registration for R60 000 12½% p.a. granted for reducing 2% in 19.7, R50 000 31.12.19.6 in respect in the income statement for the year ended 31 December 19.7, assuming a) deferral method
b) liability method
(assume there are no other items causing timing differences)

How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method
b) deferral method
Assume the tax rate remains 42%
At least one black trade union applied for registration yesterday—the day on which South Africa’s new labour legislation came into force.

It is the Motor Industry Workers’ Union of South Africa, a “paralyzed” union created by the coloured Motor Industry Combined Workers’ Union led by Mr. Prince Henry Webb.

"Everything black trade unions have sought for now has been granted," commented Mr. Webb, past president of the Coloured Trade Union Council of South Africa.

But the application of South Africa’s Trade Unions (Peelers), which represents 20,000 coloured workers, has failed to give the matter further consideration.

Mr. J. R. F. H. Pringle, newly appointed black union leader, together with the Transvaal Committee of the Union, is planning to take steps to get the committee back to its original work.
Union is silent on members.

THE ACTING secretary of the first black union to apply for registration under the new labour legislation, Mr Ronnie Webb, yesterday refused to disclose the membership of the union and the names of the office bearers.

The union is the Motor Industry Workers' Union (MIWU). The National Union of Clothing Workers will also be applying for registration under the Industrial Conciliation Amendment Act, which came into operation on Monday.

Mr Webb, who is also secretary of the union that gave birth to MIWU, Motor Industry Combined Workers Union for coloured and Asiatic only, yesterday told POST that MIWU had applied for registration.

"The application forms do not specify if the applicant is for provisional registration or not," he said.

Mrs Sarah Chitja, of the National Union of Clothing Workers, yesterday said that although the executive committee had decided to apply for registration, this had not been done yet.

"We will be applying for provisional registration," she said.

"This has been the wish of black people. For years we were not allowed to negotiate on our working conditions. Now we have the chance. We are walking into a new era."

The Central Committee of the Federation of South African Trade Unions (FOSATU) at the weekend decided to do some more "homework" before making final decisions.

The committee said the government should ensure that such changes were embodied in legislation.

The "committee resolved:

- That FOSATU affiliates will continue to take a joint stand on registrations and the new legislation.
- FOSATU will consult with other unregistered unions with a view to taking a common stand.
- That FOSATU and its affiliates will consider the new position taking into account that substantial problems remain to be weighed against the exemptions.

The committee will probably meet in a month's time to review the position.

The FOSATU unions have a membership of 45,000.

The Consultative Committee of Black Trade Unions is still to hold a meeting to decide on the question of registration.
Union chief fears split

By Sieg Hannay
Labour Reporter

Racial polarisation in the work force was imminent because of enforced racial separation in trade unions, a leading trade unionist said in Johannesburg today.

The warning was sounded by a "deeply disturbed" Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa, at the Business Outlook Conference.

Black workers would be bargaining for an improved status with their new trade union rights while established unions would be bargaining for the retention of the status quo, he said.

The spectre of racial polarisation would recede if unions were permitted to promote the joint interest of the work force.

But the Government still insisted on racial separation within unions, except by ministerial exemption in specific cases, Mr Grobbelaar said.

However he said, it appeared the Government "is having second thoughts on this extremely sensitive issue."

He warned employers to avoid the temptation of playing off one group against the other.

Mr Grobbelaar was "apprehensive" about black and coloured political groups which had decided to couple political aspirations with trade union aspirations.

"We can't discount the possibility of such alignments taking place in due course, even though the law is going to try to prevent this," he said.

"If there is one thing that frightens me, it is that of experiencing further polarisation of the work force along racial lines, particularly if this polarisation is based upon political aspirations."
Pressure mounts for mixed unions

Trade unions need to be in the position to work on their terms. The choice of member who should be left to trade in the same time the president of the multinational

The application was made yesterday to the foreign union.
LABOUR MATTERS

Who's for Fanie

Most unregistered trade unions are still undecided about whether or not to become part of government's new labour system. But a trickle of "parallel" African unions has begun to register.

One such, the Motor Industry Workers Union, has already applied to register under the new dispensation, which began officially last Monday. Manpower department officials tell the FM that two other unions have applied for an exemption to admit African members.

More applications to register as well as more exemptions, are certainly on the cards. Lucy Mwumbi's National Union of Clothing Workers is certain to follow soon. If there are a number of "parallel" unions to the official system, says he, is "surprising that we are the first."

Webb expects all Tucsa-affiliated parallel unions to join the new system. He says that Tucsa-affiliated unions have "no reason to wait against the idea."

Webb expects all Tucsa-affiliated parallel unions to register as soon as their constitution is finalised.

As the FM suggested last week, unregistered unions affiliated to the Federation of SA Trade Unions (Fosatu) will have to register as soon as their constitution is finalised.

The Fosatu central executive committee met last week and decided that a decision on registration would be taken on bloc by its affiliated unions. It also reiterated its objection to aspects of the new system, such as the bar on mixed unions and the provisional registration system.

At the same time, Fosatu general secretary Alec Erwin was mandated to negotiate with other unions with a view to forming a "common front." The issue so far has not been resolved.

Some Consultative unions favour registering unions with the FM, but others want more freedom. But the FM understands that the "pre-registration" sentiment in the body of its members is "clear," and most unions are likely to argue for registration, says a Consultative source.

Indeed, the source adds that, while some Consultative unions favour government's proclamation because it does not embrace law, others are talking of entering the new system even if the proclamation is not incorporated in the Industrial Conciliation Act. The fact that it is a blanket exemption has influenced a number of unions.

Consultative unions could be the first independent unions to enter the system. This view could change, however. The FM's source says that discussions with Fosatu unions on the issue are "dual" and adds that attitudes could change as a result of these talks. If we are convinced that the problems they raise are important, we may be forced to look at other aspects of the new system.

Of course, many observers believe that the discussions about registration could become academic. They believe government is likely to make registration compulsory by placing new restrictions on unregistered unions.

It's turning into a new ball game. The issue is fast becoming one that will get registration not who will be prepared to ask for it," says one source.

If all unions are forced to apply, it is almost certain that some will be refused registration or granted provisional registration, which does not carry any of the benefits of registration, and denied full registration. An additional headache for the independent unions is the fear that parallel unions may attempt to block the entry of independent unions on the grounds that they were first in the queue and a "duplication" of unions is unnecessary.

It has also been suggested that the process of union registration could be likened to the "old system of watering."
Mvubelo impresses yanks

NEW YORK — Mrs Lucy Mvubelo, head of South Africa's largest black trade union has emerged as one of the most successful opponents of disinvestment in South Africa to visit the US.

"In fact," said Mr John Chettle, director of the South African Foundation, "she is the most effective speaker we have ever brought to this country."

Mrs Mvubelo, Secretary General of the Union of Clothing Workers, is touring American cities as a guest of the South African Foundation, to express her opposition to American disinvestment in South Africa.

At a seminar held by the South African Consul General for Mrs Mvubelo to speak to New York bankers and business people, Dr Chettle said the trade union leader has had a "tremendous" impact on black civil rightsists, congressional groups and the media. Her impact had been partly because she was black and partly because she was such a "formidable personality", he said.

NOTHING TO LOSE

Mrs Mvubelo said she herself was reluctant to be too optimistic.

Addressing the seminar she said proponents of disinvestment were either intellectuals "like doctors and journalists" who had "nothing to lose" or they were exiles who would not suffer directly themselves. "They are not my people, the workers are," she said.

Asked by an official from Citibank whether the recent changes in labour legislation were matched by parallel improvements in the political situation of black South Africans, Mrs Mvubelo answered, "Not this year, or next year... but in the future. You must allow time."

Questioned afterwards, Mrs Mvubelo said that the issue of the franchise for blacks had been brought up repeatedly during her tour so far.

She will tour four more US cities before returning to South Africa in three weeks time.

24% as a result of the sample were extremely enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:

5

%) felt that they had the subjects from the though only 31% were y satisfied with the ity specified in their liked course content out- cific subject to be ey would also have liked ut tutorial organisation, ents and research methods.

) felt that there had been ions at the Course, felt they would have preferred to see staff lectures. 89% wished to es, and were satisfied sample did not answer the e questionnaire. This may the Sunday workshops, for dicated in their comments these not to have been held answer questions in this ad been long enough and had integrate into the University three courses.

ellt that their school University, though less adequate and 18% nearly have liked an additional nd Examinations" and on comments a great many actical presentation of ods course in the first nd they would find it very valuable indeed.
the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford—so many geriatric care centres, so many child welfare clinics, etc.

Statistics are not traditionally arranged on this basis but instead one would want the activities to be compared to programmes the more technical question of achieved—drug therapy and the activities to be distinguished from unearned income. It is the alliance with the professional groups who have monopoly rights to a disease which unions are party to. This has led to a strong movement for health care. As a result of political or moral judgement—of determining basic needs and choosing what one would want the activities to be compared to. The structure should be mainly determined by the taking of which one wishes it to consist. One might suggest that where decisions are primarily political or moral judgement—of determining basic needs and choosing what such activities to be compared to. The structure should be mainly determined by the taking of which one wishes it to consist. One might suggest that where decisions are primarily.

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:
(a) to know the cost of pursuing each objective;
(b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

There are various means of doing this expenditure be accounted for by the ends it is expected to relate to.

2.1 Programme Budgeting

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political
Safety at Revertex

Most employers would be asked by any suggestion that they need a trade union to tell them how safe their factories are. But a recent management-trade union dispute in the Durban area indicates that they sometimes do--or so the union says.

The unregistered (Largely African) Chemical Workers Industrial Union believes it is the first unregistered union to use the Factories Act to gain improvements in safety precautions at a factory. The factory concerned is British-owned chemical firm Revertex, which last year won an industrial safety award, and which subscribes to the EEC code of conduct--and which vigorously denies the union’s allegations.

According to the union, Revertex workers were becoming increasingly aware of what they considered were inadequate safety precautions at the plant, to such an extent that “feelings were running high.” The union believes that safety precautions at Revertex did not meet the requirements of the Factories Act and it recently sent the company a lawyer’s letter asking it to make certain changes or face a court action.

According to the union, management reacted to the letter by making a number of immediate changes. Many of the complaints centered around charges that workers were not provided with adequate protective clothing, and also that safety precautions against injuries sustained from contact with chemicals were lax.

According to a union spokesman, “most of the things the workers were unhappy about have now been attended to.” He adds, however, that the union now wants management to make these changes permanent by committing to writing the verbal instructions it issued to supervisors.

The union adds that “workers are very often afraid to raise safety issues. They thus remain unresolved and create tension on the factory floor.” Only a union’s intervention can bring these problems to management’s attention.” He cites this as an additional argument in favour of union recognition by management. “Revertex have consistently refused to recognize the union. This incident is further evidence that their workers need a union.”

A Revertex spokesman denies that safety conditions were inadequate before the union’s letter. He says, “Our safety record speaks for itself.”

The union’s allegations, he says, were not well founded.

He says Revertex simply reacted to the letter by “assuring our workers of the company’s commitment to strict safety precautions.” He rejects union suggestions that tension on the factory floor was rising as a result of the safety complaints. He concedes, however, that “certain specific changes were made” as a result of the union’s letter.
Giant all-race union planned

By Sam Rand

A codes committee of the General Federation of Trades and Labor Unions, under the leadership of Mr. A. E. B. C. (producer of the famous Black and White series), has announced plans for the organization of a national union of all workers, regardless of race. The committee, appointed by the General Federation of Trades and Labor Unions, will meet in Washington, D.C., next month, to discuss the details of the proposed union.

The union will be open to all workers, regardless of race, and will include all industries and occupations. The committee has already begun to recruit members, and is expected to have a strong membership by the time of the general meeting.

The union will be a powerful force for the protection of workers' rights, and will work to improve working conditions and wages. It is hoped that the union will be successful in its efforts, and will become a powerful voice for the workers of the nation.
AFRICAN UNIONS

Enter Siblatu

A second federation of unregistered trade unions is in the offing — possibly by the end of this year. The new organisation will be called the Association of SA Black Trade Unions, Siblatu.

Earlier this year, the Federation of SA Trade Unions was formally launched, thus becoming the first union federation with a predominantly African membership for nearly two decades. Siblatu would be the second such body to be formed since the resurgence of the African union movement in the early Seventies.

Siblatu is chiefly an attempt to strengthen the Consultative Committee of Black Trade Unions, which it will replace. However, the Consultative's Sakesi Sikakhane tells the FM that he expects not only the Consultative's seven unions, but one or two others, including a telecommunications union representing postal and allied workers, to join.

The decision to form Siblatu follows a period of soul-searching within the Consultative, a loose grouping of trade union secretaries and office bearers. Member unions complained that union secretaries dominated the body (they were its only members until recently) and also felt that the Consultative was too loose a grouping to offer effective leadership.

It is this problem which Siblatu is designed to solve. If successful, it could significantly increase the effectiveness of its member unions on the factory floor. Sikakhane hopes to see Siblatu formed before the end of the year: "We have set December as the launch date."

The planned formation of Siblatu finally scotches the prospect of a single African union federation. Attempts to persuade Consultative unions to join Siblatu failed and the formation of Siblatu means that the Consultative unions have ruled out an alliance between the two groups — at least for the time being.

Policy differences between the two groups are still present, particularly over the issue of non-African involvement in the union movement. Some Consultative unionists are unhappy about the fact that Fosatu, a non-racial organisation, has non-Africans in leadership positions.

There have also been intense organising rivalries between the two groups and the wounds opened up by these battles have yet to heal.

Siblatu's formation could increase this rivalry. However, Consultative unionists do not rule out the possibility of cooperation between the two groups on specific issues. Once Siblatu has been formed, Nor do they reject the idea of a merger between the two some time in the future.

Financial Mail October 26 1979
Black union leader beat drum for SA investment

By Sieg Hennig, Labour Reporter
South Africa's best-known black labour leader, Mrs Lucy Mvubelo, jetted into New York Airport at the weekend with invitations from top labour organisations in the United States as proof of the success of her month-long anti-boycott tour of America.

Her trip was "very successful" — more so than her 1971 visit during which she persuaded American companies successfully to provide equal employment conditions in their South African subsidiaries, she said at a Press conference.

Mrs Mvubelo met a wide range of American opinion-formers during her visit which was sponsored by the South African foundation, of which she is a trustee.

Among others she met Mr Lane Kirkland, the man expected to succeed Mr George Meany as President of the AFL-CIO, America's big umbrella labour organisation, at the organisation's annual congress next month.

POWERFUL

She said she had been invited to address the powerful body during the congress but was not sure whether her South African commitments permitted this.

She got a similar invitation from the large United Automobile Workers' Union for its own union's convention next year.

Although she encountered much cynicism about changes in South Africa and strong support for disinvestment among students, and unions, she found organisations such as the harbours unaffected by this.

Mrs Mvubelo added there was no need for any foreign pressure to hasten change in South Africa.

The Prime Minister, Mr P W Botha had done much unexpectedly — enough to re-establish his re-election, she said.

"We still expect another miracle," said Mrs Mvubelo. She expected that urban blacks would get the franchise within her lifetime, she said, pointing out that she was getting old.

Although she faced a "bitter attack" from a South African exile, Z Dennis Brutus, now a lecturer at a Chicago university, many students continued to question her after Mr Brutus had left the meeting, she said.

On the whole she found that her many audiences listened attentively to what she had to say — that continued investment in South Africa was essential to create work for the unemployed.
Ms. Mbuyiseli recalled her time in exile, telling the story of her return to South Africa and her role in the struggle against apartheid. She spoke about the challenges she faced and the importance of unity and determination in the fight for freedom. Ms. Mbuyiseli emphasized the need for continued struggle and solidarity among the oppressed. The interview highlighted the resilience and courage of those who have dedicated their lives to the cause of freedom and justice.

The article also discussed the broader context of the struggle, mentioning other leaders and activists who have contributed to the fight against apartheid. It acknowledged the sacrifices made by all those who have worked tirelessly for a better future for South Africa.

The interview was conducted in a setting that reflected the history and culture of the region, with traditional music and artwork creating a sense of place and identity. The conversation was marked by a deep sense of respect and admiration for those who have fought for freedom and justice.

The article concluded with a call to action, encouraging readers to support the continued struggle and to remember the sacrifices made by those who have worked for freedom in South Africa.
Unions meet on registration

THE leaders of 14 black trade unions met in Johannesburg on Saturday to work out a common stance on registration under the new labour laws.

The 14 unions meeting will consist of the 12 affiliates of the Federation of South African Trade Unions (Fosatu) and the Western Province General Workers' Union. The 14 unions are all already registered with the registration board, which has been conducting a policy survey to establish the pros and cons of registration. The meeting on Saturday follows a meeting of the old Industrial Conciliation and Arbitration Board, which has been conducting a survey to establish the pros and cons of registration.

Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not. Some of these unions are already registered, while others are not.
MONIS & FATTIS DISPUTE

The boycott bites

Efforts to secure a settlement of the Monis & Fattis labour dispute continue. At the same time, it is becoming increasingly clear that the consumer boycott against Fattis products is biting deep - particularly in the Cape.

As a result of the mediating efforts of the SA Council of Churches, meetings have been taking place between Fattis management and Food and Canning Workers Union representatives. At present, the union is waiting for a reply from Fattis head office to proposals made.

Neither side is keen to talk about the negotiations but settlement prospects have taken a knock with reports that Fattis workers have been sent to those who are staying out in an attempt to persuade them to return to work. According to these reports, workers have been approached by Fattis men and a Ciskei government representative and told they can have their jobs back if they don't wait for a union-backed settlement.

These approaches have apparently been rebuffed, but they have given rise to fears that Fattis are trying to bypass the union by taking back selected workers. These fears have been fuelled by the fact that six of the workers, apparently regarded as "ringleaders" by management, have not been approached.

As a result, the two Cape traders' organisations which are boycotting Fattis products have threatened to step up boycott efforts. So has the SA Council for Sport (Sacos), whose chairman Hassan Howa, tells the FM "If they continue with this we will ask all of Sacos's 1m members to join the boycott." He has also warned that students who have disrupted supermarkets stocking Fattis products could step up their activities - "over which we have no control" - if no settlement is reached.

The company initially denied that the boycott was having much effect. But it seems to be biting deep now - particularly the boycott of bread in the African townships by Nafoco-affiliated traders.

The traders' associations, who have been responsible for the bulk of boycott activity, have agreed to call it off if a settlement acceptable to Fattis' workers is reached. Howa says he will go to this extent. "The workers must know what the settlement entails. People have suffered for a long time over this and four workers' children have died since it started."

Howa has a number of proposals for ending the dispute. A compromise settlement between union and management may not, of course, include all of these.

Financial Mail November 2, 1979

1. A number of later Middle Stone Age places too are found in the northern border of the area. A few more of later Middle Stone Age places are found, for example, at Butti laak, and others in the south of South Africa, and in Zululand.

2. The same applies to the Early Iron Age where kashinam becomes places are found, for example, at Butti laak, and others in the south of South Africa, and in Zululand.
Fear over foreigners

Migrant workers and commuters may now belong to registered trade unions — but foreign workers are still excluded. While it has received little public attention, this exclusion could devastate some unregistered unions from joining government’s new labour system.

Most observers have assumed that there are few foreign Africans working in SA, other than on the mines. But that is not the experience of the Consultative Committee of Black Trade Unions. Most of the Consultative unions have foreign members — mainly from Lesotho — and some are leaders. Consultative unions are thus wary of registration while these workers are excluded.

The Consultative has thus renewed its request for a meeting with Manpower Utilisation Minister Fanini Bolha — an earlier request received no reply — in an attempt to discuss this issue. “We can’t tell three people to leave our unions so that we can register,” says the Consultative's Xakes Sibakhane.
Only the best unionist, says Mrs Mvubelo

BY JOE THLOLO

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, yesterday said she would have been happier if one or two other black trade unionists had been included in the newly-appointed National Manpower Commission.

The Minister of Manpower Utilisation announced the appointment of 36 people to the commission on Wednesday.

The appointments are under the Industrial Conciliation Act, which came into operation on October 1.

Mrs Mvubelo is the only African trade unionist who was nominated by the Trade Union Council of South Africa (Tusca) at their annual congress last September.

Trade unions affiliated to the all-white Confederation of Labour and the multi-racial Tusca are represented on the commission are unionists from independent white unions.

There are seven trade unionists in the commission. The other members of the commission are representatives of the State and of employers.

Other blacks on the commission are:

Mr Sam Motsangane, president of the National African Federation of Chambers of Commerce (Nafcon), who has still not indicated whether he will accept because he is overseas; Mr Z M Saka, personnel officer at Prolux Paints in Port Elizabeth and Mr J B Magara, personnel officer at Eulette Corporation.

Mrs Mvubelo yesterday said that she would have been happier if other unregistered unions had been represented, so that "this should not appear to be a Tusca affair."

She said that she accepts that they are still a small voice, and that is probably why they were not given a bigger say.

"I am going to serve for two years," she said, "and I am hoping that in that time there will be stronger black unions from whom leadership may be appointed."

"Remember there are only 27 unregistered black unions."

The duties of the commission are to investigate labour matters and policy and make recommendations to the Minister, Mr Fanie Botha.
THE ILLEGAL INTERJECTION.

The illegal interjection was the only interjection.

RESUMES.

There is no such word as "resumes" in the dictionary.

THE PROHIBITED MATRIMONY was the only matrimony.

Beyond death and decay.

Law and order, England and France.

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THE PROHIBITED MATRIMONY was the only matrimony.
Black unions demand changes in labour plan
A CAPS-based black union has called in organized workers to refuse to register at the proposed times to resist registration. It suggested two non-registration protests on the previous occasion. If this is not effective, they plan to resist registration on the ground of discrimination.

The President of the General Workers' Union was unable to comment further on the registration issue.

The Committee of Black Members of the CAPS has called on their members to refuse to register. They have also called for a boycott of the registration process. The members of the CAPS have been requested to keep a watch on the registration process. They have also been asked to refuse to register if the registration process is found to be discriminatory. The members of the CAPS have been asked to keep a watch on the registration process. They have also been asked to refuse to register if the registration process is found to be discriminatory.

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SANCTION REPORT

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THE nine unregistered unions in the Federation of South African Trade Unions (Fosatu) will apply for registration on their own terms.

- That they be non-racial in membership and control.
- That they bypass provisional registration.
- That they remain unfragmented.

The decision was reached on Saturday after a day-long meeting of the 14 Fosatu unions and three Cape-based unions in which there was agreement on the central issue of the new labour legislation, but sharp differences of registration.

The two unregistered unions from Cape Town, the African Food and Canning Workers and the Western Province General Workers, did not apply for registration.

In a joint statement after the meeting, the 14 Fosatu unions said they would accept registration, which was not granted on the basis:
- Unions must be completely non-racial in membership and control;
- Provisional registration will not be accepted;
- Registration must be at least accord with the present criteria for final registration and additional controls will not be accepted, and
- Existing unions must be acknowledged and registration should not be used as a means of fragmenting them.

After the meeting, Mr Alice Erwin, general secretary of Fosatu, told POST: "Our intention is to test the agreed principles directly by submitting applications based on them."
Registration

By A. C. DE VILLIERS

Predominantly black interpretation

The registration act provides the public

"warns union, divide us"

规则

2.2 P. Reference

The situation of different programs should be measured accordingly in each program.

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But this week Fosatu hit back. In a report just released, Fosatu accuses the parallel unions of cooperating with employers against it.

The report, based on the evidence of African workers in a number of factories, cites a number of instances where, it says, employers have invited parallel unions into their factories in order to get rid of the independent unions — and some cases where employers have set up their own unions.

It singles out five parallel unions for special criticism. All have been formed recently.

Job bars

These unions, Fosatu complains, have ignored African workers until now, "when organising African workers has suddenly become easy and respectable."

A key motive in the formation of parallel unions is the fact that formal job bars are on the way out, says Fosatu.

Registered unions are thus keen to organise Africans to protect their own non-African members' job security.

Fosatu says it has collected evidence which reveals that employers are helping the parallel unions by giving them facilities — often the same ones, such as access to workers and "stop order" facilities, which are denied the independent union.

In some cases, the parallel union has actually been invited to organise in a plant to keep an independent union out.

In return, the parallel unions are agreeing to conditions, such as the retention of "the discredited Liaison committee system" and the right of management alone to fix wages, which "weaken the entire trade union movement," says Fosatu.

As evidence of this cooperation, it quotes a pamphlet issued by one parallel, the Motor Industry Workers' Union, which says "employers are with this union..."

HUNDREDS of thousands of South Africa's black workers are at the centre of a looming all-out union war that could either give them a new voice or leave their interests in the hands of white worker representatives and employers.

On the one side are the as yet unregistered independent black and non-racial trade unions.

On the other are the "parallel unions" set up by the white-dominated registered unions.

And, claims the 40,000-strong Federation of South Africa Trade Unions (Fosatu), the parallel unions are getting a big helping hand from many employers.

That, says Fosatu, is because the parallels — dominated as most of them are by the registered white unions that set them up in the first place — "will not cause employers difficulties."

To the individual black worker, say union observers, this could mean he won't escape the present situation in which his wages, working conditions and opportunities are ultimately determined in negotiations between white worker representatives and managers.

The long-standing conflict between the independent black unions and the parallel unions has only recently grown into an all-out war.

The white-dominated Trade Union Council of South Africa (Tusca) has rejected recent suggestions that it should not organise where non-parallel, independent unions have members.

In fact, at its recent conference Tusca slammed Fosatu for making such a suggestion.
processes is essential, and the division will have to be more fine the more discriminating public decisions can be. 16

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analyzed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the social benefit from the marginal expenditure on one programme much that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking a breakdown of the budget between programmes, the amounts spent on one may be compared with our intuitive notions of how much 'ought' to be on these things. Our judgement will depend on what we consider the fits of expenditure under each programme to be, an analysis seeks to formalize (see below). For exact that expenditure on preventive medicine constitutes expenditure on health, it may be felt that the of provision warrant an increase in the share of

Unfortunately, such intuitive processes can pick up the incongruities which are recognised by all, whatever is used. The optimum level of expenditure on a particular type of spending

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ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 17 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be where no numerical

Ford's talks with Elizab as talks continue

returns to normal
PARALLEL UNIONS

Factory floor war

A bitter trade union organising war has broken out on a number of factory floors — and employers have been accused of taking sides in the dispute.

The issue is the battle between parallel African trade unions organised by non-African registered unions and their independent counterparts. A document issued last week by Fossatu, the largest unregistered union umbrella body, accuses the parallels of trying to squeeze independent unions out of factories and some employers of siding with them.

Fossatu says these employers are backing the paral"lels" because "they will not cause them any difficulties." Says a Fossatu man: "Many employers tried for years to foster parallel committees on African workers. Now they are trying to force them compliant unions on them."

And some labour observers argue that, if the Fossatu allegations are well-founded, employers are repeating the mistakes of the early Seventies. Says one, "You can't resolve disputes unless the trade union leadership enjoys the support of its members. To replace a weak, discredited committee system with a weak discredited union system is asking for trouble.”

Fossatu's document which is based on the evidence of workers at a number of factories changes some employers with granting facilities to the parallels such as access to factories which are owned by independent unions in the same plants. Others are accused of inviting parallels in to squeeze out the independent unions — in some cases, personnel managers are helping parallels to recruit as Fossatu and others like the Johannesburg Municipalities are accused of staffing their own African unions by municipal spokesman denies this, saying that he had originated with the Council's board committee.

In exchange for this help, says Fossatu, the parallels are agreeing to the retention of the discredited board committee system. And in some cases, management's right to make unilateral decisions on the factory floor. The price they are paying for this exclusion from factory floor bargaining is the essence of trade unionism," says Fossatu man.

The battle between parallels and independent unions has been going on for some years. But it has become much more intense since the release of the Watatah report. A spate of new parallels has been formed and in many cases open membership battles between the two sides are being waged on the factory floor. At its recent conference, Fossatu rejected suggestions that it should not organise in plants where African workers were already organised and Fossatu was slammed by a number of delegates at the conference. Fossatu decided at this meeting to redouble its organising efforts, although not all the new parallels are being organised by Fossatu affiliates.

The registered unions see parallels as "organising the unorganised" in an attempt to provide African workers with union registration. The independent unions see it as an attempt to squeeze out democratically-controlled unions and replace them with "fake ones." They also believe that the registered unions are only interested in organising Africans because they fear undercutting by African workers if formal job bars disappear.

Tuca general secretary Arthur Grobbelaar rejects the latest Fossatu allegations. "I don't know if our unions have formed an alliance with management — but if they have given up to Co-operation with management in the face of industrial relations 1 hope Tuca unions are co-operating with management. This falls within the ambit of partnership in industry. He rejects as non-sensical suggestions that Fossatu unions have only begun organising Africans recently — a common independent union complaint.

Firms charged by Fossatu with inviting registered unions in to supplant independent unions are Isiand Non-Ferrous Metals (Hambura) and Hella (Ottorth). A Non-Ferrous Metals spokesman says he knows nothing of an approach by an independent union. He concedes that management has granted the parallel National Engineering Industrial and Allied Union facilities, but adds: "We have been told by Sefsa that not all unions will be registered under certain conditions. We are waiting to see who is registered before deciding who to recognize.

Others such as Siemens, GEC Machine, Dely and General Electrics are also giving parallels a chance, although, says Fossatu, these developments may not see this as an answer to the problem of supporting independent unions.

GEC continues that it is cooperating with the parallel National and Allied Workers Union but says workers are not forced to join the union. Management will only recognize a registered union and this union "is in the hands of being registered",

Siemens MD Bethard says his company can't express interest in a separate union but would welcome mixed or parallel unions.

Bethard says there is no objection to workers joining the parallel union which has approached it but says this is the only approach the company has received. Workers may join any union they wish says a spokesman.

so authorized by its memorandum of association.

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MONIS & FATTIS

End in sight

As the FM went to press, a settlement of the Monis & Fattis labour dispute was imminent. The dispute has lasted more than six months and sparked off a consumer boycott against the firm.

Earlier this week, management and representatives of the Food and Canning Workers' Union met to hammer out a draft settlement. While some details still have to be finalised, management is due to sign at week's end.

Full details of the settlement are not yet available, but the FM understands that Fattis has agreed to take back all workers who left as a result of the dispute at the same pay they were getting before the dispute began in April. This includes the five workers whose dismissal the dispute sparked off.

The possibility of a settlement comes after Fattis broke off negotiations with the union at the weekend and said it was attempting to settle with individual workers, thus by-passing the union. But the efforts of SA Council of Churches intermediaries brought the two parties back to the negotiating table.

Pressure for a settlement may also have been increased by the fact that Fattis' statement breaking off negotia-

tions provoked pledges from boycott groups to redouble their efforts. Other groups also reacted — the three shop workers' unions issued a statement this week saying that their members were becoming increasingly angry at the deadlock, and calling on supermarkets to reconsider stocking Fattis products.

While last-minute hitches before the signing of the agreement are still possible, the settlement talks appear to have been successful.

It has become increasingly clear that the boycott of Fattis products has had a considerable effect particularly in some Cape Peninsula areas. At the same time Fattis workers are living on subsistence allowances from the union and are keen to return to work. Hence both sides' willingness to settle.
THE LONG STRUGGLE FOR RECOGNITION

This is the first of a series of three articles on trade unionism in South Africa written by Sunday Post special labour correspondent.

Today's focus is on the rise of the trade union movement.

Next week there will be a comprehensive look at the present state of the trade unions with particular regard to the recent striking of sight and publicity reports and the final article will take a look at the future.

Thozamile Botha addresses striking workers as Ford officials look on at Port Elizabeth last week.

In the 1920s, the Industrial and Commercial Workers Union, led by Charles Kahlwe, the secretary of the Central Union of South African Workers, made an appeal for a national movement to improve conditions.

The Ford unions, which had been rejecting workers during the 1970s strikes, were the first to demand recognition by Ford, and declined to be intimidated by the Ford management.

This was the first time an African trade union movement had arisen.

In the 1960s, the Council of Non-European Trade Unions brought together 119 black unions representing an estimated 150,000 workers. In this 1960's movement, the union movement was very weak.

In the 1980s, the union movement was strengthened by the rise of the African National Congress (ANC) and the black consciousness movement.

Seven unions belong to the Congress, but more are expected to join when the federation is formed.

The Ford unions are based on the idea of a union for workers in the Ford factories, and their elected shop stewards supported the Ford unions.

The unions have been called black unions and often have non-African leaders.

The Ford unions have been joined by the Institute for Industrial Relations, a joint employer-union body, in the hope of influxing management to take a softer position.

The Ford unions have refused to join the Institute and they believe that unions should only deal with management when they have built up enough support among workers to ensure that employers will not be able to ignore the union.

The Ford unions have links with non-African unions.

The independent unions, however, believe that they are a direct attempt to compete with the Ford unions.

The Ford unions have about 10,000 members and places an even greater support on organisation at the workplace than Ford.

The Ford unions have a strong black consciousness orientation and claims 29,000 members, which is not really apparent to being formed.

Another element on the union scene is the Black Workers Union, which suffered a split with a breakaway organisation, the SA Workers Union being formed.

The Ford unions are regarded as "independent" in the sense that they do not depend on non-African union members.

Since there is a group of unions which has been organised by non-African registered unions, particularly those belonging to the Trade Union Council of SA (TUCA),

All these unions are regarded as "independent" in the sense that they do not depend on non-African union members.

Most employers are still not keen to deal with these unions, but two years ago, close on 60-70 unions were banded by the government.

The unions have been linked to the ANC and the black consciousness movement.

Some of the hammer unions have been lifted.

Now, however, the government has decided to offer these unions a piece of its new labour system.

The government is to be given the power of union recognition that African unions be allowed to register.
Workers carry Thozanile Gqotha and colleague on their shoulders after Gqotha is reinstated.

much alive — indeed, the government's recent decision to register African unions is very much a reaction to the growth of

There are two major groupings of mainly African unions at present. The Federation of SA Trade Unions (Fosatu) has 14 member unions, most of whom are unregistered.

Until now, unions with African members have not been allowed to register with the government and unions which have African members have been unregistered.

But many have non-African members and are not strictly speaking African unions.

Fosatu is open to all races. Most members of unions which belong to it are, however, African.

Fosatu's president is John Mke, of the United Automobile Workers Union, which is registered by the Ford Motor Company and by another East Cape company, SKF.

Members of Fosatu in-
Fattis agreement: details tomorrow

DETAILS of the agreement reached between Fattis and Monis and the Food and Canning Workers’ Union are expected to be released at a Press conference in Cape Town tomorrow.

The general secretary of the union, Mr Jan Theron, said yesterday both parties had agreed to keep silent on the details of the agreement.

“We will make further comment, after consulting the organisations which supported us, at the Press conference,” he said.

The seven-month-old labour dispute which resulted in a “significant” boycott by blacks of the company’s products, was amicably settled on Thursday.

In the agreement worked out, the 56 workers who were fired in May after striking in sympathy with the dismissal of fellow workers, are to be re-employed in the group’s Bellville factory.

In a joint statement, the management of Fattis and Monis and the FCDU said they had reached an agreement after negotiations were resumed on Tuesday.

A director of Fattis and Monis, Mr Peter Modu, said the terms agreed on were almost identical to the terms which the firm offered directly to the affected workers this week.

Mr Kassiem Albe, general secretary of the Western Cape Traders’ Association which was one of the first organisations to come out in support of the strikers, said his organisation would call off the boycott as soon as it had studied the agreement.

“We are very pleased an agreement has been reached because it shows that the black consumer has a significant weapon, which if wisely used, could correct many of the injustices in our society,” he said.

Mr Hassan Howe, president of the South African Council of Sport, said he would call off the boycott as soon as he had been satisfied that a satisfactory agreement had been reached.

“The Fattis and Monis issue has made black people realise this economic power and I’m sure it is a weapon that will be used in the future,” he said.—SUNDAY TIMES Correspondent.
**STUFFED CABBAGE SALAD**

May Bennett, Ridgeworth

1 fresh green medium size cabbage
tomatoes
onions
fresh pineapple
carrots
radishes

Cut the centre from the cabbage, leaving the outer leaves to form a base. Wash well. Chop onion. Peel and cube the carrots.

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**EGG SALAD**

May Bennett, Ridgeworth

hard boiled eggs
salad

Cut eggs in half and lay on a flat salad platter; cut sides down. Pour over salad

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**EEN BEAN SALAD**

Mrs Futter, East London

ed green beans
1 cup salt, level onions
2 cups water

slices with salt and onions till cooked, then

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**SPRING GREEN SALAD**

May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley
scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few places for garnishing. Wash cucumber peel and cube. Wash scallions, and cut tops off leaving a short piece of the top. Toss the lettuce, parsley, cucumber, onion and together, salt and pepper. Pour over a little French

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**FORD STRIKE IN YEAR**

S. Drury, East London

1 cup cooked chicken, diced
1 cup cucumber, peeled and
diced
cup cooked green peas
French dressing/mayonnaise

Marinade chicken, cucumber, nuts and peas with French dressing Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:
Bland together 6 T salad oil and 2 T lemon juice.

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**POLICY STRIKE**

N. Spurr, East London

The four-day strike of Ford (SA) is a minor event in the political history of South Africa. It is certainly unique for one man's involvement in two major industrial disputes. The Ford strike was a strike of the Ford workers in Port Elizabeth, and the Numsa strike was a strike of the workers in the auto industry. The Ford workers were strikers, while the workers in the auto industry were on strike. The Ford workers were represented by the Ford Motor Company and the Numsa workers by the National Union of Metalworkers of South Africa. The Ford workers were represented by the Ford Motor Company and the Numsa workers by the National Union of Metalworkers of South Africa. This case is an important one because it shows how the government and the unions are able to work together to resolve labor disputes. The government and the unions are able to work together to resolve labor disputes. The government and the unions are able to work together to resolve labor disputes. The government and the unions are able to work together to resolve labor disputes. The government and the unions are able to work together to resolve labor disputes.

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**SUGAR POWDER**

Mrs Futter, East London

1 heaped T flour
1/2 bottle vinegar

sugar powder, flour with a little water. Mix well, then add the sugar and vinegar, and stir all the time, then add the cooked beans, bring to boil again. Bottle.
FORD UNREST

SA microcosm

November has been a harried month for motor giant Ford. It is being squeezed between black worker militancy and white worker conservatism. Its problem is one which is likely to affect other employers in the months to come.

On Tuesday, black workers staged a work stoppage — the second in two weeks — but returned to work the following morning. According to Ford's public affairs director, Dunbar Bucknell, the stoppage happened because workers were unclear why those producing car shells were asked to work overtime, while those waiting for the shells had no work and were told to leave early.

The stoppage was short-lived and negotiations between management and the unregistered United Auto Workers Union (which Ford recognizes) have twice defused the situation. But the second walk-out is further evidence of growing black worker militancy in the Eastern Cape.

But Ford's problems don't end there — it is also facing a white worker backlash, occasioned by its sympathetic handling of African workers. At a meeting last Thursday, the conservative Iron, Steel & Allied

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(2) The application may be made in accordance with the Court may direct, and the Court may rectify the register and payment by the company, of any damages sustained by any person.

(3) On any application under this section the Court may rectify the register, whether the question arises from the title of any person who is a party to the application or between members or alleged members on the one hand, and generally may decide any question necessary to rectification of the register.

Debentures

116. Creation and issue of debentures.—A company, or an authorized by its memorandum or its articles, may create and issue secured or unsecured debentures.

117. Security for debentures.—(1) The binding of movable property as security for any debenture or debentures may be effected by—

(a) a deed of pledge and the delivery of the movable property concerned to one or more debenture-holders or to a trustee for debenture-holders; or

(b) a notarial bond, collateral notarial bond or notarial surety bond executed in favour of one or more debenture-holders or of a trustee for debenture-holders; or
after discussion with staff and 24% as a discussion with senior students and with students.

2.4 The Course Information Lectures
The majority of the sample (73%) felt that obtained some information about the subject. Course information lectures, though only 3 completely or almost completely satisfied information obtained. The majority specific comments that they would have liked course lines and booklists on each specific subject handed out before lectures. They would all information in the lectures about tutorial workloads, department requirements and requirements.

The majority of the sample (52%) felt that enough opportunity to ask questions at the information lectures though 30% felt they liked more; only 6.5% would have preferred in their offices instead of the lectures. see staff as well as the lectures, and were with the arrangements.

2.5 The Student Workshops
Approximately one-third of the sample did not answer questions in this section of the questionnaires because they did not attend the Sunday of the sample indicated in that they would have preferred not to on a Sunday. Of those that did answer questions section 83% felt the Workshop had been long helped them to some extent to integrate int as well as in choosing their degree courses.

2.6 The Course on Study Methods
A majority of the sample (69%) felt that the methods of study were adequate at Universit than 1% felt they were completely inadequate. Yet the majority (51%) would have like lecture on "Lectures, Revision and Examina "Reading and Research"; in their comments a students suggested that a more practical pr all topics might be desirable.

As regards an on-going study methods course semester, 72% of the sample stated they would desirable and 30% would find it very valuab

2.7 Library Instruction Course
An overwhelming majority of the sample were enthusiastic about the library course and librarians very helpful.

2.8 Academic Advice
In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:
FORT ELIZABETH. — More than 700 black workers at Ford's Cortina plant at Strundale last their jobs yesterday after staging a walk-out protest against the termination of their own services. The walk-out was in response to a series of grievances outstanding for a long time.

In terms of a new hard-line management approach, yesterday's action highlighted the growing conflict between black workers and Ford. The company's response was swift and decisive, leading to the immediate termination of the workers' employment.

The Industrial Revolution, a period of profound change in the 19th century, had far-reaching implications for society. It marked the transition from a predominantly agricultural economy to one dominated by industry and commerce. The introduction of new technologies, such as the steam engine, revolutionized production methods and led to industrialization.

The subject matter will be divided into five sections:

- Economic Outlines
- Course Outline and Schedule of Lectures
- Economic History I
- Second Part

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1979
Employer group in new row over black unions

By Siëg Hannig
Labour Reporter

The Steel and Engineering Industries Federation has come into direct conflict with a major foreign employment code and has stirred up a major controversy in South Africa.

Even employers have expressed reservations about Sefsa's guidelines on relations with black workers belonging to trade unions in the metal and engineering industries.

"If Sefsa did not intend to stifle trade unionism for black workers then this certainly does not emerge from the stated guidelines," said Mr Arthur Grobbelaar, general secretary of the multi-racial Trade Union Council of South Africa.

He saw the guidelines as being in direct conflict with the EEC code of employment practice. The code covers subsidiaries of companies based in European countries, including some of South Africa's top trading partners.

Several employers had approached him about the guidelines, Mr Grobbelaar said.

But Dr. Errol Drummond, director of Sefsa, has refuted all the criticism.

"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 propose to become a battleground for conflicting trade union ideologies."

Unregistered unions could not become parties to an industrial council, he pointed out.

Sefsa's guidelines call on employers to:

- Withhold formal recognition from unregistered and provisionally registered unions.
- Not "actively assist trade union organisation" and not accede to requests by unions to "legally catering for black workers" to have access to company property for recruiting, or to place notices on company notice boards.
- Not engage in "in-house" negotiations on matters falling within the industrial council's scope.
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**New Peak Rugby**

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**Accidents, Fouls, and Violences (External C)***

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**Areas of Improvement (Future Focus)***

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**Future Challenges (Internal C)***

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**Future Plans (External C)***

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The future of African workers and trade unions

...behind a political leader who craves support from the workers. The union at Ford, the United Auto Workers, is a member of the Federation of Trade Unions. Ford's management, on the other hand, is determined to keep African workers at the lowest possible level of wages and conditions of work. The union has therefore been forced to accept the management's terms, and the workers are now facing a bitter struggle to improve their situation.

African workers are beginning to realize the importance of trade unions and are increasingly looking for ways to organize and protect their rights. The struggle for trade union rights is not just a matter of economic gain; it is also a struggle for social justice and political freedom. African workers must unite to fight for their rights and to build a better future for themselves and their communities.
(Dis) Investment controversy

TWO black South African trade unions have put diametrically opposed views on economic withdrawal from South Africa to top State Department officials in Washington.

Mrs Mary Ntsebeza, secretary of the Black African Workers Union, called for a total economic withdrawal as a means towards strengthening the black fight against apartheid.

Mrs Lucy Mthethwa, general secretary of the National Union of Black Women, vigorously opposed divestment because she believed that increased economic initiatives had enhanced the government's positive image.

Both women passionately believe in their respective philosophies and while Mrs Mthethwa left Washington on Sunday after her second visit to the United States, Mrs Ntsebeza is scheduled to return at the end of this week.

Meanwhile, the AFL-CIO has called a meeting of its executive council to discuss the issue of American companies doing business in South Africa.

The resolution urges the AFL-CIO affiliates to sever ties with banks and businesses in South Africa.

"The resolution is a step towards a broader movement to end economic relations with the apartheid regime."

The resolution has been approved by the AFL-CIO's 18 million members and is expected to be adopted by the executive council next week.

"It is a clear message to the South African government that the United States is committed to the principle of human rights and equality for all peoples."
**NOTICE: 927 OF 1979**  
**DEPARTMENT OF MANPOWER UTILISATION**  
**INDUSTRIAL CONCILIATION ACT, 1956**  
**APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the African Tobacco Workers' Union.

Particulars of the application are reflected in the adjoining table.

Any registered trade union 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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<thead>
<tr>
<th>Name of employers' organisation/trade union</th>
<th>African Tobacco Workers' Union</th>
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<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>26 October 1979</td>
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<tr>
<td>Interests and area in respect of which application is made</td>
<td>Black persons who are employees for purposes of the Act and are employed in the Tobacco Manufacturing Industry</td>
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"Tobacco Manufacturing Industry" means the industry in which employers and employees are associated in establishments for the manufacturing, preparation, packing and despatching of cigarettes, cigarillos, snuff, snuff leaf, cut or roll tobacco, and includes all operations incidental to or consequent on any of the aforementioned activities, in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort and Springs.

Postal address of applicant — 217 York House, 57 Rissik Street, Johannesburg

Office address of applicant — 217 York House, 57 Rissik Street, Johannesburg

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**KENNISGEWING 927 VAN 1979**  
**DEPARTEMENT VAN MANNEKRAG-BENUTTING**  
**WET OP NYWERHEIDSVERSOURING, 1956**  
**AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogeneemde Wet hierby bekend dat 'n aansoek om registrasie van 'n werkgewersorganisasië/vakvereniging ontvang is van die African Tobacco Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om hom te mae na die datum van publicasie van hierdie kennisgewing. 'n By waswaar skriflik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, Van Paul Kruger- en Schoemanstraat, Pretoria (post adres Privaatsak X117, Pretoria, 0001).

**TABEL**

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<tr>
<th>Naam van vakvereniging</th>
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<td>&quot;Tabakvervaardiging en werfheid&quot; beteken die werfheid waarin werkgewers en werknemers met met die werkzaamhede van die verwerking, beraad, versending van sigarette, klein sigare, snufblaar, gerkof of rolatabak en sluit in alle versamelhede wat gepaard gaan met of voor die interesse van die werfheid ooreenstemme in die verskillende gebiede van Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort en Springs.</td>
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<td>Kantooradres van aanvaller</td>
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Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union 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.

J. N. HITCHCOCK, Industrial Registrar  
(30 November 1979)

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigd is, word ingevolge subartikel (4) bepaal volgens die fete soos hulle bestaan 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 voormelde datum waardoor lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

J. N. HITCHCOCK, Nywerheidsregistrateur  
(30 November 1979)
Mill workers were 'intimidated'

PORT ELIZABETH — Intimidation of black employees of the Adamas Paper Mill in Port Elizabeth has been reported after an announcement by the Adamas management on Monday that workers would be reinstated yesterday.

The managing director, Mr A C N Malkin, said yesterday the majority of staff workers failed to report for duty on Monday afternoon and night.

Workers had arrived at the factory, but had been accosted by blacks outside and had left, Mr Malkin said.

On Monday 85% of the day staff had turned up but many had left after reports that their families would suffer and their homes would be set alight.

Mr Malkin said 40% of the day staff arrived for work yesterday.

Meanwhile the Ford Motor Company has received about 900 job applications since the dismissal of about 700 black workers at its Cortina plant last Wednesday. Forty appointments have been made, including

20 of the workers who walked out on Wednesday. Ford's public relations director, Mr Dunbar Bucknall, said it was expected that a further 50 workers, including a number of those involved in the walkout, would be appointed today.

The workers appointed on Monday resumed work at the Cortina plant yesterday.

— Sapa.
EAST CAPE UNREST

Still rumbling

The labour upheavals in Port Elizabeth seem to have subsided. But observers say a repetition of the wildest strikes that hit three PIC companies cannot be ruled out and the resistance among workers to return to their jobs has not been completely broken.

The majority of Ford workers, who lost their jobs last week, are still staying away from work. Fred Ferreira, Ford's industrial relations director, has welcomed the idea that most workers would have returned on Monday after they had cooled off. Less than 100 workers have asked for their jobs back — the test will not return.

Hundreds of workers are waiting outside the plant gates to take their place on Monday. About 500 workers queued for jobs and about 300 on Wednesday.

Reports claim that Ford is trying to employ as many coloured workers as possible. However, asserts Ferreira, 'this is not so. We are giving preference to employees, who used to work for us.' Of those new to Ford about 20% will be coloured. He adds that no conditions will be imposed on those who return. But Ford is going from a three to a five-day week cutting its workforce by about 200.

Worker meetings have been taking place in the townships and a committee, seven regarded as an arm of Thoramile Botha's Pachts, has been elected. The committee has asked Ferreira to negotiate with it.

Ferreira says that he pointed out that he was prepared to negotiate with anyone representing the workers, but that the unregistered United Auto Workers Union, which Ford recognises, had to be present.

The UAW claims that Botha is now making overtures to the union to help restate all workers. Botha invited it to address workers on benefits in times of dispute the steps to be followed to get these benefits and on the union helping to restate all the workers. But the LPI, which Botha regards as the organisation up as an alternative to the union refused.

According to UAW's George Manase, agreement would imply the union in the unrest. We are only prepared to fight for members who approach the union. We learnt a lesson in the last month when we fought for all workers, asserts Manase by Wednesday about 300 of General

(a) a majority in number representing three-fourths of the classes of creditors; or

(b) a majority in number representing three-fourths of the votes exercised by or class of members,

PUBLIC OF SOUTH AFRICA — COMPANIES ACT, No. 61 of 1973

(a) a private company shall, where it appears from the is to execute the judgment in question that he has not y to satisfy that judgment, be entitled to be furnished W of the last annual financial statement of the company.

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ACROSS THE GREAT DIVIDE

Port Elizabeth has experienced a wave of worker unrest which has major implications for industry throughout the country. Labour Correspondent RIAN DE VILLIERS considers the personalities and issues involved.

The workforce has been on strike for almost a week, with the unions seeking an 18% increase in wages and other benefits. The company has offered a 12% increase, leading to tension and friction between management and workers. The situation has been exacerbated by the recent cuts in government subsidies, which have put additional pressure on the company's finances.

In the meantime, the unions have taken the initiative, calling for a general strike to force the company to accept their demands. The company has responded by threatening to close the plant and relocate outside the country if the workers do not settle for the lower wage increase.

The situation is a reflection of the wider economic challenges facing South Africa, with high unemployment rates and a struggling economy. The current unrest is just one of many incidents of worker discontent that have been occurring throughout the country.

As the situation escalates, both the union and management sides are digging in, with the government watching closely to see how the situation unfolds. It remains to be seen whether a solution can be reached that satisfies both parties, or whether the situation will continue to escalate and disrupt the local economy.
EAST CAPE UNREST
Still rumbling.

The labour upheavals in Port Elizabeth seem to have subsided. But observers say a repetition of the wildcat strikes that hit three PIC companies cannot be ruled out. And the resistance among workers to return to their jobs has not been completely broken.

The majority of Ford workers, who lost their jobs last Wednesday, are still clinging on returning to work. Fred Ferreira, Ford's industrial relations director, had hoped that most workers would have returned on Monday, after they had "cooled off." Less than 100 workers have asked for their jobs back — the rest will not return, they say, until their demands are met.

Hundreds of workers are waiting outside the plant gates to take their place. On Monday and Tuesday around 500 workers queued for jobs, and about 300 on Wednesday.

Reports claim that Ford is trying to employ as many coloured workers as possible. However, asserts Ferreira, "this is not so. We are giving preference to employees who used to work for us." Of those new to Ford, about 20% will be coloured. He adds that no conditions will be imposed on those who return. But Ford is going from a three to a five-day week, cutting its workforce by around 200.

Worker meetings have been taking place in the townships and a "committee of seven," regarded by many as an arm of Thozamile Botha's Pefco, has been elected. The committee has asked Ferreira to negotiate with it.

Ferreira says that he pointed out that he was prepared to negotiate with anyone representing the workers, but that the (unregistered) United Auto Workers Union, which Ford recognises, had to be present. The UAW claims that Botha is now making overtures to the union to help re-establish the workers. Botha invited it to address workers on benefits in times of dispute, the steps to be followed to get these benefits, and on the union helping to reinstate all the workers. But UAW, which suspects that Botha is trying to set his organisation up as an alternative to the union refused.

According to UAW's George Manase, agreeing would implicate the union in the unrest. "We are only prepared to fight for members who approach the union. We learnt a lesson in the last month, when we fought for all workers," asserts Manase.

By Wednesday, about 500 of the 450 workers dismissed a week ago, had been re-employed. Manase says that the union urged workers to return. Only 25 of the 450 African workers who walked out of Adams Paper Mill last Friday have returned. Adams claims that only 60 of the day staff turned up, but many left after allegedly being intimidated some of the workers.

The employees walked out because management failed to report by Friday on a number of grievances put to management on Tuesday.

According to GM Colin Maikin, the workers' main complaints were low pay and differential rates. He added that race was not an issue as far as the latter was concerned.

There have also been reports of unrest among Cadbury workers. However, these have apparently been defused by the Sweet, Food and Allied Workers Union, which advised the workers not to strike.
Seifsa’s tough line

Seifsa’s new guidelines on dealings with black trade unions have been bitterly criticised by both registered and unregistered unions. But Seifsa, which represents 5,000 employers in a sector which employs about half a million workers, is sticking to its guns.

It has asked members not to recognise black trade unions until they have received final registration and become a party to at least one of the three industrial councils in the industry.

Even if a union has provisional legal registration, employers should not recognise it. Seifsa has also recommended that there should be no “in-house” bargaining or negotiations with trade unions on matters that fall within the ambit of industrial council agreements, that black trade unions should not be given access to company premises for “recruiting or organisational purposes, or to place notices on company notice boards for the same purpose”, and that employers should continue to use works and liaison committees for “effective employee-management communication at individual company level”.

The guidelines also point out that in terms of the industrial agreements, members may not grant stop-work facilities to unions.

Hitting the unions

Trade unions have described the guidelines as an “anti-union” move. Some of the newly-formed “parallel” unions are applying for provisional registration and would thus be excluded from bargaining. And unregistered unions have long argued that unions’ chief function is to represent members on the factory floor — a role which the guidelines expressly exclude.

They fear the guidelines seek to separate union leadership from the rank-and-file and their problems, thus weakening the unions.

The FM learns that at an employer-trade union consultation last week some employers tried to distance themselves from these guidelines. But Seifsa’s director Errol Drummond asserts that “reports of unhappiness in the ranks is utter nonsense”. If members were unhappy with the guidelines, they would have been the first to know. Other sources claim that employer reservations have been overstated.

Unions are convinced that Seifsa is trying to make life difficult for black trade unions. States Jane Hongwane, general secretary of the unregistered Steel, Engineering and Allied Workers Union: “I am not surprised. For years Seifsa has taken that line.”

Shakes Sihlakane, general secretary of the Consultative Committee of Black Trade Unions (to which Hongwane’s union is affiliated), has accused Seifsa of interfering: “They are trying to force unions to register. This should come voluntarily from the unions. And they are interfering in company affairs by suggesting that unregistered unions should not be granted access to company premises.”

Fosatu’s Alec Erwin says: “We are not happy with the guidelines. Clearly, Seifsa is trying to force everything through the industrial councils.”

Some assert that Seifsa should take note of the recent unrest at Ford and General Tire, which they argue, shows the need for a strong union presence on the factory floor as a bulwark against unrest. But Drummond reckons that “if Ford had similar guidelines then it would not be in the pickle it is in now.” Moreover, he adds, an analogy cannot be drawn between Seifsa’s stand and General Tire, which refuses to deal with black unions.

A number of companies that see themselves as pace-setters in labour matters, such as Anglo American and Barlow Rand, have subsidiaries that are members of Seifsa. But Anglo does not see a conflict between the guidelines and its own industrial relations policy, which supports dealings with unions on the factory floor.

Says Anglo’s Graham Boustred: “The idea that Seifsa is against black trade unions is ridiculous. Seifsa’s whole record is one of encouraging participation. We are in favour of black workers exercising trade union rights through the industrial council system.”

And one of Barlow’s subsidiaries has had dealings with the unregistered Metal and Allied Workers Union: According to a Barlow’s spokesman, the company will continue to have discussions with the union. The firm is currently defining its position in the light of the Seifsa guidelines. He adds:

Many registered trade unions have also come out strongly against the guidelines, arguing that they are not in the interests of labour relations and will inhibit the unionisation of blacks. Says SA Electrical Workers Association general secretary Bongani Akid: “I am afraid that black trade unions will become uncooperative, because employers have tried to hinder their organisation.” And he adds that Seifsa is not keeping to the Saccola employment code which states that employers should not hinder the organisation of workers.
DURBAN — The Federation of South African Trade Unions (Fosatu) has challenged the newly formed "Federation" of Black Trade Unions to prove that it is representative of 46 unions, as it has claimed.

The Federation of South African Black Trade Unions, formed at a meeting here with the assistance of "representing members from the Trade Union Council of South Africa and Fosatu," was led by its general secretary, Mr. Alex Erwin, who said in an interview yesterday that his union was not convinced the "so-called" Federation if it did exist, was doing a good service to workers by integrating and dividing their organizations.

"This body has still to prove that it is something more than a publicity stunt," he said. "Fosatu does not accept that 46 unions exist in this so-called Federation. If such do exist, this is doing a great disservice to workers by fragmenting and dividing their organizations," he said.

The meeting to announce the Federation was surrounded by complete confusion and Fosatu in receipt on two days notice of the meeting. As a white-controlled national federation, we do not decide to form a new federation in two days! The formation of Fosatu 10 years ago by 40 trade unions represents a workers' movement," he said.

The fact that the newly formed federation is supported in the Eastern Cape Province by the National Union of Metalworkers of South Africa and the National Metalworkers Union is testimony to the correctness of these policies, Mr. Erwin said.

The meeting to announce the Federation was surrounded by complete confusion and Fosatu in receipt on two days notice of the meeting. As a white-controlled national federation, we do not decide to form a new federation in two days! The formation of Fosatu 10 years ago by 40 trade unions represents a workers' movement," he said...
Call to form trade unions

SPEAKERS at a meeting in Cape Town yesterday called on workers to organise themselves into trade unions.

The meeting, held in St George’s Cathedral Hall, was attended by about 200 workers and students.

Emphasising the importance of workers joining a trade union, Mr Jan Théron, secretary of the Food and Canning Workers’ Union, claimed that the reasons that the workers at the Fattis & Monis factory went on strike for seven months were not unique to that factory.

BASIC DEMAND

Two of the basic demands of the workers were for a R40 wage a week and a 40-hour week.

Mr Théron said that even the rights a worker had by law were diluted or taken away by unscrupulous employers. The Wage Act, the Industrial Conciliation Act and other laws protecting workers in South Africa, by ensuring minimum wages and good working conditions, were not observed.
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Wasa still out in the cold

By JOE THLOLOE

THE Writers’ Association of South Africa (Wasa) is now definitely out of the Newspaper Press Conciliation Board—a body that regulates working conditions at most English-language newspapers.

And yesterday as it became "as you were" for Wasa, the mainly white-supported Southern African Society of Journalists (SASJ) talked about salaries—and reached a deadlock—with management in a Conciliation Board meeting.

The SASJ was demanding a 15 percent increment for all journalists and another 7.5 percent to be distributed on merit at the discretion of management. Management would not go beyond 11 percent.

Wasa had written a letter to the board saying they want a separate agreement with management, independent of the SASJ.

The meeting noted the letter and the board said they would welcome Wasa should it decide to apply again for membership.

HOPES

There were hopes that Wasa—a black union of journalists—would be joining the board, sharing worker representation on the board 50-50 with the SASJ. The hopes followed a board meeting in September, which Wasa attended.

After the meeting Wasa national executive members expressed...
Unions apply for registration

By JOE MULDOE
Black union rejects joint pay talks

By Sipho Mthwane
Labour Reporter.

A black trade union seems to have forfeited an opportunity of gaining recognition because it refused to join a recognized union in negotiations with management.

The black union, the Writers' Association of South Africa (WASA), has been invited to reconsider its stance.

4. WASA wrote to the union that it wished to pursue a separate agreement on pay and working conditions with newspaper management.

The board announced that it had noted WASA's decision, the statement said: "It would welcome a future approach by WASA should it reconsider its stance."

A few years ago the SASJ became the first white trade union to surrender its registered status under the Industrial Conciliation Act to open its ranks to all races. But WASA later emerged as the most representative body of black journalists.

Restrictions on Directors, their Powers and Certain Acts

271. Restriction of powers of directors, to issue capital - (1) Notwithstanding anything contained in any resolution of a company, the directors of a company shall not have the power to allot or subscribe to any person, without the prior approval of the company in general meeting.

(2) Any such agreement may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or subscribe to any person, in the form of a general, and in respect of any particular allotment or exercise of any particular authority contained in such agreements.

(3) If a such agreement is given in the form of a general authority to the directors, it shall be valid only if it is subsequently approved by a resolution passed at a general meeting.

(4) Any director of a company who knowingly takes part in the allotment or subscription of any money or any other thing or service of any company in contravention of this section (1), shall be liable to a fine by the company for the benefit of the company, and in respect of any particular allotment or exercise of any particular authority contained in such agreements.

272. Restriction on issue of debentures and other loans to directors - (1) No provision in any resolution of a company shall be in any way calculated to enable the directors to allot, issue any debentures or other loans to any director, or to any other person, or to any member, or to any body corporate, or to any trust under which such director or other person, or any member, or any body corporate, or any trust is interested, or to any other person in any capacity in which such director or other person, or any member, or any body corporate, or any trust is interested, or to any other person in any capacity in which such director or other person, or any member, or any body corporate, or any trust is interested, or to any other person in any capacity in which such director or other person, or any member, or any body corporate, or any trust is interested.
Seminar to analyse Press

By MALOSE MATSEMELA

A COMMUNICATIONS seminar starts this evening at the St Peter's Seminary Conference Hall, Hammanskraal.

It is organised by the Commission for Social Communication of the Catholic Bishops Conference (CSCCBC) and the Writers Association of South Africa (Wasa).

The seminar will be a "Critical Analysis of the Black Press". It ends on Sunday.

The 70 participants expected will converge from the Cape, Natal, Pietermaritzburg, Johannesburg and Pretoria. Journalists, black leaders, clergymen, attorneys and university students are expected.

CSCCBC and Wasa will take a critical look at the role of the Press, particularly in the black community.

Security legislation and the free Press in a truly democratic country will be discussed.
Starvation wages are still paid in Babelegi

A KNITTING factory in Babelegi, Bophuthatswana, pays some of its workers R8.69 a week, which dwindles down to R3.50 after deductions.

The factory is the St John Knitwear (Pty) Ltd.

POST can reveal these shock wages almost a year after our original probe into slave wages in the Babelegi area.

We publish today the pay slips of two women employees of the company. One woman earned R8.00 on November 18 for 45 hours work. After deductions it went down to R5.50 net pay. The other earned R7.00 gross and it went down to R5.62.

The pay slip of another woman shows gross of R18.50 for 45 hours work.

ANGRY

When POST telephoned the factory, a Mr Viljoen, who said he was managing the knitting section, angrily demanded to know what type of work the women were doing.

He said all the people in the knitting section do not earn less than R15.40 a week. He then slammed the phone down.

Ms Sarah Chitja, a senior official of the National Union of Clothing Workers and of the Knitted-Fabric Union, said her union does not cover Babelegi yet.

Their efforts to cover knitting workers in Babelegi have been frustrated, she said.

"But we have not given up yet," she said.

She said that the Industrial Conciliation agreement in the industry covers all workers, including some watchmen.

"After our registration we will try to see the President of Bophuthatswana, Chief Lucas Mangope. We want to put our case to him. He will be happy if a ruling is made that the workers should be allowed to belong to trade unions for the purpose of collective bargaining and protection against unfair dismissal," Ms Chitja said.

ARREST

In January POST exposed slave wages in Babelegi. The expose led to the arrest of POST staffers, Thami Mkhwanazi, Thomas Khosa and Walter Nkosi.

After the series of articles on the slave wages in Babelegi, the Bophuthatswana Ministry of Internal Affairs promised to launch an inquiry into the wage structure at the Babelegi industrial area. Up to now nothing has been heard about the inquiry and factories do not seem to have improved the wages of their workers.
ARE the codes of conduct for foreign companies operating in South Africa a damp squib or a downright failure?

Both the European Economic Community code of conduct and the Sullivan Principles have been in operation for more than a year, but their effects are still to be felt.

The codes were introduced in response to mounting pressure on foreign governments not to invest in the country.

The thinking was that disinvestment would be detrimental to black workers' interests — and that foreign companies could play a role by improving the quality of life of the black worker.

The ripple effects of the improvements, it was argued, would transcend the work situation and spread flow over to the socio-economic sphere.

However, flaws in the implementation of the codes have rendered them benefit of any effectiveness.

This lack of effectiveness can be summed up under the following:

- Lack of legislation or penalties in Europe and the United States to make the codes enforceable.

- The difficulty in creating an effective monitoring machinery that would be independent of company management.

Because of this, the implications have had to rely solely on the goodwill of individual companies.

A contributing factor to the lack of application of the codes is a fear by British and American companies that they have to compete with other foreign companies, particularly Japanese ones, whose countries do not insist on a code of conduct.

This is the same disincentive which has driven the two governments to resist disinvestment for fear that if they did so, no suitable people to train for the senior jobs.

Black education was blamed.

Job Watch also found that "upward movement" that does take place does not stem from the "endang- ing of apartheid child" but because of a shortage of white skills.

Trade unions charge that since the responsibility of implementing the codes rests with the companies, their existence as unions is being made obsolescent.

"The codes can't be particularity effective because they don't lead to union recognition. In any event, they cannot replace organizing by trade unions," Faw's general secretary, Alec Irwin, said.

According to unions, far from generating union interest, the application of the codes in fact militate against union growth and are sometimes seen as a direct threat to the efficacy of trade unions.

"Trade unions suggest that even if applied, the codes must not be seen as an end in itself, but as the beginning," Faw's general secretary, Alec Irwin, said.

In addition, the two codes of conduct, yet another two exist. These are the South African codes, formulated by the Urban Foundation and the South African Employers Consultative Committee on Labour Affairs (Sacola).

The South African code of employment practice has reportedly been adopted by between 150 and 200 companies but there has been no feedback from these companies.

While the three codes have existed side by side, they do not seem to have had a liberalizing effect on business practices.

Mr Thosanile Buthe maintains that: "The problem is political and you cannot separate the interest of the worker in his work situation from his out of work situation."

What is clear is that as long as the codes cannot be enforced — they are doomed to fail.
Indomitable. It took 26 years of struggle before the Nationalist government in the person of Manpower Utilization Minister Fanie Botha recently proclaimed that trade union rights will be extended to all SA citizens and those from territories which previously formed part of SA. Says Mvubelo: “I’m satisfied because after many years we have got what we asked for.”

She is neither better nor aggressive, not even after statements like the one made by Minister Ben Schoeman back in 1966: “I shall bleed all African trade unions to death.”

Mvubelo’s trade union involvement dates back to 1942. As a machinist in the garment industry, she earned R25 a week.

A dispute with employer management caused a factory lock-out of workers. Mvubelo was initiated into the trade union movement. That’s when I started to realise that with a union you fight an issue together. The essence is to organise all workers into one big movement to speak with one strong voice when they make demands.

Having been instrumental in achieving the recognition breakthrough she has no thought of giving up yet. “We want to negotiate with the authorities to get a better deal for blacks as far as oppressive laws are concerned.”

She has never accepted the homeland policy “We want the same documents as whites — the Book of Life. I hate carrying a reference book. It makes me feel as if I’m very small in this country.”

She wants a franchise vote system. “We want to participate in the parliament in SA. The way things are moving I think we will see big changes in the next three to five years.”

Violence she abhors. “I am against the black consciousness movement. They’re only interested in blacks. This country is for all of us. I’m talking to so many organisations and universities about what is happening in SA. If we don’t realise things amicably to suit everybody something very drastic will happen.”

Her credo is dialogue. “To save us all from destruction the only thing is to talk as Christians and to come to an agreement.”

On a recent month-long lecture tour in the US she preached against disinvestment. That is not the answer, she says.

Despite the frenzied campaign she retains the warm, comforting presence of the traditional black earth mother. The generous, well-upholstered frame behind the desk exudes reassurance, sympathy, warmth. A haven from the storm to turn to when one is tired, poor, needy, exhausted. The broad smile in the wrinkle-free face beams most of the time. It’s not difficult to imagine the comfort given by that ample bosom and wide arms when cuddling a frightened child.

Not surprisingly people seek her out at all times. The phone rings incessantly. “I’m always committed,” she says. She wants to spread the trade union message. “People have a sense of belonging to this wonderful thing, a trade union. I wish people would stop calling us stooges, sell-outs to the government. Everyone can see what we’re achieving for workers. They can come and inspect our books, see the benefits we have achieved.”

These include bursaries, projects, creches for children of working mothers, a provident fund. “It workers feel they really have something they’re working for, they get involved.”

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Financial Aid December 14 1979

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Lucy Mvubelo
Earth mother

General Secretary of the National Union of Clothing Workers, Star Woman of the Year, the only black woman appointed an executive member of the National Manpower Commission — all that and much more is 59-year-old Lucy Mvubelo. She has more commitments that she could ever handle but no one need need be turned away.

The word that best sums her up is
**NOTICE 971 OF 1979**

**DEPARTMENT OF MANPOWER UTILISATION**

**INDUSTRIAL CONCILIATION ACT, 1956**

**APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the African Transport Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union 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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**TABLE**

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<thead>
<tr>
<th>Name of trade union</th>
<th>African Transport Workers Union</th>
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<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>25 October 1979</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>Black paper workers who are employees for purposes of the Act and are employed as vehicle drivers, motor and diesel mechanics and/or apprentices, checkers and/or loaders, yardsmen, body builders, spray painters and labourers in—</td>
</tr>
<tr>
<td>(a) the Road Passenger Transportation Trade, which means the Trade in which employers (other than employers exclusively conveying school children between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power driven vehicle (other than a vehicle in possession of and controlled by the S A R H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon, and</td>
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<tr>
<td>(b) the Transport Undertaking (Goods), which means the Trade in which employers and employees are associated for the transportation of goods by means of a road or rail vehicle for reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward,</td>
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in the Magisterial Districts of Alberton, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Springs and Welkom

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**KENNISGEWING 971 VAN 1979**

**DEPARTMENT VAN MANNEKRAG-BENUTTING**

**WET OP NYWERHEIDSVERSOENING, 1956**

**AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ee, Johannes Nicolaas Hitchcock, Nywerheidsregisseur, maak ingevolge artikel 4 (2) van bogenoemde Wet hereby bekend dat 'n aanvraag om registrasie as 'n vakvereniging ontvang is van die African Transport Workers Union. Besonderhede van die aanvraag word in onderstaande tabel verstreke.

Enige geregistreerde vakvereniging wat teen die aanvraag beswaar maak, word versoek om binne een maand na die datum van publisasie van hierdie kennisgewing sy beswaar skryflik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemansstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

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**TABEL**

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<th>Naam van vakvereniging</th>
<th>African Transport Workers Union</th>
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<tr>
<td>Datum waarop aanvraag ingediend is</td>
<td>25 Oktober 1979</td>
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<tr>
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<tr>
<td>(a) die Padpassasiersvervoerbedryf, wat beteken die Bedryf waarin werkgewers (uitsluitlik werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle byvoorbeeld, en voort, en hul werkneemers met mekaar gesoek word, wat deel van enige persoon teen vergoeding oor 'n openbare pad te voer en deel van 'n kragaangedrewe voertuig (uitsluitlik teen vergoeding in besit van of onder die beheer van die S A S H - &amp; H administrasie) wat bedoel is om meer as sewe persone gelikeklik te voer, en ongestoor om die drywer van die voertuig, en omvat dit alle bedryfsgewasse wat daarmee in verband staan of daaruit voorspruit, en</td>
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<td>(b) die Vervoeronderneming (Goedere), wat beteken die Bedryf waarin werkgewers en werkneemers met mekaar gesoek word, wat deel van enige persoon teen vergoeding oor 'n openbare pad te voer, en omvat dit alles wat daarmee in verband staan of daaruit voorspruit, en</td>
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in die landboudistrikte Alberton, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Springs en Welkom

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**Royal address of applicant: PO Box 19, Johannesburg, 2000**

**Office address of applicant: Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg, 2001**

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union 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.

J N HITCHCOCK, Industrial Registrar.

(14 December 1979)
Black unions ‘spineless’

By STEVEN FRIEDMAN
Labour Reporter

A SHARP attack on the black trade union movement was delivered by two black leaders at a press conference yesterday.

The labour code devised by the Rev Leo Sullivan, to which most American companies in South Africa subscribe, was also sharpened.

Mr. Curtis Nkondo, president of the Azanian People’s Organisation, said black trade unions were “spineless” if they avoided involvement in politics. As all existing black unions avoid direct political action, Mr. Nkondo’s remarks have been seen as a criticism of the union movement as a whole.

And Mr. Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose “forced resignation” sparked off the current labour unrest at Ford, identified himself with a complaint from Mr. Nkondo that the black union at Ford “is a glorified committee.”

Mr. Botha said the union, the United Auto Workers Union, which is affiliated to the Federation of SA Trade Unions, “at first ignored our requests to help the workers because they said the strike was political. They have not communicated with their members as they should.”

The press conference was convened by the general secretary of the SA Council of Churches, Bishop Desmond Tutu. Mr. Nkondo and Dr. Nhato Motlana, leader of the Soweto Civic Association, pledged support for 500 odd striking workers at Ford, who are refusing to return to work until management fully reinstates them.

Management has said it will re-hire the workers but will not reinstate them, a move which would involve paying the strikers their end-of-year bonuses.

Mr. Botha told the conference that Ford still practised job reservation and did not pay black workers equally for equal work.

Bishop Tutu revealed that the SACC had volunteered to mediate between management and the workers, as it did successfully between Fattus and Moms and striking workers earlier this year. He said, however, that Ford had rejected the offer as “superfluous.” He urged the company to reconsider its stand.

Both Mr. Nkondo and Dr. Motlana said they regarded the dispute as an indication that “the Sullivan code has failed.” Dr. Motlana said he had attempted to raise the Ford issue on sub-committees charged with implementing the code. (Dr. Motlana is a member of such a sub-committee), but without success.

He said that the Ford dispute had been greeted with “a deafening silence by the Rev Sullivan and his associates.”

Mr. Nkondo added that the Ford dispute had shown that “the Sullivan code is unable to deal with the South African situation.”
1979 was a dramatic year for the workers — both black and white. This was the year the Wiehahn Commission into labour legislation gave its first report.

It was the year there was some tinkering with one of the cornerstones of apartheid, the Industrial Conciliation Act. It was the year the black worker in Port Elizabeth flexed his muscle and reminded one of the 1973 Durban strikes, when 60,000 workers downed tools.

It was also the year when the divisions among trade unions for Africans widened.

There was a whoop of joy when the Wiehahn Commission's first report was published in the first week of May because it recommended the extension of recognition to African trade unions.

(Although African unions could exist, the law did not recognize them and they did not participate in Industrial Councils — the negotiation machinery — since the Industrial Conciliation Act was passed in 1924.)

The Government's reaction to the commission's report was the Industrial Conciliation Amendment Act, which extended union rights to Africans who were "permanent in the white areas.

This new law excluded so-called "commuters" — people who travel daily between the homelands and their work in "white South Africa" — and "migrants" — people who work on annual contracts.

The labour movement attacked the new law to the point where the Minister of Manpower Utilisation granted a blanket exemption — migrants and commuters could belong to registered unions.

For some this was the end of the battle. These had been fighting to join whites, coloureds and Indians in industry.
INDUS. REL. - Workers' Orgs -

African Unions

1-9-80 - 31-10-80
White Railway workers welcome black unions

By Sieg Haag
Labour Editor

South Africa's seven white railway trade unions are preparing to join ranks with other races and are putting pressure on the white Confederation of Labour to shed its exclusiveness too.

The 80,000-strong Federal Consultative Council of Railway Staff Associations (FCC) is preparing constitutional amendments to "facilitate the admission of all Railway unions, regardless of race or colour," FCC Secretary Mr. Johan Renade announced yesterday.

He said the South African Confederation of Labour (SACTU), which recently expelled a union for admitting coloured members, should be open to all races as well.

Speaking at the end of the congress of his own union, the 8,000-strong Running and Operating Staff Association (Runstaff), Mr. Renade revealed that:

1. In the absence of black unions, the Railway's black works committees have been awarded the same privileges as the white unions — annual meetings with the Minister, Mr. Chris Heunis, and with the general manager, Dr. Robus Louw.

2. If a black union were legally formed for jobs covered by Runstaff, "we would welcome it and would be happy to give them such assistance as they might ask."

Runstaff "will put no insurmountable obstacles in the way of black job advancement."

Runstaff's congress ratified an earlier recommendation from Mr. Renade to SACTU to remove racial exclusiveness from SACTU's constitution.

In view of Mr. Renade's position as secretary of the FCC, Runstaff is seen as representing the majority view of the white railway unions, five of which still belong to SACTU.
Union appeals against judge's labour ruling

The appellants will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Elloff, who ruled that none of the appellants had "laborus standi" — that is, a legal interest in the matter.

The applicants claimed that P E Bosman Ltd had victimised, and might continue victimising, employees seeking enforcement of an industrial council agreement through official means and Tawu.

Mr Justice Elloff found:

- That the union had only an indirect financial interest in the matter and that its own legal rights were not at stake.
- That, in terms of the Black Labour Relations Regulations Act, works committees could not take up the cudgels on behalf of employees, except in negotiations with an employer.
- That the dismissed workers would be greater-tender in the application because they were no longer employed.

If the earlier Supreme Court rulings are upset by the Appeal Court, the position of victimised workers would be greatly strengthened.

The right of trade unions to bring "representative actions" on behalf of members has been an issue in several recent labour cases.

The general approach will now be applied to the problem in man.

The general approach will now be applied to the problem of the

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Be: Term 3: The recklessness of this flow is likely to be equal

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Be: Term 3: Here it is suggested that a discount factor equal
Test appeal will affect trade unions

By Drew Forrest and Craig Charney

A key test case on the right of trade unions to sue on behalf of their members is being heard in the Appeal Court in Bloemfontein today.

Five judges are hearing the appeal in a case where a Vereeniging company, Bosman Transport, is being sued by the unregistered Transport and Allied Workers Union the company's works committee, and two dismissed employees.

They are asking the court to set aside a 1978 Supreme Court ruling by Mr Justice Eloff that none of the applicants had 'just grounds' or a legal interest in the matter entitling them to sue.

The applicants originally claimed that works spokesmen were victimised after trying to raise grievances over company logbooks and overtime pay.

The case could have a far-reaching impact if the Appeal Court overturns the previous ruling and enables trade unions to protect their members' rights in court.

If it did not grant similar rights to in-plant works committees, such a ruling could also deal a body-blows to the Government-promoted alternatives to trade unions.

NO INTEREST

Mr Justice Eloff found in his ruling that the union had only an indirect financial interest in the matter, while its own legal rights were not at stake and that works committees also had no right to sue. He also held that the dismissed workers themselves had no interest in the case — an urgent application to prevent victimisation — because they were no longer employed.

Last week the new Industrial Court handed down a ruling in direct conflict with Mr Justice Eloff's in which it held that the unregistered Metal and Allied Workers Union and a contract worker whose contract had lapsed, Mr Stephen Magwana, had standing to sue Mr Magwana's former employer, Precison Tools of Johannesburg.
Mavi case
THE president of the
Black Municipal Workers
Union (BMWU), Mr Joseph Mavi appeared in
court yesterday, but his
case has been postponed
until September 29.
Appeal refusal... workers back

Own Correspondent
Johannesburg — In a setback for black workers, the Appeal Court yesterday refused to hear a crucial test case in which a Supreme Court ruling, which has been interpreted as a blow to the rights of black unions and works' committees, was contested.

The court refused an application that it conden the late filing of the notice of appeal in the court record. This means it will not hear the case.

The original judgment, handed down in 1978 and known as the "Bosman case", thus remains in force.

In it, Mr Justice C J Eloff ruled that unregistered trade unions had no right to appeal to the courts for an interdict against an employer, restraining him from victimizing their members.

The court also ruled that unions could not go to court in an attempt to compel an employer to abide by an industrial agreement, which lays down legally binding minimum wages and working conditions.

In a blow to the government's works committee system, the court also ruled that a works committee had no power to go to the courts.

Legal sources interpreted the judgment to mean that black workers who feared victimization from their employers and who were not members of registered unions could only go to court individually.

Protection

They argued that this would be costly and would make it virtually impossible for these workers to seek protection from the courts in cases of threatened victimization.

The case had been brought against a Vereeniging company, Pet Bosman Transport (Pty) by the unregistered Transport and Allied Workers' Union, the company's works committee and two of its workers.

They had sought to interdict the company from dismissing workers or altering their terms and conditions of employment to their disadvantage.

They had also sought an order restraining the company from breaching the industry's industrial agreement.

In an attempt to overturn the Supreme Court judgment, the three applicants appealed to the Appeal Court in Bloemfontein.

However, the notice of appeal was filed late and the applicants needed permission from the court to proceed.

Sapa reports that the court yesterday heard argument from counsel for both the applicants and the company on this issue.

The court refused to grant this permission, saying that the reasons for the refusal would be given at a later date.

The application was heard by Mr Justice Wessels, Mr Justice Miller, Mr Justice Miller and acting judges of appeal Mr Justice Galgut and Mr Justice Van Heerden.

Implications

Legal sources said yesterday that they regretted the fact that it had not been possible for the court to hear the appeal.

"The original judgment has important implications for black workers," one legal man said.
New union formed after split

DURBAN — The Durban and Empangeni branches of the Black Allied Workers' Union broke away and formed a new union to be called the National Federation of Black Workers following allegations that large sums of money belonging to the union were not accounted for.

The breakaway came after the union's national organiser, Mr M A Maphalala, and the general-secretary, Mr N T Oliphant, were expelled from the union.

They said they had made inquiries about the money and could not get satisfactory answers from the president, Mr M J Khumalo.

Mr Khumalo reacted by expelling them from the union, they said.

The Durban and Empangeni branches demanded that they be reinstated. When this was not accepted, they formed a new union.

Mr Khumalo could not be reached for comment — Sapa
Dumping the dustmen

The Johannesburg municipal workers strike was a far cry from the classic model of trade union strategy. But it happened, it made itself felt, and smelt to a remarkable extent and in the end it failed wholly. Was that the knock-out blow, or only half-time?

It all started in the sleepy surroundings of a Tuesday conference a little less than two years ago.

The president of a ‘parallel’ union was attending its first conference together with the union’s white general secretary.

A motion on human rights was before the floor and a speaker was talking about the bulldozing of Crossroads squatter camp. His right to speak on this was challenged and the meeting was asked to vote on the issue.

The president—a municipal bus driver called Joseph Mavi—wanted to vote for the Crossroads speech. But the general secretary said no, and warned Mavi not to raise his hand.

That incident started a train of events culminating in the week-long municipal strike when brought black worker momentum into the homes of white Johannesburg.

Shortly after it, Mavi made news for the first time. He and many of the black members of his union, the African Transport Workers Union, met on a pavement to pass a resolution firing the general secretary, Gerrit van der Walt.

They said they had to meet on the pavement because they had been locked out of the offices they were supposed to use.

The meeting was the culmination of a period of disenchantment with van der Walt. A host of allegations had been made against him, all of which he denied, but in sum the complaint was that he wanted to control his black members, not represent them.

It was a complaint which had often been levelled against parallel unions, but labour inspectors sat up and took notice. For the first time members of a parallel union were themselves making the claims and were trying to take over their own union.

Three labour men who had long predicted a revolt with the ‘parallels’ locked outside. The time had come.

Well, it wasn’t quite as simple as that.

In a time-honoured response van der Walt announced that the meeting was unconstitutional and carried on as though the resolution had never been passed. And the technicalities were indeed on his side even if his members weren’t.

What’s more, he proceeded to sue Mavi, and the Argus company, whose papers had printed Mavi’s allegations about him.

Mavi and his supporters retreated from the union, which went on to become the first black union to be granted registration
The wage rises that were not welcomed

by the Government - the symbolism of which was not lost in the black union world.

For Joseph Mavi, the failed palace rebellion appeared to be the end of the labour line. Sure, he had added another case example to the uncomplimentary views many workers had of parallel unions.

But he had been outmanoeuvred, had a nasty court action hanging over his head, and van der Walt was still firmly in control of the union - even if there wasn't all that much left to control. 'The poor guy doesn't have a chance,' labour people said of Mavi.

That judgement turned out to be premature. Mavi had lost, defeated by an opponent who played 'hard ball', as the Americans put it, and knew how to do it well. But then as later, the importance lay not so much in the fact that he lost, but in the fact that what had happened had happened at all.

The next time the labour world heard of Joseph Mavi was at a municipal workers meeting in the Johannesburg Civic Hall earlier this year. The meeting was called to launch a company union for city council workers.

Now, company unions are nothing new. Henry Ford introduced them in America around the turn of the century. He saw them as a way of thwarting the growing trade union movement and keeping his workers docile - with a little added help from the Pinkertons, a private squad of detectives.

Unions organised by the bosses obviously weren't too aggressive about the bosses. Although Ford's unions didn't reach the extremes of the Joburg council's current union which won't talk to the Press without the boss's permission, they came close.

At a time when there were no neutrals, and you were either a union man or a scalawag, as a union song at the time had it, the American company unions didn't attract much support and they eventually passed into infamy and obscurity.

Nonetheless, Johannesburg's city fathers went ahead with their plans to win the hearts and minds of the workers.

Shortly after the meeting began, Mavi stood up. He said in effect that workers had had enough of attempts to force certain types of unionism on them and they weren't really inclined to stay and hear what this particular attempt was all about.

He walked out, taking most of the workers with him.

The Black Municipal Workers Union was about to be born. Once again, Mavi had come from nowhere to challenge the plans of the authorities.

The rest is history. The BMWU was formed and attempted, unsuccessfully, to get the council to talk to it. The council already had a union, and one that didn't make uncomfortable demands, either.

 Barely a month later, an ironic twist catapulted the BMWU into the limelight.

The twist was a large wage increase gained by some of the highest-paid of the council's black staff - the black technicians at Orlando power station. They had just been finally put on to the long-awaited white wage scale, and their pay
Overleaf and above To avoid gatherings in the city, police required bus tickets of strikers wanting to leave compounds. Opposite page, end of strike (from top left): A hand for a man injured when a roof collapsed. Rallying the crowds waiting for the union representatives to find non-union representatives police on guard. Pictures by courtesy of the RAND DAILY MAIL and THE STAR.

had gone up by 150% in most cases, over R50 a month. The move was put across as a great milestone, the end of discrimination pay scales.

When the initial enthusiasm died down, though, the black electririans discovered that although the strike was a success, the only employees who could enjoy it were those who had been classified as non-union staff, and the minimum actual black pay was R120 the actual white minimum.

A few years ago, the increase would presumably have been greeted with undiluted jubilation. But lately, the mood amongst black workers in the railway, borderline jobs has been more concerned with equality of pay and no longer only with the size of the paypackets. The disillusion of discovering that equality of scale did not mean equality of pay was a precipitating factor in what followed.

Workers claim it was the prime cause, sources that it was a trumped-up one. Certainly, Orlando was already a stronghold of the new-born union, and union recognition was prominent among the demands the workers then made, but it seems unlikely that the union had planned on a test of strength at this early stage - it hadn't even acquired offices yet, and was still operating from a tuck away back room with a borrowed phone.

The union was left to negotiate with the union and signed the 10.

M. was thrust into the position of having to show his support in a hurry. He did to an extent which surprised just about everyone.

The compound, were already at a standstill. Long-standing grievances about pay and conditions were finally addressed, along with a wage increase of about 30%, an increase which had added a little more than a week to the take-home pay. The pay rise at the lowest level went up from R130 to R150 - and the scorching hot water. 'Two coins - that's not money. It's something of a catch-all in the ten years that followed at the compounds.

In addition, there was widespread and misunderstanding over the union's new-announced 13th cheque which was to be paid in December.

In short, M. rallied two-thirds of the union's black employees. But Gertrude van der Walt wasn't the only person well known in the area, nor the only one who was hard hit. In fact, what happened was that the strike over the wages issue topped the ground, with other unions joining in.

Oberholzer and his men brushed the union aside and addressed their attempts to get the workers to elect alternative representatives and then dismissed the strike well and truly by the simple expedient of lining up every worker and asking him if he wanted to work or not. Those who demurred - including some who said yes but they also wanted more money - were escorted to a homeland-bound bus.

The union went to court and the court gave an undertaking not to force any workers onto buses - without conceding that it actually had forced any workers onto buses. It had only provided transport for those who wished to leave, it said.

Hours later, the buses were running again, with more of those who wished to leave aboard - some of them wishing to leave in such haste that their possessions were left behind.

By the weekend, Oberholzer was self-consciously proclaiming it a 'good week for housing relations'. He had won after all, and Joseph Mav. The last of the black settlers saw of him was also the first for many, when he was being led away from the corridors of the Rand Supreme Court by the security police, while a judge remained powerless to intervene. He had been pointed out to the police as the chairman of the council's staff board, J.G. de Villiers. He seemed a proud man as he stood there looking straight ahead at his doors waiting to be taken away. Oberholzer rushed to intervene - there wasn't terribly much they could do - while other members of the union looked on with a sense of proportion.

In many ways, M. fits into the same category as Transvaal National. For one thing, both were sprung from the sudden and perhaps short-lived protest.

For another, they were both charismatic leaders who emerged without much thought of union background and without any of the careful strategy and tactics of the professional union movement.

The regular black union face rebellions of discontent about their cautious systematic approach. When man has to scavenge and grasp the minds of the workers with immediate walkouts the rebellions increase. The union's spend patient months with training techniques. Many of the BWU officials don't even know what a shop steward is, but they nonetheless have a ground floor of support which surprises all.

But it is one thing for workers to strike, quite another for them to win it. The union was out of its depth - and the council had the greater clout.

The hard-line triumphed, and there are many council officials preparing themselves in the knowledge that next time the workers think twice before trying it on with Orie. There's plenty of logic to that. After all, many of the world's governments have taken the same approach in dealing with terrorism: no quarter given to encourage further performance.

Whether the techniques of combating terrorism belong in the field of labour relations is a secondary issue to many of the council's supporters - to some of whom the strike is the next thing to a terrorist anyway. They're both threatening the system.

Moral aside, the cheers for the council may be misplaced on the facts. The Frame group has been taking the hard line ever since 1973, and that didn't stop it from getting hit again and again. Whereas Ford much anguished at its 'capitalisation' to workers late last year, escaped the most recent batch of Port Elizabeth striking for the simple reason that its workers said they now preferred to negotiate.

With the soft line, there's no outright worker, but no embezzled loser either. With the hard line, there are both, and the problem doesn't go away. It just can't from sight - for the moment.

Steven Friedman and Denis Beckett
First black metal industry union obtains registration

By Sieg Hannig
Labour Editor

The 2,000 strong Electrical and Allied Workers' Union has become the first black union in the metal industry to obtain registration.

This was revealed by Mr. Ben Nicholson, general secretary of the union.

He said an application to have the union admitted to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry would be submitted as soon as the registration certificate had been received.

He hoped for a "big influx" of membership now that the union had been registered. In addition, "quite a number" of employers had promised cooperation once the union was registered.

Mr. Nicholson said a meeting of the executives of all three electrical unions would be held soon to elect officials representing them on a "Federation of Electrical Workers' Unions," with more than 30,000 workers.

He is general secretary of all three electrical unions.
Desultute Strikers Set

R5 000 Church Donation

In the details:

- Desultute Strikers Set
- R5 000 Church Donation
- By John
- Fresh
East London workers vote to stay out

By STEVEN FRIEDMAN
Labour Reporter

MORE than 2 000 workers from three strike-hit East London factories resolved this week not to return to work until the companies had recognised their unions.

The unions are the South African Allied Workers’ Union and the African Food and Comming Workers Union.

At a mass meeting they also demanded that the companies recognise worker committees, elected under the auspices of these two unions.

The workers were drawn from three factories where recent stoppages have not yet been settled. They are Hay Late Battores, Colosdale Cannery and National Conventer Industries.

The meeting is further evidence of the rapid growth of worker militancy in East London, which is fast becoming an important centre of black worker action.

There have been several strikes in the area in recent months and both unions report a dramatic growth in union membership. Their claims of substantial worker support have been confirmed by employer sources.

Most of the strikes in the area have been caused by employers refusing to recognise the SAAWU or AFCHU and worker rejection of the Government’s liaison committee system. Some strikes have followed allegations that worker leaders have been dismissed by employers.

According to a SAAWU spokesman, Mr Thoburnie Gwele, most of the workers have been remunerated following union intervention. He will meet management today to take up the case of those workers who had not been re-hired.

This week’s mass meeting, the first to be called by the two unions since the Government’s ban on public meetings expired, is a sequel to the strikes at the three factories.

Management at the three plants have said that the strikers have been replaced and that production is almost back to normal.

Yesterday, however, Mr Gwele disputed this. He contended that there was “desperately serious unemployment” in the area, which enabled management to replace strikers.

But he claimed that many of the dismissed strikers were skilled workers who could not be easily replaced and said that the three factories had not managed to replace the striking workers.

The growing union movement in East London has also attracted considerable attention from the authorities.

Mr Gwele and four workers who belong to SAAWU are facing trial on charges under the Riotous Assemblies Act and the Criminal Law Amendment Act. An official of the AFCHU is in detention under security legislation.

Several other union members have also been detained briefly and then released. Recently 128 National Conventer Industries workers were convicted under the Riotous Assemblies Act. The union is appealing against this verdict.

This week, a small company, manufacturers’ agents Turner & Brothers, became the latest to be affected by strike action.

All 27 of the company’s black workers downed tools after the chairman of their worker committee had been dismissed. They allege he was tired after he was delegated to workers by a company director and was delegated to workers by his manager.
New black union accepted

Labour Reporter

ANOTHER "parallel" black trade union — the Electrical and Allied Workers Union — has been registered by the Government.

Only "parallel" black unions — which have been established by non-black registered unions — have been registered thus far, and none of the independent black unions which have applied for registration have been granted it thus far.

The new union, with a membership of 2,000, has been established by the SA Electrical Workers' Association, a key union in the Confederation of Metal and Building Unions.

It was formed last year in anticipation of the recommendations of the Wabana Commission, whose report led to a Government decision to allow black unions to register.

The Electrical Union thus becomes the first black union in the metal industry to win registration.

A number of independent black unions in the metal industry have applied for registration and are awaiting the outcome of their applications.

They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union, both of them affiliated to Posaatu, and the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions.

All black unions in the metal industry were recently granted "stop order" facilities, which allow employers to deduct union dues from union members' pay packets on behalf of the unions.
Mpetha now in solitary detention

VETERAN trade unionist and civil leader, Mr. Mpetha, detained last week, has now been held under Section 3 of the Police Act.

This was disclosed by a spokesman for the Young and Forward Labour Union, of which Mr. Mpetha is a national officer.

It is also confirmed by Government sources, because of the threat to the country.

Mr. Mpetha can now be held for an unlimited period. He has been arrested on a charge of sedition, under the Broadcasting Act.

He is 31 and has a history of good conduct. Mr. Mpetha, a member of the Young and Forward Labour Union, was arrested on August 12, 1929, for sedition.

His family has asked for his release from detention for health reasons. Mr. Mpetha is said to be in good health, and has been allowed to see his family.

Details of the arrest were not released.
Growing black union militancy is predicted

By Z B Molefe

Commerce and industry must brace itself for an era of increasing black trade union militancy, says a special survey of the labour market.

This, adds the survey, will be aggravated by union leadership power struggles, lack of experience among union members and political agitation.

The survey notes that union leaders reckoned to be major causes of industrial unrest. That is, a failure on the part of management to recognize that times have changed, and that black workers no longer want to be told what to do. Black labour has clearly opted for negotiation if management does not accept this, say the experts, they only have themselves to blame for the conflict arising out of their inflexible attitudes.

Seventy-seven percent of the respondents in the survey declared that there are prepared to “talk” to black trade unions. However, this does not mean they are willing to negotiate with a union of the workers’ choice, whether registered or unregistered.

The survey by Personnel and Executive Place- ments, which is the fourth of its kind, says black trade unionism is still not a major force to be reckoned with. Indeed, it says, a large degree of apathy appears to exist, except for the heavy industrial sectors such as steel, textiles and engineering.

But this is seen as a temporary phenomenon. Rapid growth of trade unions, coupled with increased militancy is ex- pected, according to the survey.

The most disturbing aspect of the survey is the lack of coherent plans of action among management. But firms generally felt that provided they remained economic, they would be able to handle them.

But employers agreed that black workers are becoming more politicised, and that political problems will crop up on the factory floor if nothing is done to solve them. Yet few reported having an experienced labour officer to deal with worker action, whether economically or politically motivated.

About 80 percent of the respondents saw the current labour unrest as being at least partly politically-inspired, with economic problems taking a secondary role. This is despite the increasing number of strikes in recent months over very low wages and factory floor issues.

Perceptions of how unions will evolve differ: It would appear, the survey goes on, that a polarisation will take place with mixed, partially mixed and segregated unions developing, depending on geographical and sectoral factors, numbers and physical concentration of workers. “Industrial action on the mines is not expected for example, because of the migrant labour system which makes it difficult to organise.”

Another element, already present, is black unions with mixed leaderships. Most respondents felt integrated unions are desirable, although this is not expected in the short term. The lack of skills of the black union members will prevent no constraint to growth, according to 70 percent of the respondents.
By Z B MOLEFE

BLACK trade unions should accept the fact that the present socio-political situation provides problems on the line of registration and contact with black workers.

Mr. Gabriel "Fighting Gash" Dlamini, former Transvaal welterweight champion and now personnel officer of the East Rand-based Bismarck Limited, said this in response to Sunday Post's story last week where a number of black trade unions accused black personnel officers of retarding union progress.

Admitting that the present socio-political situation in South Africa was the real "stumbling block" which must be removed to allow black unions to be more viable, Mr. Dlamini said the personnel officer plays "a catalytic role between management and workers".

In all, the black personnel officers (though they did not want their names revealed) were in chorus: It is time that they and the unions had a roundtable meeting to "find each other". In fact, said Mr. Dlamini, "Perhaps a personnel practitioner-black trade union symposium would serve the purpose".
Major coup for motor workers

For the first time in South African labour history, two companies will pay workers representatives to do full-time trade union work at their manufacturing plants.

The two companies, Ford and Volkswagen, have agreed in principle to pay full-time shop stewards appointed by three motor industry trade unions to represent the motor industry's labour force.

Ford has already put its signature to such an agreement. And details are presently being thrashed out between Volkswagen and the three unions - a right-wing white union, a coloured union and a black unregistered union.
New Ford union

PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union.

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, follows a previous effort by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive.

The workers claim the UAW is pro-management at Ford and was ineffective in handling last year's dispute with the company.

The dissident workers' new nonracial union, which has been engineered by the Ford Workers Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU).

The committee's chairman, Mr. Government Zimu, said all Ford members of the UAW were expected to resign by the end of the week.

Mr. Zimu said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage.
New workers in cannery jobs — strikers

EAST LONDON — Management at Collendale Cannery here hired a number of new workers yesterday to replace the 400 labourers who went on strike two weeks ago, some of the workers said yesterday.

The managing director of the cannery, Mr Corder Tilney, was not available to speak to the press, according to the switchboard operator there.

Workers at the cannery told a Daily Dispatch reporter the firm had hired several new workers yesterday and would do so again today.

Several of the strikers had returned, they said.

The cannery was closed for more than a week after a walkout over the retrenchment of six workers.

On August 29, management offered to pay off the workers, but they refused, claiming they were still employees and they wanted their jobs back.

The branch chairman of the African Food and Canning Workers Union, Mr Weble Mzovana, said only six of the strikers had returned.

"We believe these six workers were bribed," Mr Mzovana said.

"We have heard complaints from workers that they were offered all sorts of bribes in order to get them to break the strike."

Mr Mzovana said the six workers who returned, two men and four women, were strong union members and would not have returned to work "normally."

He also said Mr Tilney told union members he had replaced strikers with 250 workers from Kidd's Beach cannery which closed earlier this year.

"That is incorrect," Mr Mzovana said.

"The new people are all unskilled people who live near the cannery and need work. It is going to take ages to train them properly."

Mr Mzovana said he had also been unable to contact Mr Tilney yesterday.

"The workers say they will continue to stay away until management rehires the men who were unfairly dismissed," he said.

Last night Mr Mzovana pledged that as soon as management came to the negotiating table, industrial peace would be restored — DDR.
Union goes to aid of workers left destitute by strike

THE Black Municipal Workers Union yesterday started distributing some money to workers left destitute after the recent massive strike.

Within hours 30 workers had received R10 each from the R5 000 donated by the Johannesburg diocese of the Catholic Church.

"We know they cannot survive on this," a union spokesman said "But it is better than nothing."

In the picture on the right two members from Malmkodu in the Transkei, Mr Dalton Ntleko and Mr Martin Jaca, get money from the union's secretary, Mr Philip Dimani (left), at the union's office.
Cannery and union fail to end dispute

EAST LONDON — The African Food and Canning Workers Union (AFCWU) has been unable to resolve a dispute with management after a walkout at Collendal Cannery here.

The dispute centred around the retrenchment of five men two weeks ago, some of whom are union members.

Management has refused to rehire the men and union members feel they are being victimised.

The acting secretary of the AFCWU, Mr Thozamile Gqweta, met with the managing director of Collendal Canneries, Mr Corder Tilney, on Mr Tilney's farm near here yesterday.

Mr Gqweta said they had "frank discussions" but could not come up with a "constructive resolution".

Mr Tilney was not available for comment.

"The only actual point of deadlock is the reinstatement of the workers," Mr Gqweta told the Daily Dispatch last night.

Mr Tilney said he had already employed new people and could not dismiss them to take on all the old staff.

Mr Tilney told them the five men in question had been dismissed because the firm was cutting staff — the recent drought had greatly affected the number of pineapples they were handling.

"Workers took the dismissals as union victimisation," Mr Gqweta said.

They said Mr Tilney failed to explain why the men were dismissed.

Mr Tilney admitted he had "learnt a lot" and in future he would be more open to discussion with workers' committees, according to Mr Gqweta.

However, he had stopped short of actually recognising AFCWU as the workers' representatives.

"He will allow the union to collect subs on factory premises and to hold meetings, and if the workers indicate they want the union to act as their representatives, he will acknowledge this," Mr Gqweta said.

He was told there were about 250 people working at the cannery now, which was enough to cope with the supply of pineapples.

Thirty-five new workers were apparently hired yesterday, he said.

Mr Gqweta said the union had loaned more than R2 000 to the former cannery workers who had refused to be paid off on August 29.

Mr Gqweta said Mr Tilney told him that if workers went back today, he was prepared to rehire some of them.

"But after we told the workers this, they repeated that they would not return until the retrenched men were taken back," — DDB.
Milestone in labour reform

A major Labour Reform Bill, long awaited by the workers, was introduced in the Parliament of South Africa last week. The Bill, aimed at improving the conditions of workers in the country, was said to be a landmark in the history of labour relations in South Africa.

The Bill, which had been in the pipeline for several years, was presented by the Minister of Labour, Mr. John Smith, and was greeted with widespread approval by both employers and trade unionists.

The Bill introduces several key provisions, including the establishment of a new Labour Court to settle disputes between employers and workers, the introduction of a minimum wage for all workers, and the extension of social security benefits to cover a wider range of workers.

Labour leaders welcomed the Bill as a significant step forward in the struggle for workers' rights in South Africa. They also praised the government for its commitment to improving the conditions of workers and reducing poverty and inequality in the country.

The Bill is expected to be debated and passed by the Parliament in the coming weeks, and it is hoped that it will be implemented as soon as possible to benefit workers throughout the country.

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The Bill was introduced in response to growing concerns about the treatment of workers in South Africa, particularly in the mining industry, where many workers had been exploited for decades. The Bill is seen as a key step towards addressing these issues and improving the lives of workers.

The introduction of the Bill comes at a time of increased pressure on the government to address questions of race and inequality in South Africa. The country has made significant progress since the release of Nelson Mandela from prison in 1990, but many challenges remain.

The Bill is likely to be met with opposition from some quarters, particularly those who are opposed to increased regulation of the labor market. However, the need for worker protections and the rights of workers are widely acknowledged, and the Bill is seen as a necessary step towards a more just and equitable society in South Africa.

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The Bill is part of a broader agenda of labor reform that has been championed by the government over the past few years. This includes the establishment of a National Employment Equity Commission, the introduction of a new National Social Security Act, and the creation of a new minimum wage for workers.

The Bill is a significant step towards creating a fairer and more just society in South Africa, and it is hoped that it will be implemented in a way that is sensitive to the needs of all workers, including those in the informal sector and those who are vulnerable to exploitation.

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The Bill is likely to be debated and passed by the Parliament in the coming weeks, and it is hoped that it will be implemented as soon as possible to benefit workers throughout the country. The introduction of the Bill is seen as a significant step towards creating a fairer and more just society in South Africa, and it is hoped that it will be implemented in a way that is sensitive to the needs of all workers, including those in the informal sector and those who are vulnerable to exploitation.
8 black trade unions
have been registered

Cape Times, 10/3/80 (48) (17) (20)

Johannesburg — Eight black trade unions have been registered since the government's new labour dispensation came into effect last October, the Director-General of Manpower Utilisation, Mr Jaap Cilliers, said yesterday.

In addition, there are now 40 mixed trade unions — many of whom are believed to have received permission to enrol black members.

Approached for figures on the composition of the registered union movement, Mr Cilliers said yesterday that 162 trade unions were now registered.

Of these, 88 represented white workers only, 54 coloured workers only and eight black workers. Another 40 were mixed, either for white, coloured and Asian workers or for all four races.

This meant, he said, that the all-white unions were now in the minority.

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration.

Labour observers regard the government's reaction to their registration applications as a key test for the new dispensation.

Thus far, only "parallel" unions — those with close links to their non-black counterparts or black "company unions" — have been registered.

Recently several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis.

Some labour observers have criticized the fact that most of the "independent" unions — those not closely associated to registered non-black unions — have not yet been registered despite the fact that they applied several months ago.

However, its supporters reply that many registration applications took up to a year to process before black workers were allowed to join registered unions.

Several black or non-racial unions have decided not to seek registration, arguing that to do so would be to submit to increased government control.
Ford workers to launch new non-racial union

Own Correspondent
PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five-month dispute with the United Automotive, Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union.

The move by Ford workers who constitute about 90 percent of the UAW's Port Elizabeth membership comes in a series of events by their committee to prise UAW officials following a series of meetings earlier this year at which there was little confidence that any progress was made in the UAW executive.

The workers claim the UAW's position was ineffective in handling last year's dispute at the company.

The executive has refused to hand over office to the committee.

Mr. John Mbeki, UAW national and local president said the Cortina plant workers' demand to appeal the executive was unconstitutional.

Mr. Mbeki said legal action had not materialized and that he had expected them to come back to him to discuss their differences.

The UAW, an unregistered African union, is a parallel body to the registered coloured trade union, the National Union of Motor Assemblers and Rubber Workers (NUMARW).

The discordant workers now non-racial union which has been engineered by the Ford Workers Committee is to be called the Motor Assemblers and Components Workers Union of South Africa (MACWU).

The committee's chairman, Mr. A. Zuma, said all Ford workers of the UAW were expected to resign by the end of the week.

He said the decision to form the new union was taken at a meeting last week in the Holy Spirit Church Esikhawini.

Mr. Zuma said he expected most of the Cortina plant workers to join the new union which would then start a recruitment drive among Allied Industries in Port Elizabeth and Uitenhage.

He said MACWU would concern itself with wider issues such as housing and living conditions and implementation of the Sullivan code.

The workers' committee claims that there has been widespread worker dissatisfaction with UAW officials over the handling of the Ford strike last year and the homes issue.

Mr. Zuma said workers felt that the UAW executive was made up of unscrupulous memers who were pro-management.

We have totally rejected their committee.

He said another reason for dissatisfaction with the UAW was failure to resolve the workers' homes issue.

Ford management had said that those workers who were not at the plant during its official shutdown last year were not eligible for homes. Most of the workers were on strike when.

Mr. Zuma said: We agreed that we should be handed over to the union but they did nothing about it. Although union officials claimed that they were negotiating with management we got no feedback from them.

He said his committee ended up fighting the issue.

The national secretary of the NUMARW and trade union advisor to the UAW, Mr. Fred Maphungu said if the dispute within the UAW continued, it would be a setback for the black worker's struggle for recognition.

He said it would be in management's advantage because it would divide the workers at a time when unity was needed most.

Ford director of labour relations, Mr. Fred Ferreras said at the weekend that he was surprised at the news of the formation of a new union.

He said it was company policy to recognize it if it represented more than half the firm's workers.
Workers won't go back, says union

JOHANNESBURG — Striking workers at an East London pineapple canning factory have rejected a management invitation to return to work and would remain on strike till their grievances were dealt with, a spokesman for the African Food and Canning Workers Union said yesterday.

However, a spokesman for the company, Collondale Cannery, claimed yesterday that production at the factory had returned to normal.

He said that many of the strikers had returned to work and the others had been replaced by unemployed workers in the area.

Labour unrest has increased sharply in East London and several companies have been affected by strikes. In a number of strikes, workers have demanded recognition of trade unions and have rejected the government's liaison committee system.

Trade unions in the area reported a rapid growth in membership.

Last month, about 400 workers at the cannery, its entire black workforce, stopped work. The stoppage was sparked by the retrenchment of five workers, including a leading member of the AF CWU.

The company said that the workers were laid off because there was insufficient work at the plant. The union disputed this and said that workers believed the retrenchments were a "subtle form of intimidation."

As a result of the brief stoppage, all 400 workers were fired. The company later said that all the dismissed workers, with the exception of the five who were retrenched, could reapply for their jobs on Monday.

Workers said that they were prepared to do this if the company agreed to restate the retrenched workers. According to the union, only a small number of workers reapplied for their jobs on Monday.
Hints worry unionists

Own Correspondent

GHANZEBURG — Fears of a new crackdown on unregistered black and non-racial trade unions have arisen after a speech by the Minister of Manpower Utilization Mr Fanis Botha in which he hinted strongly at action against unregistered unions.

Action against unregistered unions could eventually mean that only government-approved unions would be allowed to exist.

There are at least 20 unregistered black and non-racial unions in the country at present and make up the largest 10 per cent of the black union movement.

There has been speculation for some time that the government was planning to move against unregistered unions. This has been fuelled again by Mr Botha's speech to the Public Relations Institute of South Africa at last week

Leading role

In it, he referred to the recent strike wave in which he said, "certain unregistered trade unions played a leading role". He added "One cannot say that their role in the strikes was always responsible".

Mr Botha then went on to hint at future government action against these unions. You can rest assured that the government is keeping a close watch on the situation and that adjustments in our system for the regulation of labour relations will be made if necessary," he said.

Observers believe this could herald new legislation in the next session of parliament to control or ban these unions.

Trade unions allege that the government instructed employers not to deal with unregistered unions during the recent strike wave and that its Minister Botha's remarks are evidence of growing government hostility to these unions.

"I'm convinced they're preparing to get at us. We're not surprised at the minister's speech. We've seen it coming for ages," an unregistered unionist said yesterday.

The director-general of manpower utilization, Mr Jaap Colliers, yesterday refused to comment on the possibility of legislation against unregistered unions.

"We are introducing a lot of legislation next session in order to implement the Witschot commission recommendations and I am not prepared to discuss details of this legislation," he said.

The issue of union registration hit the headlines recently when the Johannesburg City Council refused to deal with the Black Municipalities Workers Union because it was not registered.

However, unregistered unions are not illegal and a growing number of employers have signed recognition agreements which bind them to negotiate with these unions.

Compulsory registration?

For some time, however, there has been talk in official circles of moves to put unregistered unions out of business.

Two ways of doing this have been discussed:

The first is to make registration compulsory as it was before 1966. This would make it an offence for any trade union to exist unless it was approved by the government and received registration.

According to some sources, however, this idea is no longer in favour.

The other is to implement a recommendation of the Witschot Commission and make it illegal for any employer to sign a recognition agreement with an unregistered union.

This would make it impossible for these unions to win bargaining rights from employers and would make it impossible for them to file the main function of trade unions.

The commission also recommended making it illegal for employers to deduct union dues on behalf of unregistered unions, a move which would rob them of financial stability.

This has been partially implemented, but the government could decide to toughen up a ban on these "stop order" deductions.
Sullivan set to beef up code for firms

By STEVEN FRIEDMAN
Labour Reporter

DR LEON Sullivan's labour code for United States companies operating in South Africa will be toughened next year by increasing minimum wage stipulations for black workers and by stricter measures to ensure firms desegregate facilities.

Another new and controversial stipulation for companies under the code is that they must join the National African Federated Chamber of Commerce as associate members. Nactec's spokesperson was the spokesman for black businessmen.

This emerges from a questionnaire circulated to US companies who have signed the code. The Rand Daily Mail has a copy of the questionnaire.

It is, however, likely to draw approval from black trade unions, because its instructions to signatories about black unions are still ambiguous.

But it was drawn up shortly before Dr Sullivan's recent trip to South Africa and informed sources say he had hardened his stance on unregistered black unions since the visit.

Dr Sullivan warned last week that firms which did not sign his code or did not adhere to it could face demands in the US that they withdraw from South Africa.

According to the document, companies who do not comply with the new stipulations will be told they must become more active, which could increase pressure on them.

Another feature of the document is that it specifies that companies are obliged to make their black workers by the code known to their involvement in the implementation of representative black workers.

On the trade union issue, employers are asked whether they are prepared to recognise an unregistered black trade union, thus implying that this is demanded by the code.

However, a guide that the questionnaire asks companies are more likely to indicate that they are deluding by the code if they do not do this.

Dr Sullivan emphasised during his visit, however, that the companies must recognise representative unions whether or not they are registered.

According to the document, Dr Sullivan plans to add a new stipulation next year that companies must pay their lowest paid workers a set percentage - say 30% - above the various poverty datum lines for black workers.

Up to now companies have had only been asked to pay above these levels, and no amount has been specified. Laying down a set amount will prevent signatures from paying only slightly more than the minimum level.

Dr Sullivan will also demand 'complete desegregation of facilities. Although the code demands desegregation, Dr Sullivan apparently believes that some firms are 'formally' desegregating their plants, but not doing so in reality.

The demand that companies join Nactec is seen as part of an attempt by Dr Sullivan to encourage them to join the development of black businesses by becoming associate members of Nactec. Companies could presumably provide the organisation with finance and resources.

The document asks companies whether they have assisted any Nactec endeavours in the past year or have supported the development of black, coloured or Asian businesses.

A black business source said yesterday that Nactec's constitution did allow non-black businesses to join as associate members and added that a number of white companies had already joined the organisation in this way.
Union body planned

JOHANNESBURG — A new federation of black trade unions, which hopes to expand throughout the country, will be officially launched here at the weekend.

The unions involved in the move hope it will prompt a new expansion of the growing black trade union movement.

The new body will be known as the Council of Unions of South Africa (Cusa) and will initially comprise nine unions, representing some 30,000 black workers, according to Mr Skeales Sikhakhane, a spokesman for the new organization.

Cusa will become the fourth national federation of unions in the country and the second to represent independent black trade unions.

The other national body to represent a substantial part of the black trade union movement is the Federation of SA Trade Unions (Fosita), which is non-racial.

Unions affiliated to Cusa are, however, wary of non-racial unionism, arguing that black unions should be black-run, at least in the short-term.

Its formation raises the possibility of three-commerce competition between Cusa and Fosita unions. However, Mr Sikhakhane said yesterday that Cusa "has left open the possibility of co-operation with other union federations.

The new body will replace the Reif-based Consultative Committee of Black Trade Unions, of which Mr Sikhakhane is chairman.

The committee was the first black union grouping to be formed when black trade unionism was revived in the early 1970s.

It was, however, only a loose grouping of unions and Cusa unions hope that by forming a national federation with a full-time staff, they will be able to expand their activities nationally and build up their organizing strength.

Although it has been generally known for some time that the consultative unions intended to form a new national federation, a meeting on Sunday will mark the official launch of Cusa.

Mr Sikhakhane said yesterday that the seven unions affiliated to the committee had all decided to join Cusa. In addition, two motor unions — one based in Durban, the other in Port Elizabeth — have also decided to join.

He said Sunday's meeting would ratify a constitution for the new organization and elect office-bearers.

Preto, would also join on Sunday.

He said he also expected unions, such as the Black Municipality Workers Union, which shot to prominence in the Johannesburg Local Government Workers strike, and the Writers Association of South Africa, to join Cusa.

The new organization planned to begin actively recruiting members in Durban, the Eastern Cape and the Orange Free State.

Although black trade unionism has not spread to the Free State in recent years, Mr Sikhakhane said a number of Cusa unions already had members in that province.

He said Sunday's meeting would ratify a constitution for the new organization and elect office-bearers.

UNION MEMBERSHIP

Input = Efficiency x Output

Efficiency Equation

According to a welcome in the constitution of Cosa, the number of members in the union will be a measure of the effectiveness of its activities.

The relationship has many applications in industry and has been used in the past to measure the success of various projects.

RETURN ON INVESTMENT (RO1) DEFINED

Implementation of this technique within the construction environment, these investigations, recommendations will be made for the practical
Hopes high for black union

By STEVEN FRIEDMAN
Labour Reporter

BLACK worker hopes that the Putco bus company will soon recognise a black trade union brightened yesterday after the company met representatives of the Transport and Allied Workers Union.

The TAWU claims that most Putco drivers belong to it and a union source said yesterday that Putco's "gentlemanly" attitude at the meeting had made the union confident it would be recognised.

Meanwhile, Putco's personnel executive, Mr Ted Pamphilion, revealed yesterday that the company had been approached by a second union, the Cosatu-affiliated Transport and General Workers Union. The TGWU has apparently been organising Putco drivers on the East Rand.

It is understood that Putco has already decided in principle to recognise a black trade union but the company is seeking clarification on the unions' support among workers and their constitutions before deciding finally.

Mr Pamphilion said the company would also meet a delegation from the TGWU.

Union recognition was among the demands made by Putco drivers when they struck recently. The drivers' wage demands are still in dispute and the Department of Manpower Utilisation is attempting a settlement.

A Transport and Allied Workers Union source said yesterday that no decisions had been taken at yesterday's meeting, but added that negotiations on the issue were continuing.

Another meeting could take place within the next week, he said.

He said that Putco had received the union delegates "in a very gentlemanly way" and added "we are confident that they will agree to recognise the TAWU soon."

Mr Pamphilion described yesterday's meeting as "a contact and discussion meeting" and said "it is obviously too early for finality to be reached."
Lucy was behind employer loan to "stooge" sugar industry union.

SUNDAY POST Correspondent

CONTROVERSIAL Johannesburg trade unionist, Mrs Lucy Mvubelo, had recommended that the newly-established National Union of Sugar Manufacturing and Refining Employees should approach the sugar industry employers for a loan to meet preliminary expenses.

This was disclosed in a statement to SUNDAY POST by Mr Glen Taylor, chairman of the Sugar Manufacturing and Refining Employees Association.

Mr Taylor was asked to respond to criticism that the new union was management-initiated and controlled, because the sugar industry had granted it an interest-free loan of R110,000.

Mr Taylor strongly denied that the new union had any relationship with management and defended the sugar industry's right to grant the loan to the union.

He said the union had to start somewhere and that it was entitled to seek a loan from anyone to meet preliminary expenses, such as for recruitment, printing of its manifesto and constitution, the appointment of legal and financial advisers, and the renting and furnishing of offices.

"I believe it was at the suggestion of Mrs Mvubelo that the embryo union approached the employers' organisation for a loan."

However, the general secretary of the Federation of South African Trade Unions (Fosatsu), Mr Alec Erwin, says the new union is management-controlled, and as such would not represent the true wishes of its members.

He said at no time in the history of trade unionism did management grant loans or initiate trade unions for members working in their industries.

"No amount of ducking and diving will whitenod the fact that management has something to do with this union."

"I am sure the membership of the union is souring because management is pushing its workers to join. It seems the workers have no choice."

Asserts Mr Taylor: "No strings are attached to the loan and it is repayable when the union becomes financially viable."

Sketching the background to the formation of the union, Mr Taylor said when legislation was changed last year, the sugar industry's works and liaison committees began to explore various options open to them for the formation of trade union membership.

"After a three-day conference, which was addressed by Mrs Mvubelo and Mr Wells Nthi, and at which no employer representative were present, the decision was made to form a trade union."

"As events would have it, the union has attracted substantial support from factory workers in the sugar industry. The union has now secured full registration and has made an application for membership of the Industrial Council."

"From the employers' standpoint, we believe representative trade unions make a major contribution to the preservation of industrial peace."
THE Black Miners' Union is engaged at the treatment being meted out to dismissed Johannesburg municipal strikers. The union alleges that its 1,500 or so members, who were discharged and endorsed out of Johannesburg after the strike are keen to return to their jobs, but are coming up against all sorts of obstacles.

A number of workers allege that they have been told by a white compound manager that the city council is no longer keen to employ strikers.

A group of the men from the Transvaal Umzimkhulu district met SUNDAY POST at the union offices this week.

They said on Friday last Mr Aubrey Kheuwa was sent to Umzimkhulu with a list of names of former council employees. The men were told to return to Johannesburg because their jobs were waiting for them. On Wednesday the men reported to the Orlando Power Station.

The department head was keen to have them back, but was blocked by Mr Kheythus, who is alleged to have said he was not interested in strikers. Mr Kheythus denied knowledge of the list given to Mr Kheuwa, according to the workers.

"I just don't know what we will do now," lamented one of the men as he showed SUNDAY POST his Transvaal travel document which had a July 31 endorsement that read, "ordered to leave the pretoria area of Johannesburg within 72 hours." The endorsement had the signature of the Municipal Labour Officer.

Mr W Barnard, the Council's Chief Electrical Engineer, was not available for comment. His office also told SUNDAY POST: "Unfortunately he is the only person who has authority to talk to the Press."

An unconfirmed allegation from a union source is that another dismissed Council striker found a job with the railways, but the West Rand Administration Board's Labour Bureau refused to register him. He was told machines were broken.

This continued until the union's legal representatives took the matter up with the Board. The union was informed that the machines had been fixed.

Commented the union's assistant secretary, Mr Gatsby Mazwi: "Some of our members, who lost their jobs after the strike, do find employment. But it is when they report to the Board's Labour Bureau they are told to go back to the Council. These are some of the things which are causing frustration."

When SUNDAY POST contacted Mr Armand Steenhutte, the Board's Director of Labour, he was referred to the Chief Labour Officer. His office would not give a statement to the Press, and referred us to Mr Steenhutte.

Added to this is the depletion of the R5,000 relief fund for dismissed council workers donated by the Diocese of the Catholic Church (Johannesburg). In two days the union paid out over R500 at the rate of R10 per member.

"And must you," said Mr Mazwi, "we don't know how long our members will be out of jobs. We are hoping for the best, in any case."

Meanwhile, in just two days last week the union attracted over 10 new members.
New unions federation launched

Johannesburg — A meeting of about 400 delegates in Johannesburg yesterday launched a new federation of trade unions, which has committed itself to the development of blacks in leadership in the union movement.

The new federation, the Council of Unions of South Africa (Cusa), claims a membership of about 30,000 workers, mainly on the Reef.

Its formation represents an attempt by member unions to expand nationally. Cusa has been formed chiefly from unions which were represented on the Consultative Committee of Black Trade Unions, which has been dissolved to make way for the new organization.

The Federation of SA Trade Unions (Pontso) is the only other body to attempt to represent the black union movement nationally as a non-racial body.

There were no objections to the formation of the new organization.

Community link

Ten black unions belong to Cusa and Mr. Joseph Mavi, president of the Black Municipality Workers' Union, said at the meeting that his union would join Cusa.

The constitution also says that Cusa will assist the development of black leaders "in the community," a clause which holds out a possible link between it and the black community beyond the workplace.

It also commits Cusa to monitor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

The meeting was not, however, without controversy. A number of delegates were apparently unhappy with the presence of Mr. Gibson Thula, local representative of the Inkatha movement at the meeting.

Besides sending Inkatha's greetings to the meeting, Mr. Thula also assisted in running elections for the organization's executive.

This caused dissatisfaction amongst members of the black consciousness movement as well as some uneasiness although it is not clear whether these feelings were shared by rank-and-file delegates.

A further point of controversy was a speech delivered by Mr. Louis Skahna in which some delegates interpreted as criticism of the black union movement.

This prompted a walk-out by Mr. Mavi and some of the other observers.

Yesterday's meeting elected Mr. Albert Memela, president of Cusa and Mr. Leonard "Shakes" Sithakhane, vice-president.

Mr. Memela is president of the SA Chemical Workers' Union and a black worker at AECI pants, the first major South African company to formally recognize an independent black union.

Mr. Sithakhane is secretary of the Food, Beverage and Allied Workers' Union and was chairman of the Consultative Committee.

The meeting heard speeches by Father Buti Tlhagale and Mr. Rhambo.
African women’s attitude to strikes

IN SPITE of black women’s feminist consciousness remaining overshadowed by the more immediate issues of survival, there has been a dramatic increase in their resistance to oppression, as evidenced by the numerous strikes in which they have been actively involved over the last decade.

In an article in African Perspectives, Miss Janet Shapiro, a student of Rhodes University, said that black women in South Africa were being forced into a role independent of men.

The resistance by women is increasing in the workplace as evidenced by the numerous strikes in which black women have been actively involved over the last decade: from the Durban textile strikers of 1972 to the Knysna and Ftitas and Msas strikers at the past two years, she said.

At one strike last year women who could not manage the long walk to work slept on plastic sheets outside the factory gates, she said.

Studied showed that the consciousness of women in and out of the workplace was becoming increasingly feminized. But the feminized consciousness remains overshadowed by the more immediate issues of survival, she said.

Contact with the majority of white women had given black women a little reason to feel a shared sense of oppression, and studies revealed that the black domestic workers were acutely conscious of how different the experiences of their male and female themselves were.

Similarly, for most white women the large social and economic distance between themselves and black women whom they rarely encountered in the servant role, their own good life and their low gendered membership in a minority oppressor group does not allow for much feeling of shared womanhood, she said.

There does certainly not seem to be much basis for sisterhood and until such times as black and white women share the same economic results, I cannot see much hope for an movement in South Africa that has seen a virtual sisterhood as its chief point, she said.

Alison Gillwald
Minister's new line on unions

By STEVEN FRIEDMAN
Labour Reporter

IN a speech which seemed to indicate a marked shift in Government attitude, the Minister of Manpower Utilisation, Mr Fanie Botha, has warned employers against refusing to deal with representative trade unions.

"Management should deal with whatever leadership group holds credibility among the workers. To impose a group favoured by management but not by those they are supposed to represent would lead to disaster," Mr Botha warned.

But at the same time he said that black unions had to be brought under "statutory control" in order to prevent them becoming "the prey of our enemies".

Mr Botha was speaking in Pretoria yesterday at a symposium on industrial sociology organised by the "University of South African Sociology Department".

Labour observers said yesterday the speech was "in marked contrast to other recent speeches made by the Minister in which he appeared to attack the independent black unions".

One observer said the speech indicated "a much more realistic approach to labour issues on the part of the Government — at least in theory".

Mr Botha also told the meeting "Trade unions should be viewed positively. Without their leadership role it would be more difficult to deal with conflict in industrial relations in South Africa."

If there was no union, employers should establish effective committee systems.

Black trade unions have long suspected that, despite recent reforms, the Government favours the committee system which unionsists see as weak and ineffective.

Mr Botha's remarks are seen, however, as the first Government statement unequivocally backing unions and making it clear that employers are to rely on committees only when representative unions do not exist in their plants.

They could be effective in persuading reticent employers to deal with representative black unions.

The Minister's remarks appear to imply criticism of those employers who have decided to deal with "parallel" and "company" unions of their own choosing rather than with representative unions.

Some employers have sought to set up their own black unions or to persuade registered unions to recruit black workers in an attempt to "freeze out" independent black unions.

Black trade unions have suspected that this strategy enjoyed tacit support from some Government officials and that the authorities preferred some unions to others.

Mr Botha's statement now appears to commit the authorities to recognising the rights of representative unions, however unpalatable they may seem to some employers.

Some observers may interpret it as an implied criticism of the Johannesburg City Council's handling of the recent municipal strike, in which the council refused to deal with the Black Mineworkers Workers' Union and insisted on dealing with its own "company union".

Observers also point out that these remarks run counter to a number of recent speeches by the Minister in which he appeared to put the blame for the recent strike wave squarely on the shoulders of black unions.
By STEVEN FRIEDMAN

Labour Reporter

A SUBSIDIARY of a major South African company has recognised an unregistered black trade union, becoming one of the first locally-owned companies to do so.

It is AECI Paints (formerly Prolac Paints), a subsidiary of the giant AECI group, which has recognised the SA Chemical Workers Union (SACWU) at its Alrod plant near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions.

It was also revealed yesterday that Rennes Bulk Terminal, owned by the locally-owned Rennes Group is in the process of negotiations with the unregistered Transport and General Workers Union at Durban harbour.

Although over a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations.

AECI Paints' decision to recognise the union was revealed yesterday in a statement issued by the SACWU, which has a membership of over 4 000.

The union said that the agreement entitled the recognition by the company of union shop stewards and the union's right of access to company premises at Alrod.

A representative of the SACWU said that the agreement was the first time a company in South Africa had recognised a black union.

Although the SACWU applied for registration last December, it has not yet been registered. In the statement, it said it was "anxiously waiting" for registration.

SACWU's general secretary, Mr Dan Tsau, said yesterday that the AECI agreement was the first formal recognition agreement the union had signed.

He added, however, "We have informal arrangements with a number of companies and are hoping to formalise these soon."

A spokesman for AECI Paints, Mr John Ruswell, yesterday confirmed that the union had been recognised at the Alrod plant.

"The negotiations were very constructive and mature. There was no animosity," he said.

In Durban, the managing director of Rennes Bulk Terminal, Mr John Trathern, confirmed yesterday that his company was negotiating a recognition agreement with the TGWU, a Fosassa affiliate.

The union claims to represent 148 of the company's 190 workers at the Durban dock. The two parties have signed an agreement which gives the union access to company premises.

Mr Trathern said yesterday that negotiations have advanced to the stage where the company's first recognition agreement will be signed:

A union spokesman confirmed yesterday that a preliminary recognition agreement was signed last week and that negotiations with the union would be completed soon:

The agreement is expected to be signed in the next few weeks.

The union's decision to negotiate with the company is the first time a black union has been recognised by a locally-owned company in South Africa.
Union call for Cele murder inquiry

Labour Reporter

THE National Union of Textile Workers has called for "a thorough investigation" into the murder of a worker leader at the Frame Group of textile factories.

Mr Samson Cele, a shop steward of NUTW at the Framepak mill and a member of the black liaison committee of the company, was shot dead by a masked gunman on the evening of July 11.

His killing occurred shortly after a week-long strike by an estimated 7,000 Frame Group textile workers earlier this year. The strike was marked by violent clashes in Clermont, Durban, between strikers and Frame Group employees.

Police are investigating the murder.

A spokesman for the union said yesterday: "Things were very tense in Clermont at the time and an investigation is necessary to clear the air."

Mr Cele was one of three worker leaders at the Frame Group to be arrested as they left negotiations with Frameo management during the strike. The other two were Mr J Gwala and Mr M Nzama.

The three men were charged with inciting a strike and Mr Cele was awaiting trial when he was shot.

On July 16, Mr Gwala and Mr Nzama were acquitted by the presiding magistrate who found that the State's evidence had been unreliable.

The union cites this verdict as evidence that "the strike was caused by angry and frustrated workers and not agitators as the State and management would like to claim".
Cannery strikers call for boycott

By OWEN VANQA

The East London branch of the African Food and Canning Workers' Union has called for a boycott of products of the Collon-dale Canners in the city.

This follows the dismissal of the workers at the cannery last month. Workers downed their tools when some of their colleagues were retrenched, including one after very long service.

The management dismissed the strikers and told them to reapply, but few reapplied.

Now the head office of the African Food and Canning Workers' Union is busy informing the community and organisations about the condition of workers at Collon-dale.

"Workers themselves passed the resolution calling for the launching of a boycott, demanding the reinstatement of the dismissed workers and appealing for the support of other canning workers in East London, so that they do not handle Collon-dale products," a unionist said.

The union held its 40th conference in Paarl at the weekend. It received greetings from unions throughout the country and the world.

"They have offered us support in the struggle for union rights for workers and better working conditions. We will notify these unions of the conditions at Collon-dale," the unionist said.

Management at Collon-dale is said to be feeling the pinch and is said to be approaching individuals asking them to reapply. The seap labors that replaced the workers has been locked out of their houses by farmers at Kidds Beach and told to find accommodation somewhere else, since they are employed."
Staff Reporter

SECURITY Police yesterday detained the acting secretary of the Black Municipal Workers' Union, Mr Gatsby Mazwi, at the union's offices in Sauer Street, Johannesburg.

He is the fourth union official to be held since the recent strike by municipal workers.

The union's lawyers said yesterday that they had established Mr Mazwi was being held under Section 59 of the Criminal Procedure Act.

The union's president, Mr Joseph Mazi, and its secretary, Mr Philip Dlamini, are in police custody and have been charged with contravening Section 21(d) of the General Law Amendment Act of 1962, commonly known as the "Sabotage Act".

A third executive member, Mr Hope Mamabolo, was taken away from his work at the city council's traffic department last week by men who said they were from the Security Police. Yesterday four policemen took Mr Mazwi to John Vorster Square for questioning.

When Mr Mazwi arrived at the union offices he found two Security Policemen waiting for him outside. They asked him who he was and told him they were from John Vorster Square and that they were looking for him.

A 'Mail' reporter who was present was also asked who he was and when he identified himself was asked what he wanted from "this man."

They then said to Mr Mazwi, "Let's go for a short break," and told him they would take him to John Vorster Square. They searched him and the office and told him to look up because he would be away for a while.
Tawu's
AGM deferred

By CHRIS MORE

The annual general meeting of the Transport and Allied Workers Union (Tawu) was yesterday postponed to a later date to give the executive more time to prepare for the important talks with the Putco management on Wednesday.

About 100 members of Tawu agreed that the talks with Putco were more vital to the union and should thus be given preference over other activities. The meeting, held in Johannesburg, thus concluded that the executive prepares for a full scale 'attack' on the Putco management.

There was no disorder when a speaker from the floor suggested that the meeting continue as scheduled. The house felt that if the meeting was continued and a new executive committee elected, the latter would be jeopardised at the Wednesday talks as they would not be on the same level with the Putco management regarding the negotiations.

Mid-way the scheduled agenda, it was moved that the present executive committee remain to continue discussions with Putco. This came as matters arising from the minutes of the last annual general meeting were discussed and the Putco affair was raised.

The new date of the AGM has not been set. Members will be notified through branch leaders. The chairman of the union, Mr Johannes Monama made a request to all shop stewards to present their books before Wednesday as they have to be analysed before the meeting with Putco.

Era elections

THE East Rand Administration Board (Erab) hold the first community council elections in Wat-

"Clamp' on black unions attacked at Tucsa meeting

Labour Staff

SEVERAL governments and trade union movements yesterday condemned the state of labour relations and the "repression" of black trade unions in South Africa.

Their views were conveyed to the annual conference of the Trade Union Council of South Africa (Tucsa) which opened in Durban yesterday.

A letter from the British Trades Union Congress read to the conference said the TUC had shown a "deep concern" to South Africa over the arrest of black labour leaders. Mr P.J. Strabon, a councillor at the Canadian Embassy, told the conference.

Expressing the importance of unity, the council stressed the need for reform in South Africa. It was noted that the South African economy was not being affected by the strike wave which had gripped the country earlier this year and the TUC's remarks were welcomed by a response to these arrests.

The TUC told Tucsa that it would address itself urgently to the problem and oppose the "thwarting of development" in collective bargaining for blacks.

The Canadian Labour Movement also expressed its "concern" to South Africa over the arrest of black labour leaders. Mr P.J. Strabon, a councillor at the Canadian Embassy, told the conference.

Tucsa's president, Mr Andrew Mather, told delegates that the recent labour reforms were "praiseworthy" but had come "too late in the day".

"The Vishnew Commission of Inquiry is nearing completion and we can only hope that the findings will be made public without undue delay and that the Government responds to these findings in such a manner as to promote harmony within the work force of South Africa and for the full utilisation of manpower," he said.

Mr Mather also warned that advances in computer technology had made "thousands of skilled artisans" redundant.

"We can't stand in the way of progress. We have to embrace it and make it work for our own good. If we don't make sure we get the benefits of microtechnology for ourselves and other workers, then no one else will," he said.
Cusa comes in for examination

IF THE recently-formed predominantly-black Council of Unions of South Africa (Cusa) is not a viable proposition within three years it should close, a leading black industrial relations consultant declared this week.

Mr Louis Khumalo argued that Cusa claims to have 30,000 members and that membership should be able to carry the council.

He went on, "Cusa should be adopted by blacks. We should say it is our effort. Otherwise, there is the danger of foreign ideologies creeping in."

Mr Khumalo was speaking to POST on the paper he delivered at the meeting which saw the birth of the federation.

The paper left a number of unions divided while Mr Joseph Mavi of the Black Municipal Workers Union walked out.

Last week POST spoke to a number of unions to gauge their feelings on Mr Khumalo's paper.

Ms Mary Molefe, secretary of the Laundry, Dry Cleaning and Dyeing Workers Association, "Mr Khumalo was right in what he said. The problem is that he speaks as an intellectual. Maybe that is why most people did not understand him."

On the other hand, Mrs Jane Holmgvane, secretary of the Engineering and Allied Workers of South Africa, saw it differently. "Unlikely political parties who are led by their leaders, trade unionists have to be guided by membership."

Mr Khumalo was in agreement with Mrs Holmgvane. "Most secretaries of black trade unions are removed from membership in the course of my work I have come across workers who have never met the secretaries of their unions."

On the accusation that he advocated that unions should represent skilled workers when negotiating for better wages, Mr Khumalo explained: "An living wage for black workers is the responsibility of the unions. And this means that there is going to be pressure on employers for living wages in the next five years."

"And when this living wage has been achieved the unions will find themselves saddled with the problem of members who are unskilled."

"It is because of this, though a few discriminatory labour laws have been removed, that the white skilled workers will not be threatened for the next five years."

In order for blacks to have a large slice of the country's economic cake, emphasised Mr Khumalo, we must have skilled black workers.

"That is where the strength of the unions lie. It is a crime if these unions do not encourage their members to improve their skills."

This would pave the way for blacks to achieve independence and set into the nerve-centre of the country's economy, he added, and this would help the black worker negotiate at a higher level.

On strikes (which were also the talking points among some of the unions who attended last week's Cusa meeting) Mr Khumalo said some black trade unions do not do their homework before taking strike action.

"Strikes are costly to both sides. No matter which side wins."

Another observation from Mr Khumalo was that many strikes by black workers were easily broken because unions tend to rely on signed-up membership instead of the paid-up membership.

He explained: "You will find a union claiming 3,000 members. This on close scrutiny will show that about 1,000 are paid-up members and the rest are signed-up members. During a strike it is the paid-up members who will endure. But the others will fall by the wayside."

Another weakness of most black trade unions is that they are good organisations but weak movements. Their ideologies are high-
Tawu to meet Putco for nod

By KINGDOM LOLWANE

THE Transport and Allied Workers Union (Tawu) meets Putco tomorrow for talks on its recognition.

The meeting will be held at the Putco depot in Wynberg and discussions might include other issues relating to the general working conditions in the company, according to the union's general secretary, Mr Michael Mohatta.

The union's meeting with Putco comes during a proposal by the Department of Transport that the Carleo family — proprietors of Putco — relinquish their control of the big bus company.

The proposal was made following growing concern over public money being poured into the company as subsidies. Putco has received over R75-million from the Government — in the last three financial years — to subsidize black and coloured fares.

And during the past six weeks various black organisations have called upon people to reject the bus fare increases and have threatened to walk to and from work if these are put into effect. While negotiations for the recognition of Tawu continue on one hand, Putco drivers — with the help of the Department of Manpower Utilisation — still press for a wage increase.

Two months ago the drivers downed tools for three days after Putco had refused to meet their demand for a R35 a week wage increase.

The company had offered them a 15 percent wage increase which they rejected.
Here illegally
For being
Fired workers

Longest

Were gathered at the meeting held here.

The workers who have been

Joint

Here fix the time.

MR. ELIOT

This is the time.

Mr. Eliot replied, "The time is now!"
Lucy lauds TUSCA's courageous stand

Lucy Mvubelo, general secretary of the National Union of Clothing Workers, yesterday told the 26th conference of the Trade Union Council of South Africa (Tusca), that only a few years ago she could not in all honesty have accepted affiliation to Tusca because of its decision in 1968 to close its doors to black unions.

She said her union was now affiliated to Tusca and she was supporting a motion which demanded that Tusca redefined itself "to the ideals of democracy, human dignity and social and economic advancement of all the workers in the country."

"I also know that when it became necessary to push the attack on all workers Tusca did so courageously and, without considering the consequences, which may at times have followed," Mrs Mvubelo said.

"The conference, held in Durban, unanimously redefined itself to "the preservation of democracy, decency and, to secure the social and economic advancement of all the workers in our country."

Mrs Mvubelo is outgoing deputy vice-president of Tusca.

She said the trade union movement was no longer the outcast of the body politic of the country because TUSCA had redefined itself during the twelve years when the movement was under attack.

"Perhaps Tusca was forced during these difficult years to make decisions which were not popular and which carried the unpleasant sanctions of being ostracised."

But the conference also called on the Minister of Manpower Utilisation, Mr Fanie Botha, to abolish "all local and administrative barriers which prevent workers from forming or joining a trade union which can effectively protect and represent their interests.

Mr A. F. Pools of the Engineering, Industrial and Workers Union, attacked some unions outside Tusca as irresponsible - making promises to workers when they were not in a position to do anything for them.

The general secretary of the South African Typographical Union, Mr E. van der Merwe, said he was moving this resolution of freedom of association, although he believed in the principle of closed shop agreement - agreements where employers hire only members of a particular union.

He said he was aware that the resolution could mean a renewal of "efforts on a closed shop provision as practised by many of us."

Fifty unions with a membership of 2,791,391 are represented at the conference, in Durban.
Black unions not hindered—official

DURBAN — A total of 11 black trade unions had received registration by the end of last year, the Industrial Registrar, Mr. Piet Le Roux, told the annual conference of Tucsa.

He denied "disguised accusations" that his office was deliberately hindering the registration of trade unions. This could be said, he claimed, to hold no substance by anybody who read the legal provisions or picked up a telephone to speak to him.

To improve understanding, he had obtained authority to meet trade unions in the country's major centres in the near future.

In addition to the 11 black unions registered so far — out of a total of 15 applications — Mr. Le Roux had also received 12 applications for the registration of new unions who wanted to represent all workers.
The president of the Black Municipality Workers' Union, Mr. Joseph Mavi, is to lay a charge of contempt of court against the Johannesburg City Council. The charge arises out of a controversial newsletter to the City of Johannesburg, distributed by the council this week, in which its handling of the recent municipal workers' strike is strongly condemned.

Describing the document as 'outrageous,' a spokesman for the union's lawyers said today it could precipitate the outcome of the forthcoming State case against Mr. Mavi.

Mr. Mavi is charged under section 21 (c) of the General Law Amendment Act of 1962 -- commonly known as the 'Sabotage Act' -- for his alleged role in the municipal strike.

Two other executive members of the BMWU face charges under the Act, which carries a maximum penalty of five years' imprisonment and a maximum penalty of death.

O Page 7, Lwando states SA at 1 N.
UNION REGISTRATION

Delays for Fosatu

After six months of wrangling over constitutions, six unions affiliated to the Federation of SA Trade Unions (Fosatu) have reached the final stage of their registration battle. Their applications for government registration were gazetted last Friday.

But the final stage may take some months. Although the gazetting indicates that the Industrial Registrar has approved the unions' constitutions, rival unions still have the opportunity to lodge objections. The objecting union has to show that it represents more than 50% of the workers before the Registrar can uphold the objection.

Fosatu's general secretary Alec Erwen says he expects objections against all the applications except one — the Paper, Wood and Allied Workers Union. But, he adds: 'I cannot see any of the objections being sustained. It will be almost imposs-

ble for the unions to show the needed quota of representation in the respective industries.'

Rivalry between unions trying to organise in the same industries has become more acute in recent months and there are some labour observers who fear the conflict is undermining worker bargaining power.

Although most of the objections to the Fosatu applications are expected to be lodged by unions affiliated to the Trade Union Council of SA (Tucsa), there is a lobbying force within Tucsa calling for greater worker unity.

A resolution put before Tucsa's annual conference in Durban this week drew attention to the maxim 'unity is strength.'

The resolution reads: 'Conference notes with alarm the establishment in recent times of more than one trade union acting for the same groups of workers in the same industries or trade where the organisation of black workers is concerned.'

It calls on conference to urge trade unions to

□ Refrain from establishing new unions where workers are already organised in trade unions catering for such workers,

□ Exert every effort to resolve existing differences between competing trade unions, and

□ Urge leaders of competing unions to settle differences by means of fraternal discussion and negotiation.
UNION RECOGNITION  

A premier move

In a move that could influence management thinking on unrecognised, but representative unions, a subsidiary of food giant Premier Milling this week recognised the Food Beverage and Allied Workers’ Union.

In doing so, Premier Biscuits ran counter to its parent’s public stand on recognition. Premier Milling has publicly stated that it will deal only with registered unions, but a company spokesman tells the FM the agreement does not contravene company policy as the union has applied for registration.

The recognition of unregistered unions has been a thorny issue for many companies, a large number of whom have learnt through bitter experience that representation, rather than registration, legitimises a union’s activities in the eyes of the workers.

Leaders of independent unions and certain employers have for some time been calling on companies to deal with organisations that represent their workers rather than rely on company or parallel unions. But only recently has organised commerce and industry given impetus to the move.

This week the Federated Chamber of Industries (FCI) announced a set of guidelines for SA employers in which it advised them to deal with and recognise representative unions. The FCI has been debating the issue for some months.

The guidelines did, however, point out that employers should protect the industrial Council system and that recognition agreements should contain clauses to this effect.

Fanie Botha, Minister of Manpower Utilisation expressed similar sentiments last week when he warned of “disaster” unless employers spoke to bodies which were truly representative of their workers.

Says Dr Bill Lombard, Premier group human resources manager: “Our advice to management is to deal with its employees’ representative bodies. Preferably these should be registered but negotiations should not be delayed while formal channels are being explored.”

Unregistered independent unions have managed to win a number of recognition agreements. The most recent has been AECI’s recognition of an independent black union at one of its subsidiaries.

Ford, Volkswagen, and General Motors all deal with an unregistered union while the paper and pulp industry granted stop-work facilities to the Paper, Wood and Allied Workers Union a month before its registration application was gazetted.

Putco is at present negotiating with two unregistered and one registered union and has said it will deal with whatever union is most representative of its workers — registered or not.

Labour expert Loet Douwes Dekker says: “The Premier agreement is important as employers seem to be reading between the lines instead of forcing a show of strength through drastic action such as wild-cat strikes; they appear to be moving towards settling disputes across the negotiating table.”

Adds Skabies Sithakane, general secretary for the Food Beverage and Allied Workers’ Union: “The agreement is heartening. If other SA companies can follow along the same lines, labour relations in this country will improve greatly.”
increases, as the particle penetrates deeper into the medium. The density of energy deposited (dE/dx) is therefore highest at the end of the range (Fig 25).

Relatively heavy particles, such as the p and a, are now significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is only a small fraction of the p or a’s energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (Fig 24b). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons (of similar mass) and can lose a large fraction of their energy in a single collision, therefore their detailed trajectories vary a great deal from one electron to another and their ranges are not well defined (Fig 24b).

Some range data are listed below:

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<th>dE/dx for 1 MeV</th>
<th>dE/dx for 2 MeV</th>
<th>dE/dx for 3 MeV</th>
<th>dE/dx for 4 MeV</th>
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<td>0.00103</td>
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Aneez Saleh

BY

An international boycott of the company's paper products factory in south London has been called for an

STRIKING WORKERS

...
Powerful new trade union merger on non-racial lines

By STEVEN FRIEDMAN
Labour Reporter

TWO unregistered trade union groupings have joined forces after they split from the Black Allied Workers Union (BAWU) — a general union which holds the black consciousness philosophy.

And in a statement issued yesterday, they called on all union groupings to meet next April for a labour “national convention” which would attempt to resolve the differences splitting the union movement at present.

Recently, two branches of BAWU in Durban and Empangeni broke away from the union to form the National Federation of Black Workers (NFBW). There has been follow-up activity and some independent actions between these two unions, but virtually all members are still part of the one.

Leaders of the NFBW have also called for the General Congress of South African Trade Unions to be held in April, which was first mentioned by Eastern Cape leaders in December.

BAWU will continue to campaign that it is the only union left after the latest split, and has written to most of the other unions, including the Congress of South African Trade Unions, to support its actions. In the meantime, the NFBW has become a key centre of black worker activity and some independent actions have been reported.

It is not yet known how the BAWU leader, who is a “compromiser,” will react to the formation of all trade union groups in April.

In a statement yesterday, BAWU said it was committed to non-racial trade unionism and was “ready, opposed” to registering under the Government’s new labour dispensation.

An attempt by BAWU to involve other groups in a meeting in Durban last year met with no response.
A working class hero

Z B Molele tells the story of Joseph Mavi, the man who led the recent municipal workers' strike, and of his dedication to the cause of the worker in SA.

In 1976 Mr Mavi was back to work, working for a large furniture company as a lorry driver. It was here that he had his first taste of trade unionism.

He was asked to be one of the representatives of the AAU and was introduced as a general secretary at the same time. Mr Mavi was elected vice-president in 1978. He was voted president and the power struggle was now beginning.

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By Sigd Hannig,
Labour Editor

No instant solutions to the recent run of “new era” strikes were offered at last week’s annual conference of the 283,000-strong Trade Union Council of South Africa.

On the contrary, the conference showed that Tucsa was at war with the very organizations that have given employers the worst headache.

One speaker described it as a battle for among black trade unions. Another said the division was one between responsible and irresponsible trade unions.

Specific allegations that punctuated some of the ideological differences were:

- Unions that resorted to strike action as a weapon of first resort instead of as a last resort.
- Black workers’ bodies dominated by white students and academics.
- Unions that did not confine themselves to any industry or sought to represent workers in industries in which they had no previous interest.
- Unions that claimed to be independent but belonged to bodies that allowed little independence to member unions and had a foreign “puppet master.”

The “strange motive” of a union that did not seek recognition for itself from employers or the Government.

Several speakers pointed out that the workers were the losers in the union conflict which was giving the whole labour movement a bad name and which played into the hands of the employers.

They won acceptance of a resolution calling for efforts to settle these differences. But no one seemed to have any real hope that this could be done.

It was clear that many Tucsa unions shared the employers’ hostility towards the groups on the other side of the fence.

The conference gave no impression of sharing what the British Trades Union Congress (TUC) called “concern about the recent wave of repression against independent trade union organizations of black workers.”

Indeed it ignored the TUC’s call that the conference should address itself urgently to this problem.

For from feeling repressed, Tucsa’s black and non-racial unions expressed satisfaction with their newly found rights and liberties.

Clearly they did not identify with the policies and tactics of those unions that suffered from the “wave of repression.”

It wasn’t that Tucsa had abandoned any of the old principles on which it was founded and for which it incurred the wrath of the Government in past years.

Yet there was no doubt that Tucsa had achieved respectability in the eyes of the authorities and the establishment.

The conference reiterated previous calls for a national minimum wage and for a national contributory pension scheme with somewhat less vigour than before. There was even some opposition.

Some observers will call this a sign of realism that is sure to win Tucsa new members from the white labour movement.

Others will say that the true relevance of a trade union federation in South Africa at this stage depends on its growth in black membership.

The question is whether Tucsa unions, will be able to enrol and retain more black members than unions outside Tucsa.

The answer could well depend on whether black workers find it profitable to belong to unions that are prepared to work within tried structures.

At this stage it is not clear how many will join less potent unions which revert to unorthodox methods to overcome the inequities inherited from a generation of apartheid.
Trades Union Leader Vanishes

POST, Monday, September 2, 1930

Page 3
Mr. Joseph Mavi and two executive members of the Black Municipal Workers' Union appeared briefly before a Johannesburg magistrate today on a sabotage charge. The hearing was adjourned to October 17 for further investigation by security police. The men were not asked to plead and no evidence was led.

Bail for Mr. Mavi (42), of R600, Mr. Philip Dlamini (29) of R1,000, and Mr. Gatsby Nhewa (29), of R300 was extended by the magistrate, Mr. J. V. Myburgh.

The allegation of sabotage arises from a strike by workers of the Johannesburg City Council in July.
Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with the Receiver of Revenue, the stream should be used. Furthermore, it will be more depreciation in this context includes the investment and initial allowances.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent loan.
Saawu, NFBW are 'close but separate'

Labour Reporter

THERE would be no immediate merger between the South African Allied Workers' Union (Saawu) and the new National Federation of Black Workers, a NFBW spokesman said yesterday.

He was reacting to reports in which the nonracial Saawu announced that it had joined forces with the new federation.

Both organisations broke away from the Black Allied Workers' Union (Bawu), which backs the black consciousness philosophy.

The spokesman confirmed that the two organisations had forged close links, but said they would keep their separate identities for the time being.

The new federation would also remain a black-only body for the foreseeable future, he added.

The two organisations have accused Bawu of being 'racist' because it admits blacks only. In response, Bawu accused the two break-away groups of 'being ashamed of being black'.

But the NFBW spokesman yesterday rejected this charge.
Cannery risks overseas union action

BY STEVEN FRIEDMAN
Labour Reporter

AN EAST London pineapple canning factory could face international trade union action following a five-week labour dispute at its plant.

At the same time, more than 1,000 union members in East London have called for a boycott of the company's products and are refusing to handle any goods which are destined for the cannery.

The company is Collendale Cannery, which dismissed its entire black work force—about 400 workers—after a brief work stoppage five weeks ago.

The stoppage occurred when workers demanded a meeting to discuss the retrenchment of five workers, including a leading member of the African Food and Canning Workers Union at the plant.

All were dismissed and only a few have been re-employed.

A spokesman for the APCWU said yesterday that workers were refusing to collect their pay because they still regarded themselves as Collendale workers.

According to the company's management, all workers have been replaced and production is back to normal.

Yesterday, the union released the text of a telegram sent to the company by the Geneva-based International Union of Food and Allied Workers (IUF), which has affiliates throughout the Western world.

The telegram "sharply protests" against "the massive lock-out of workers exercising their legitimate rights."

The IUF, it adds, supports the demand for the reinstatement of all Collendale workers.

The IUF also hints at action against the company: "Our affiliates will not be fully aware of the company's attitude to the dispute."

And in Johannesburg yesterday, two unions, the APCWU's Transvaal branch and the Commercial Caterers and Allied Workers Union, revealed that they had held a joint meeting earlier this week to discuss the dispute.

According to a joint statement, the two unions expressed "displeasure at the manner in which management at Collendale had summarily dismissed over 400 workers this morning and stated the need for reinstatement."
Support mounts for dismissed cannery workers

SUNDAY POST Reporter

SUPPORT is mounting for the 400 strikers dismissed from an East London pineapple canning factory.

Trade unions throughout the country and the International Union of Food and Allied Workers have strongly condemned the Collendale Cannery for its treatment of the strikers. Durban's Release Mandela Committee has also pledged its support for the workers, who have called for a boycott of Collendale's products.

Five weeks ago the Collendale workers downed tools in protest against the retrenchment of five colleagues, one of whom was a leading member of their union, the African Food and Canning Workers Union. The workers saw this as a form of intimidation by management, who has refused to have any dealings with the union or the committee elected by the workers.

Collendale is among a number of factories recently hit by strikes in East London. The AFCWU and the South African Allied Workers Union (SAAWU) have been involved in the strikes, most of which have been overt union recognition.

The police have played an active part in the strikes. Union officials complain of police harassment and detentions under the security laws. Strikers are met by police at their factory gates. And recently 123 workers were convicted under the Riotous Assemblies Act.

This week the Federation of South African Trade Unions (Fosatu), the largest umbrella body for unregistered trade unions, said, "Fosatu fully supports the Collendale strikers' demands and condemns management for handling the strike in the worst possible way."

"The fired workers, who have refused to collect their pay, are demanding reinstatement. And in a joint statement, AFCWU's Transvaal branch and the Commercial Catering and Allied Workers Union, which is affiliated to the new black union body, the Council of South African Trade Unions, condemned 'management's refusal to negotiate reinstatement of the workers, and also the intervention by riot police in the dispute.'"

"They added, "This is a direct contradiction of the Minister of Manpower Utilisation's statement that management should recognise representative trade unions and appears to be an escalating trend in the settling of labour disputes."

Others that have come out in support of the strikers are the Western Province General Workers Union — also a victim of police harassment — and SAAWU."
R5 000 aid to the unemployed

The South African Council of Churches has granted R5 000 for the relief of unemployed workers 'washed after the recent Johannesburg municipal strike.

The grant will be administered by the Black Municipal Workers Union RAST General Secretary Desmond Tutu announced yesterday.

The money will be used to feed tension-emitted and evicted by the government after their jobless protest.

Many workers remain unemployed, the official's claim, because the Johannesburg City Council has refused them letters, permitting them permission to serve the rest of their mandatory labor contracts with other employers.

Micha Eliason, who was RAST secretary to help workers who had fallen victim to the "system."
Mavi charges City Council

By MONTSHWA MOROKE

The president of the Black Municipal Workers' Union (BMWU), Mr. Joseph Mavi, formally laid a charge of contempt of court against the Johannesburg City Council yesterday.

Mr. Mavi and two other union officials, Mr. Phillip Dlamini and Mr. Gatsby Mavani, are accused of contravening Section 21(1) of the General Laws Amendment Act of 1992, commonly known as the "Sabotage Act." All three are on bail.

Mr. Mavi's contempt of court charge arises from an article in the September issue of a council newsletter, "Our City Johannesburg," concerning the recent black municipal workers' strike.

In an affidavit to the police, Mr. Mavi states, "I consider that this publication wrongly comments on the events involved in my trial and, more particularly, my alleged role in regard to the strike. As such, I consider it to be in contempt of court and I desire prosecution." The police told Mr. Mavi his affidavit was not adequate and asked him to make a proper detailed statement.

Mr. Mavi later consulted lawyers who said afterwards that more particulars would be furnished once counsel was taken.
trade unions

SPECULATION about the chances of a Government crackdown on unregistered trade unions mounted today after a meeting between top Government representatives and employers in East London yesterday.

Asked about the Government's attitude towards unregistered unions, the Minister of Manpower Utilisation, Mr Fanie Botha, said today:

"We cannot have two different systems in South Africa. If we want to have order, we must have one system for all people.

"Over the years, there were calls for black trade unions to be recognised and became part of the system.

"Now it is interesting that there are bodies which don't want black trade unions to become part of the system."

Mr Botha confirmed that he met employers in East London yesterday together with the acting head of his department, Deputy Director General Dr P J van der Merwe.

He said the meeting had been called by his department. But he declined to comment on it beyond saying that it was his normal duty to speak to people with labour problems.

Six or more East London companies were involved in labour unrest in East London a few months ago and nearly 1,000 black workers were dismissed.

"VICTIMISATION"

The unions associated with the unrest—the African Food and Canning Workers' Union and the South African Allied Workers' Union—have not sought registration.

Distinguishing features of the East London unrest were that it occurred in the presence of large-scale unemployment and that most of the unrest was not a result of wage demands.

Much of the unrest resulted from alleged employers' victimisation of trade union representatives.

Only a few East London employers are reported to be dealing with the unregistered unions. Most are reported to be siding with the authorities in an alleged common stand against the unions.
Putco could be in for inter-union trouble after yesterday's meeting between the Trans-Port and Allied Workers Union and the company's management.

Describing the talks as 'fruitful,' TAWU secretary Mr Mike Mohatla said they had paved the way for a recognition agreement between the company and the union covering the entire Reef.

One of the outstanding obstacles to agreement, he said, was the springs depot - which the Trans-Port and General Workers Union (TGWU), a Fo-satu affiliate, has claimed as a stronghold.

But TAWU had a big 'upset member shop' in Springs, said Mr Mohatla, and was in the process of reviving it.

By November 5, when the next negotiations with Putco begin, TAWU would be able to show majority support among the Springs drivers.

'The TGWU will need magic to keep us out,' Mr Mohatla said.

But his claims have been branded as nonsense and propaganda by Mrs Lydia Kompe, Transvaal secretary of the TGWU.

'The fact is that Mr Mohatla's union has neglected its members on the East Rand,' she said. 'If they have four members at the Springs depot I would be must surprised.'

AWU shop stewards last week invited Mr Mohatla to the depot to ask him not to create confusion among the drivers.

Mrs Kompe said: 'The stewards are still waiting for him.'

'With an independent union movement is still too weak for this kind of unnecessary conflict,' Mrs Kompe concluded. 'The only group that benefits from it is management.'
Fanie Botha flies to EL for labour talks

By STEVEN FRIEDMAN
Labour Reporter

THE Minister of Manpower Utilisation, Mr Fanie Botha, yesterday personally intervened in labour events in East London where a spate of strikes has occurred and black union membership has risen dramatically.

It is understood that Mr Botha flew to East London yesterday to hold a "closed doors" meeting with local employers. The meeting was held at Mr Botha's request.

A spokesman for the Minister's office yesterday confirmed that Mr Botha had left for a meeting in East London, but was unable to furnish further details.

Informal sources expect the Minister to use the meeting to spell out the Government's attitude to the labour unrest in the area, regarded by many as the key area for black worker action at present.

Labour observers regard events in the East London area as "a crucial test" for the Government's new labour dispensation.

Up to now, employers and the authorities in the area have been taking a tough line against two unions operating in the area — the South African Allied Workers' Union and the African Food and Canning Workers' Union.

Strikers have generally been fired and replaced by unemployed workers and most management have flatly refused to recognize either union.

It is also known that the authorities in the area have been urging employers to take a "united stand" against the two unions.

Among other measures, they have suggested that employers keep lists of the unemployed in the area and make known to their workers that these lists exist. It is suggested that this will deter worker militancy.

It has also been suggested that employers "motivate" and encourage more conservative trade unions to organise in the area as a way of keeping the two unions out.

It is not clear what Mr Botha's department's attitude is towards these suggestions.

While it is not yet known what Mr Botha told employers yesterday, he has publicly opposed the practice of bringing in unions that do not have "worker credibility" in order to keep out the representative unions.

The East London area has been closely watched by labour observers for some months now. SAWU and the African Food and Canning Workers' Union have been growing rapidly and official sources in the area have recognized that they have a substantial membership in East London factories.

The unions, who work closely together, reject registration under the Government's new labour dispensation. Employers regard both unions as "militant" and have claimed there are "political overtones" to their organizing work.

The area has been hit by several strikes in the past few months in a range of industries. They have been accused of demands for union recognition or allegations that management has fired worker leaders.

At the same time, several unionists have been arrested or detained under security laws by police. An official of the African Food and Canning Workers' Union, Mr B P Ngubane, is still in detention and some SAWU officials are awaiting trial on charges arising out of the labour activity in the area.

See Page 4 and editorial comment — Page 8
The Putco - Transport and Allied Workers Union talks may ultimately end with the two bodies entering into an agreement, another round of talks revealed yesterday.

All areas of conflict with the Putco Drivers Union have been eliminated and recognition of the union should be given in future.

The next meeting is on November 5, where an agreement may be reached. This assessment follows the optimism of both parties about the talks.

A Putco spokesman said no agreement was reached yesterday but a lot of progress had been made.

The company management, at previous meetings with the committee, had expressed acceptance in principle of the union.

The union was allowed to organize members at all depots. The company wanted the number of drivers backing the union.

If the drivers' union gets recognition, negotiations will be made later on issues such as wages and demands for a R30 increase.

The Wage Board hearing on October 20 to consider the union's demand for an increase of R35 a week.

The company has offered a 13 percent pay rise but at their last meeting, the drivers decided to stick to the R35 increase.

The Wage Board will submit its recommendations to the Minister of Manpower in November.
JOHANNESBURG — The Minister of Manpower Utilisation, Mr Fanie Botha, yesterday personally intervened in labour events in East London.

It is understood that Mr Botha flew to East London yesterday to hold a "closed doors" meeting with local employers. The meeting was held at Mr Botha's request.

A spokesman for the Minister's office yesterday confirmed that Mr Botha had left for a meeting in East London, but was unable to furnish further details.

The president of the Border Chamber of Industries, Mr John Rich, declined to comment on Mr Botha's visit.

Informed sources expect the Minister used the meeting to spell out the government's attitude to the labour unrest in the area, regarded by many as the key area of black worker action at present.

Labour observers regard events in the East London area as "a crucial test" for the government's new labour dispensation.

Up to now, employers and the authorities in the area have been taking a tough line against two unions operating in the area. The South African Allied Workers Union (Saawu) and the African Food and Canning Workers Union.

Strikers have generally been fired and replaced by unemployed workers and most management have flatly refused to recognize them.

They have suggested that employers keep lists of the unemployed in the area and make known to their workers that these lists exist. It is suggested that this will dampen worker militancy.

It has also been suggested that the unions without worker "credibility" in order to keep out representative growing rapidly and official sources in the area have recognised that they have substantial membership in East London factories.

Both unions, which work closely together, reject registration under the government's new labour dispensation. Employers regard both unions as "militant" and have claimed that there are "political overtones" to their organisational work.

The area has been hit by several strikes in the past few months in a range of industries. They have concerned demands for union recognition or allegations that management has fired worker leaders.

At the same time, several unionists have been arrested or detained under security laws.

An official of the African Food and Canning Workers' Union, Mr B P Norushe, is still in detention and the Saawu officials are awaiting trial on charges arising out of the labour activity in the area.

Observers believe events in the area "a crucial test" of employer and government willingness to come to terms with unions who are seen as "militant". (Union system criticised. page 3).
Cater for black unions—Stevenson

Organised industry would have to help both in the establishment of black trade unions and in convincing existing unions to admit blacks as members, Mr. R. L. Stevenson, president of the Building Industries Federation of South Africa (Bicsa), said today.

Addressing the National Development and Management Foundation conference in Johannesburg, he said black labour entrants into the building industry were expected to number about 12,500 a year for the next few years. It had to be accepted that new workers would need appropriate training before they could be accepted into separate unions. The emergence of black contractors and sub-contractors was also on the cards.

In the modern-day context, organised industry would have to take the initiative. The education of white union members towards admitting black members was vital, he said.

Mr. Stevenson said that during 1979 investment in building in real terms increased by 4 percent whereas an increase of 8 percent was expected this year.

He said industry growth rates for 1981, 1983, 1984 and 1985 should be about 5 percent, 4 percent, 5 percent and 6 percent respectively.

But, he noted, based on employment figures, the present level of building activity was still about 20 percent to 30 percent below the level attained during the early part of the decade, notwithstanding the fact that building activity had increased in the past two years.

He was confident that these levels of activity would be reached within the next two years and that this high level would be maintained throughout the 1980s.

On future trends, he said with interest rates probably hardening over the next two years and the price of building materials likely to rise further, these and other factors would give rise to a considerable trend to smaller, more compact houses as well as smaller stands.

Higher interest rates, tighter liquidity, higher mortgage rates, which would influence property values, and an end to the long-term bull trend on the stock market—these were the forecasts of Mr. Andre Homersma, group economist, Standard Bank, at the conference.

Borrowers were advised to finalise needs soon while lenders were encouraged to sit on funds and await higher returns.

South Africa might have to relax exchange controls in order to prevent international liquidity generating domestic inflation.

Mr. Homersma also warned of the consequences on the balance of payments if the present trend of rising imports and falling exports was to continue. On the assumption of a gold price of 600 dollars an ounce, this trend could produce a deficit in the current account of the balance of payments by 1981.

If South Africa was to be totally independent of foreign fuels by the end of the century, it would cost in the region of R10,000m, consultant technoeconomist, Mr. Terri Je Roux, told the conference.

He said projects which were currently being evaluated in respect of the manufacture of synthetic fuels had a cost in 1980 terms of around R3,500m.

Other major projects included the production of ammonia for the explosives industry. Fedmus had indicated that it would construct such a plant at an estimated cost of around R350m.

Other projects currently under evaluation included ethylene oxide and ethylene glycol (AECI), a polyols plant (AECI or NCP) and a number of projects that were confidential as they were at a sensitive stage of evaluation. The capital required for these projects was in the region of R150m to R230m, he said.

Mineral sales for the first seven months of the year have improved by 69 percent compared with the same period last year and the total for the year should reach R1,000m.
Govt drive to maverick up

By STEVEN FREEMAN, Labour Reporter

THE Government is to go all out to make its labour system more attractive to black trade unions — but it will not tolerate unregistered unions which operate outside this system.

Legislation for changes along these lines will be introduced early in the next session of Parliament and is regarded as a "priority".

According to informed sources, this is the message the Minister of Manpower Utilisation, Mr P.W. Botha, conveyed to a meeting of coloured employers and officials in East London on 10 May.

East London is a centre of rapidly growing black unrest, and is regarded as a "hot spot" of the Government's new job programme.

The meeting with Mr Botha took place against a backdrop of political unrest in the area and dramatic growth in membership of unregistered unions in the Port Elizabeth and District Federation of Trade Unions.

Mr Botha appears to have indicated that the meeting is a "red flag" for the Government's new trade union programme.

No comment from his office was available yesterday, but he was reported to have declined comment earlier in the day on details of the meeting.

According to the Daily Mail's sources, Mr Botha has advised all employers to take a hard line and not to deal with unregistered trade unions.

He told them the country could not afford a system in which a few unions were registered and others were not.

He added that "full" employers' unionism was the only way to ensure the country's economic growth and development.

Mr Botha's comments were reportedly received with mixed feelings, with some unions welcoming the proposal and others expressing concern over the implications for their members.
Botha gets a cool reception

EAST LONDON — Trade union leaders here yesterday gave the visit by the Minister of Manpower Utilisation, Mr Fanie Botha, a cool reception.

The secretary of the South African Allied Workers’ Union (SAWU), Mr Sisa Njekelana, said it would have been better if the minister had seen both management and workers’ leaders during his visit.

Approaching one side and leaving out the other could hardly be expected to produce positive results to the problems that had plagued the area, he added.

On trade unions organised by management, to which Mr Botha had referred in a statement, Mr Njekelana said workers knew their leaders and would stand by them.

“We have had instances where workers have seen deductions on their pay for trade unions they have never asked to be members of,” he said.

“In such cases the idea has been to ensure there is an organisation that will dance to the tune of management all the time — something that defeats the very basis of trade unionism which is bargaining by workers with employers,” Mr Njekelana said.

The general secretary of the African Food and Canning Workers’ Union, Mr Jan Theron, said the visit by the minister could raise no hope that there would be a change of heart from employers or the authorities unless the public knew what was discussed and with whom. He said it was clear workers wanted strong unions in which they had a say.

“Management will have to learn to talk with the genuine representatives of workers,” he said. — DDr.
Johannesburg — Informed sources here say that the government is to go all out to make its labour system more attractive to black trade unions.

However, these sources say it will not tolerate unregistered unions who operate outside the system.

Legislation is expected to be introduced early in the current session of Parliament and is regarded as a "priority."

According to the sources, this is the message which the Minister of Manpower Utilization, Mr. Paul Botha, conveyed to a meeting of selected employers and officials in East London on Wednesday.

East London is a rapidly growing centre of black worker activity and is regarded as "a keystone" of the government's new labour policy.

The meeting took place against a background of labour unrest in the area and the dramatic growth in membership of two unions which reject registration — the South African, Allied Workers' Union (SAAWU), and the African Food and Canning Workers' Union.

Mr. Botha is also reported to have said that the legislation which would be introduced would be aimed at ensuring the autonomy of trade unions. Some black unions have complained that registration would submit them to severe official control.

Mr. Botha is also understood to have said that they would not be able to line up with political organizations and their members would be protected from financial abuses.

He also apparently told the meeting that it would be unwise to compel unions to register, but repeatedly stressed that the government would not tolerate the emergence of an unregistered union movement, free from official control.

Mr. Botha's reported message to East London employers is consistent with a newly emerging government strategy towards the black union movement which has been conveyed in two recent speeches by him — DDC
Worker claims he was fired over union link

EAST LONDON — A former employee of Collondale Cannery, Mr. Jackson Nkomo, 62, claimed he was fired this week after the management accused him of belonging to the African Food and Canning Workers' Union (AFCWU) — a non-registered trade union.

Mr. Nkomo said he was told to vacate the house he was occupying on the cannery premises, and is now living with a relative in a tent. He said the company had not yet paid him out for the time he had worked.

Last month, there was a dispute between the cannery and the AFCWU when the cannery management retrenched five men representing the union, and 400 others walked off the job.

Mr. Nkomo said he had been working as a machine operator for the cannery since about 1945, first in Cape Town, then in East London. He was one of the 400 men who walked off the job, but he later returned.

"I told management I was no longer a union member," he said yesterday. "But when friends who were union members visited me on Sunday, the management became angry and told me to get off the premises immediately. They accused me of playing a double game." Mr. Nkomo said there was no question of the company pensioning him off. "As soon as you are too old to work they just fire you," he said. "They don't put you on retirement. There is no pension." — DDR.
EAST LONDON — The management of Collondale Canneries had made it clear there was little chance of any of the 400 workers dismissed from the firm last month being reinstated before March next year, the General Secretary of the African Food and Canning Workers' Union, Mr Jan Theron, said last night.

This was despite assurances given to two overseas unions, who had protested at the dismissals, that the factory management would reemploy all former workers, including the five whose retrenchment sparked off the dispute, if and when vacancies occurred," he said.

Mr Theron held talks with the Collondale management this week and said they had made it clear there was no likelihood of vacancies occurring. Management was also not prepared to dispense with any of the "scab" workers hired to replace the 400 who were fired, he said.

"They said the only possibility of taking a substantial number of workers back would be in March next year, at the start of the next season," Mr Theron said.

"We view this offer as no more than an attempt to portray management in a reasonable light.

The workers, however, still refuse to accept their dismissal and, after five weeks the vast majority have still not collected their pay. This is an indication of the hardship they are prepared to face to secure a fair settlement, in the dispute," Mr Theron said.

The management of Collondale Canneries could not be contacted for comment last night. DMR
Mavi to apply for passport

SUNDAY POST Reporter

MR JOSEPH Mavi, president of the Black Municipal Workers Union (BMWU), who is presently facing charges under the Sabotage Act, has been invited by the African-American Institute to speak at a conference to be held in Sierra Leone in December.

The conference, which will focus on major policy issues in the 80's between the USA and Africa, will be addressed by African cabinet ministers, MPs, media representatives and leaders of various southern African liberation movements.

From America, participants will include among others, senators members of Congress, trade unionists and representatives from black community organisations.

This will be the 11th of a series of conferences organised by the African-American Institute which since 1968 have been held in various African countries; including Lesotho in 1976. Mr Mays will be among about 125 African and American leaders expected to attend the conference.

Yesterday Mr Mavi told SUNDAY POST that he was keen to attend the conference but 'did not know if the Government would allow him to attend.' He was on R500 bail.

He said: 'I have these bail conditions - on one hand a passport application and on the other. I may succeed with one and not the other, but I am definitely going to apply for a passport and I see no reason why the authorities should not grant it.'
New black media union

THE Writers Association of South Africa (Wasa) has disbanded, and a new organisation has been born. The reason given for the dissolution of Wasa was that a new organisation was needed that would open its doors to all black workers in the industry.

The aims of the new organisation are:

- To promote the interest of black workers in the publication industry.
- To engender a spirit of self-reliance and competence among black workers in the media.
- To provide training for members, and
- To engage in activities that would benefit the black community.

The congress condemned the continued detention of Drum editor Stan Motjuwadi, Cape Times reporter, Zubeida Jaffer, and all other political detainees.

The national executive was returned with the secretary being Mrs Moed Motanyane, Zwelakhe Sisulu returned for the third term as president, and Willie Bokela assistant treasurer.
More likely to join now
black union is registered

By Sieg Hannig,
Labour Editor
Johannesburg's 1,000-
strong black textile Work-
ers' Union in the Trans-
vaal expects an upsurge in
membership now that its
last obstacle to full recog-
nition has been overcome.
The union has been reg-
istered in terms of the In-
dustrial Conciliation Act
for the magisterial dis-
tricts of Johannesburg,
Benoni, Germiston, Albert-
ton, Randfontein, Nigel
and Springs.
"We already have the
recognition of most em-
ployers in the textile in-
dustry on the Reef," said
the union's overjoyed gen-
eral secretary, Mrs Evelyn
Seloro.

APPLICATION

"The few employers who
refused did so because we
did not have registration,"
she said. She was apply-
ing for membership of the
industrial council so the
union could play its long-
delayed role as a negotiator
for legally enforced mini-
imum wages.

But she did not propose
to recruit workers outside
the Transvaal where other
black or mixed unions are
active.

Instead, she hoped to
form a federation with the
Cape-based Textile Work-
ers' Industrial Union.

Mrs Seloro said her
union was established in
1973 as an offshoot of the
largest black union, the
National Union of Clothing
Workers. Both unions are
affiliated to the Trade
Union Council of South
Africa.

She attributed most of
her membership to the co-
operation of textile firms
which allowed her access
to their premises for the
recruitment of members.
City liaison officer plan slammed by black union

Johannesburg City Council plans to streamline worker-management relations by the appointment of a "labour liaison officer," were attacked yesterday at "irrelevant" by the Black Municipal Workers' Union.

The plan, announced by Town Clerk Mr. Alesyn Burger, will go before the council at its next full meeting on October 28.

It appears to be a response to the recent municipal strike, which was explained by some council officials as being partly due to "inadequate communication."

The labour liaison officer would supplement and, where necessary, override the existing compound supervisors, Mr. Burger said. He would be in "constant direct contact" with the municipal work force, acting both as an information officer and a channel for worker grievances.

But, the scheme was slammed as "irrelevant!" by the assistant secretary of the BMWU, Mr. Gatsby Mazwi. "Communication is not the issue," he snapped. "The Council is well aware of what the workers want — more money."

And by having the proposed liaison officer deal directly with the workers, Mr. Mazwi added, the council was merely trying to bypass the union.
Girl (15) held - ‘Why must they keep her so long?’

The Cape Times reported that a 15-year-old girl had been detained under Section 6 of the Terrorism Act. The correspondent added that the government was being questioned about the detainee.

The girl had not been seen for more than a year. Her husband was still not working, and the family was living in poverty. They had not received any money from the union, and the girl had been detained under Section 6 of the Terrorism Act.

Mrs. Mdlandana, the girl’s mother, was interviewed by the correspondent. She spoke about the difficulties they faced and the reason for the girl’s detention. She also expressed her concern about the government’s actions.

The girl’s father, Mr. Goodman, was also interviewed. He said that the family had been hurt by the government’s decisions and that they had received no support.

The correspondent asked the government about the girl’s case and the reasons for her detention. Mr. Mdlandana, the girl’s father, said that he had not been contacted by the government regarding his daughter.

The government’s representative said that the government had legal grounds for detaining the girl. However, the family demanded answers and transparency from the government.

The correspondent emphasized the need for human rights and fair treatment of detainees. The government was urged to provide proper support and transparency to the affected families.
17 council 'strikers' back after three months

By Marion Duncan

Seventeen city council workers fired during the July strikes had been reinstated — three months later — after repeated protests and lobbying by PFP councillors Mr Harold Rudolph and Mrs Janet Levine.

This brings the estimated total of labourers accepted back at work to between 150 and 200, 11 to 15 percent of the estimated 1,300 dismissed.

Accurate figures are not available. The council steadfastly refuses to release the information.

Mrs Janet Levine said the council had been slow in reinstating and re-engaging skilled and semi-skilled workers.

Among this latest batch of returned labourers is 61-year-old Mr Nidakana Madlupi whose case was taken up by The Star in August when it was discovered that he had been fired "by mistake.

After publication of the story, Mr Madlupi's cause was championed by Mr Harry Rudolph, who took a detailed statement to the council and lobbied for reinstatement.

Harry Rudolph has tabled 10 questions which will be put to the next Council meeting on October 28.

The questions include:
1. How many men were dismissed during the strikes?
2. Have any dismissed workers applied to be reinstated?
3. What procedure should be adopted for such applications?
4. How many workers have been (a) reinstated, (b) re-engaged, (c) refused permission to be either reinstated or re-engaged, and (d) why have they been refused such permission?
Union seeks recognition

The unregistered Transport and General Workers' Union has presented a draft recognition agreement to the Putoe management — bringing the union a step nearer recognition at the disputed Springsdepot.

Only two obstacles now stand between the TGWU and formal recognition, union secretary Mrs Lydia Kompe said yesterday.

A first requirement would be the ratification of the agreement by the executive committees of Putoe and the union, she said.
Putoe's suggested amendments to the draft would be discussed at a further meeting and the final agreement submitted to the company's executive committee next Wednesday.
Open battle starts for Ford workers

By STEVEN FRIEDMAN
Labour Reporter

PORT ELIZABETH — Conflict between worker groups at the Ford factory in Port Elizabeth has come to a head with the official launching of a new trade union, the Motor Assembly and Components Workers' Union of SA (Macwusa).

The union is a breakaway from the United Automobile and Rubber Workers' Union—a federation of SA Trade Unions—and represents those workers who regard the UAW as too conservative.

Ironically, the UAW is regarded as 'militant' by many employers. It has criticized the new union, arguing that it is out of touch with worker needs and is led by white-collar workers.

Representatives of Macwusa said yesterday that they were committed to "a union role in the community as well as in the factory." The union planned to act for recognition, Mr. Makhanda said.

Most black unions have restricted their role to labour issues, arguing that it is not a union's job to become directly involved in community "political" issues. However, the new union's leaders reject this argument.

Macwusa was launched officially at a meeting in Port Elizabeth at the weekend attended mainly by workers at Ford's Cortina plant, the scene of a major strike last year.

However, the union's chairman, Mr. Dumile Makhanda, said later that workers from General Motors and Petoex had also attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining.

The company has said it will recognize any worker group which represents the majority of workers.

The union was formed because of dissatisfaction with the UAW's role in the Ford strike. Macwusa representatives accuse the UAW of being "pro-management" during the strike.

The UAW rejects this, arguing that it played a major role in the settlement which ended the strike.

Macwusa, which is opposed to Government registration, is a non-racial union, although its executive is composed entirely of black workers at present.

Mr. Makhanda said it was formed because workers felt their existing unions were "not negotiating, but simply trans-
PORT ELIZABETH — Conflict between worker groups at the Ford factory here came to a head with the official launching of a new trade union, the Motor Assembly and Components Workers' Union of South Africa (Macwusa).

The union is a breakaway from the Fosatu-affiliated United Automobile and Rubber Workers' Union (Uarwu), and represents those workers who regard the union as too conservative. Ironically, the Uarwu is regarded as a "militant" union by many employers. It has criticised the new union, arguing that it is out of touch with worker needs and is led by white-collar workers.

Representatives of Macwusa said this week they were committed to a "union role in the community as well as in the factory."

Most black unions have restricted their role to labour issues only, arguing it was not a union's job to become involved in community "political" issues. However, the new union's leaders reject this argument.

The launching of the union was attended mainly by workers at the Ford company's Cortina plant, the scene of a major strike last year.

However, the union's chairman, Mr Dube Mkhembala, said workers from two other plants, General Motors and Feltex, had attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining, he said.

He added that the union planned to ask Ford for recognition.

The company has said it will recognise any worker group which represents the majority of workers.

The union was formed out of dissatisfaction with the Uarwu's role in the Ford strike. Macwusa representatives accused the Uarwu of being "pro-management" during the strike.

In another development, the first election of full-time trade union shop stewards in South African labour history has taken place at the Volkswagen Company's plant at Uitenhage.

The introduction of full-time shop stewards in the Eastern Cape has been hailed by unions and some employers, but has been criticised by some academic observers.

"Shop stewards are union representatives elected on the factory floor and one of their key jobs is to take up union members' grievances in the plant."

Critics of the system fear the full-time shop stewards will be identified with management because they are still paid by the company. They argue that the system could "recoup" on both the companies and the union — BWC
Johannesburg City Council plans for the appointment of a "labor liaison officer" have come under fire from FPV councillor, Mrs Janet Levine.

The plan will go before the council at its next full meeting on October 28, town clerk, Mr Alewyn Burger announced yesterday.

Providing for "a liaison figure" who will act as an information officer and a channel for worker grievances, it has been denounced as irrelevant by the Black Municipality Workers' Union.

Mrs Levine said the creation of the post "would not solve anything.

Representatives

If this is to be the management committee's only concession they have missed the whole point of the strike," she said.

Rather than impose a system of communications from above, she said, the management committee should enable the city's black workforce to elect its own representatives and be prepared to deal with them.

Nothing short of this would be credible to the workers, she said.

A further weakness was the management committee's apparent desire to give the post to a white. The appointment of a black might go some way towards demonstrating the council's sincerity in seeking closer contact with its workforce, she said.
MEMBERS of the PUTCO Drivers' Action Committee reiterated their demands for a R35 across the board weekly increase at today's wage board meeting.

But in their written evidence to the board, they indicated a willingness to compromise on a R25 hike.

Among the committee's grounds for its demand were the superior rates for drivers/conductors employed by the Johannesberg Municipality and impending rent increases in the black townships.

The drivers struck in rejection of a PUTCO offer of a 15 percent increase earlier this year.

The dispute was referred to the wage board for a determination after subsequent wage talks broke down.

A R35 increase would give the lowest paid PUTCO employees a starting wage of R275. Drivers/conductors would receive a starting minimum of R101 per week.

PUTCO management indicated in its oral evidence to the board that the company could not afford more than the 15 percent originally offered. The offer was in line with that given by other bus companies on the Reef.

Any increase over the 15 percent would be passed onto the great mass of black people in the form of higher fares.
Ford's unions: Where the 'militants' become the 'moderates'

The battle of the Ford Port Elizabeth plant against the Western Province Union of Metalworkers and Allied Workers (WPUM) is far from over, but it has taken a new turn as the Ford management has invited the union leaders to a meeting to discuss the way forward.

The invitation was extended by Ford's general manager, Mr G. F. Brown, during a visit to the plant last week. The meeting is scheduled for next week and is expected to be attended by union representatives.

Mr Brown said that the meeting would be an opportunity for both sides to air their views and work towards a resolution of the dispute.

The WPUM, led by Mr P. J. Malan, has been striking for several weeks, demanding higher wages and better working conditions.

Mr Brown said that Ford was committed to maintaining a productive and safe working environment, and that it was prepared to discuss any reasonable proposals put forward by the union.

He added that Ford believed in the importance of dialogue and cooperation, and that it was willing to work with the WPUM to find a solution to the current impasse.

The meeting is expected to include discussions on wage increases, working hours, safety measures, and other issues that have been at the heart of the dispute.

Mr Brown emphasized that Ford was committed to engaging with the WPUM in a constructive and respectful manner, and that it hoped to achieve a mutually beneficial outcome.

He concluded by thanking the WPUM for its continued commitment to the plant and expressed the hope that the meeting would be a step towards resolving the current crisis.

In a separate development, Ford has announced plans to invest $100 million in the Port Elizabeth plant over the next five years, creating 1,200 new jobs. The investment will include the building of a new assembly line and the upgrade of existing facilities.

Mr Brown said that the investment was a demonstration of Ford's commitment to the Port Elizabeth plant and the local community, and that it would help to boost the local economy.

He added that the investment would create new opportunities for local suppliers and workers, and that Ford was keen to work with the WPUM to ensure that the benefits of the investment would be shared by all.

The meeting and the investment are seen as positive steps towards resolving the current impasse and restoring peace and productivity at the Ford Port Elizabeth plant. Ford has always championed the values of collaboration and innovation, and it is hoped that these principles will guide the discussions and actions of both sides.

The WPUM has welcomed the meeting and the investment, and has pledged to work constructively with Ford to achieve a fair and sustainable outcome.

Mr Malan said that the WPUM was committed to finding a solution that would benefit all stakeholders, and that it would continue to negotiate in good faith.

He added that the WPUM was confident that it could reach a mutually beneficial agreement, and that it was committed to working with Ford to achieve that goal.

The meeting is expected to be a significant moment in the ongoing dispute, and it is hoped that it will lead to a resolution that will benefit all parties involved.

Mr Brown concluded by expressing his confidence in the potential for a constructive and collaborative relationship between Ford and the WPUM, and he looked forward to working with the union to achieve a positive outcome.

He added that Ford was committed to maintaining a productive and safe working environment, and that it was willing to work with the WPUM to find a solution to the current impasse.

The meeting is expected to include discussions on wage increases, working hours, safety measures, and other issues that have been at the heart of the dispute.

Mr Brown emphasized that Ford was committed to engaging with the WPUM in a constructive and respectful manner, and that it hoped to achieve a mutually beneficial outcome.

He concluded by thanking the WPUM for its continued commitment to the plant and expressed the hope that the meeting would be a step towards resolving the current crisis.

In a separate development, Ford has announced plans to invest $100 million in the Port Elizabeth plant over the next five years, creating 1,200 new jobs. The investment will include the building of a new assembly line and the upgrade of existing facilities.

Mr Brown said that the investment was a demonstration of Ford's commitment to the Port Elizabeth plant and the local community, and that it would help to boost the local economy.

He added that the investment would create new opportunities for local suppliers and workers, and that Ford was keen to work with the WPUM to ensure that the benefits of the investment would be shared by all.

The meeting and the investment are seen as positive steps towards resolving the current impasse and restoring peace and productivity at the Ford Port Elizabeth plant. Ford has always championed the values of collaboration and innovation, and it is hoped that these principles will guide the discussions and actions of both sides.

The WPUM has welcomed the meeting and the investment, and has pledged to work constructively with Ford to achieve a fair and sustainable outcome.

Mr Malan said that the WPUM was committed to finding a solution that would benefit all stakeholders, and that it would continue to negotiate in good faith.

He added that the WPUM was confident that it could reach a mutually beneficial agreement, and that it was committed to working with Ford to achieve that goal.

The meeting is expected to be a significant moment in the ongoing dispute, and it is hoped that it will lead to a resolution that will benefit all parties involved.

Mr Brown concluded by expressing his confidence in the potential for a constructive and collaborative relationship between Ford and the WPUM, and he looked forward to working with the union to achieve a positive outcome.
Frame group is in another labour row

By STEVEN FRIBERMAN
Labour Reporter

THE Frame group of textile companies is involved in a new labour row -- this time at an East London subsidiary, Consolidated Frame Spinners and Weavers.

Yesterday, the South African Allied Workers Union, an unregistered union whose membership in East London has grown rapidly, issued a statement detailing worker grievances at the plant and claiming the company had not responded to union calls to discuss the grievances.

The union had taken legal action against the company on one of the complaints it had received, its national organiser, Mr Themba Cwewa, said yesterday.

SAAWU says it represents 50% of the company's 7000-strong workforce.

Yesterday's attempts to put the allegations to the company's joint managing director, Mr Selwyn Larue, were unsuccessful.

The Frame Group was hit by a week-long strike by about 7000 Frame workers earlier this year.

In its statement yesterday, SAAWU claimed there were serious worker grievances at the plant and that the union had been inundated with requests from workers to speak to it.

Letters from SAAWU to the company had been ignored by a company official who had refused to act on an attempt by the union to contact a senior manager of the company.

SAAWU also accused the company of encouraging a rival registered union to organise at the plant and SAAWU's general secretary, Mr Samuel Abahazi, accused the Frame Group of "totally anti-union'.

It claimed the company had not acted on complaints made to the Department of Manpower and Labour regarding the grievances with union representatives.

According to SAAWU, the company had received complaints about the company which related to:
- "inadequate medical attention at the plant"
- "long hours and low pay"
- "claims that a foreman had assaulted workers"
- "allegations that workers with long service had been dismissed without good reason"
- "claims that women workers at the company had difficulties obtaining medical benefits"
Two more churches and the Institute of Race Relations have donated money to help workers left destitute by the Johannesburg municipality workers' strike in July.

The Evangelical Lutheran Church in Southern Africa donated £2,000; the Federated Evangelical Church of South Africa, £1,000; and the Institute of Race Relations, £150.

The Johannesburg diocese of the Roman Catholic Church led the way with a donation of £3,000 early in September. This was followed by another £3,000 from the South African Council of Churches.

The money is distributed among the workers by the Black Municipality Workers' Union, led by Mr Joseph Mayi.

In a letter signed by the assistant general treasurer, Mr. R. Schulte, the Evangelical Lutheran Church says, "We were very much disturbed by the way in which the authorities dealt with the whole issue, leaving hundreds of families without incomes, not to mention the inhuman way in which the strikers were treated by the authorities, including the police."

Since the first donations, the BMWU has been giving about 400 workers subsistence allowances of £10 a week.

"These are the workers who have come back to Johannesburg looking for work," secretary Philip Dlamini said. "We have now written to magistrates in the areas where we have members who are destitute and asked for their postal addresses so we can send them money too."

The union believes that there are 400 other workers who have not received help of any kind.

The union's offices in central Johannesburg, yesterday, were a hive of activity. Many workers came to report that they had not got jobs yet. Others were there for their subsistence allowances, more came to be with other union members. There was a hardly standing room.

"Since the strike, we have signed an agreement with 5,000 workers as members," Mr Dlamini said. "We have a list with about 4,000 membership forms during the strike. Of these 2,000 are fully paid up."

In the meantime the executive of the union meets this weekend to decide whether to register under the Industrial Conciliation Act or not.

A rival union, the Union of Johannesburg Municipal Workers, was registered when it had a paid-up membership of 40.
Victimisation charge rejected

An executive of a company charged with victimising an employee yesterday admitted "he could not explain" the sudden rash of entries on the employee's record card after it was discovered she was a trade union member.

Mr William Bailey, managing director of the Boksburg company, SAG Ceramics (Pty) Ltd, was giving evidence in the Boksburg Magistrate's Court.

The company is facing a private prosecution under the Wage Act brought by Mrs Angel Makhanya, a night sister and former employee. She claims to have been dismissed in August 1978 because of her membership of a trade union.

The action is believed to be the first of its type in South African law.

Mr Bailey told the court that Mrs Makhanya and another shop steward, Mrs Catherine Moeng, were dismissed because of "unsatisfactory work performance." Their membership of the Building Construction and Allied Workers' Union had no bearing on their discharge, he said.

He denied suggestions by the prosecuting counsel, Mr M Brasse, that the company had "built up a case" against them in order to circumvent a possible charge of victimisation after their dismissal.

The case has been postponed to October 28.
Funds fall short of workers' need

Only five local organisations have responded to the Black Municipal Workers Union's appeal for funds. The money raised is not enough to support the 1,200 workers left unemployed by the July strike.

Mr Philip Dlamini, secretary of the BMWU, said slightly more than R11,000 had been raised and only 400 workers had been catered for since the first donation. They were being given an allowance of R10 a week.

These, he said, had come back to Johannesburg looking for work. There are 800 others in homelands who have not been provided for.

Mr Dlamini said some of the workers in Johannesburg were asking for money to go back home as they did not have accommodation.

The first donation came from the Johannesburg Diocese of the Roman Catholic Church and the next from the South African Council of Churches who gave R5,000. The latest donations are from the Evangelical Lutheran Church in Southern Africa (R2,000), the Federated Evangelical Church of South Africa (R1,500) and the Institute of Race Relations (R150).
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Since the Uitenhage strike, trade union activity has been increasing, and some employers are moving to recognise the growing unions. At the same time, workers are leaving the unions and doing so for various reasons. Labour Reporter STEVEN FRIEDMAN examines this trend.

The workers are coming to us, asking to be organised

The workers in Uitenhage are not the only ones experiencing an upsurge in union activity. In other areas, too, union membership is growing rapidly. This is particularly evident in areas where there are high concentrations of black workers, such as in the mining industry.

A growing number of employers are responding by giving formal recognition to the unions in their factories. This is partly due to the increased militancy of workers, who are becoming more aware of their rights and the benefits of union representation.

One of the main reasons for this change is the success of the Uitenhage strike. The workers at the Uitenhage factory managed to negotiate a better contract with their employer, which included higher wages and improved working conditions. This has encouraged other workers to demand similar improvements.

The success of the Uitenhage strike has also been due to the support of the South African Trade Union Congress (SATUC), which mobilised workers across the country to join the strike. This has put pressure on employers to recognise the unions.

Another factor is the growing political awareness of workers. As workers become more politically active, they are more likely to demand union representation.

The rise in union membership is also due to the effectiveness of the Unions Solidarity Action Group (USAG), which has been instrumental in organising workers in the mining industry.

In conclusion, the growing union activity is a reflection of workers' growing demand for better working conditions and increased bargaining power. Employers who ignore this trend risk being left behind in the race to attract and retain workers.
MORE THAN 80 black staff members at the South African Associated Newspapers yesterday defied a management ban on the first Mwasa meeting on their premises in Main Street, Johannesburg.

The unit executive of the Media Workers Association of South Africa (Mwasa) had called a meeting of all black workers—from journalists to messengers—to discuss the organisation’s congress resolutions.

The congress earlier this month decided to change the Writers Association of South Africa (Wasla) into a union for all black workers in the communications media.

A few hours before the meeting the chairman of the Mwasa unit, Mr Ameen Akhashwaya, got a memorandum from the group personnel manager, Mr Larry Hall, banning the meeting.

"It is not company policy to allow the use of company premises to outside organisations, particularly without an approach to management for their approval and permission," the note said.

A few minutes after the meeting had started in the canteen, Mr Hall came in and tried to stop it.

The 50 or so people present unanimously voted to carry on. This meeting later swelled to more than 80.

Mr Hall had also stopped the president of Mwasa, Mr Zwelakhe Sisulu, and the Southern Transvaal Regional secretary, Mr Joe Tholoe, from getting into the canteen.

After the staff had decided to go on with the meeting Mr Hall and his personnel office staff allowed Mr Sisulu and Mr Tholoe to go in.

Those present, including newly-recruited members of the South African Typographical Union, said there was a need for a strong union of black workers in the newspaper industry.

Discussions on the new structure are continuing.

Saan are the publishers of the Rand Daily Mail, Sunday Times, Sunday Express and the Financial Mail, among others.

Later in the day the Saan management and two Mwasa unit officials met for lengthy discussions, where it was agreed that although they understood the actions of the other, they did not necessarily agree with them.

But indications are that the two parties will continue talks on their future relationship.
Industrial council set-up 'must change'

By Andrew McNulty

RADICAL changes must take place in the industrial-council system if emerging non-racial trade unions are to accept the centralised system as their collective bargaining forum, thereby prolonging the industrial peace that has helped create.

This is the view of a prominent trade unionist, Ben Nicholson, general secretary of the South African Electrical Workers' Association.

Addressing a Manpower 80 symposium held by the Electrical Contractors' Association in Johannesburg, Mr Nicholson made a strong plea for acceptance by all non-racial unions.

He said: "Employer policy towards trade unions has invariably affected the attitude of employees to trade unions. "If, therefore, employers' associations make it clear to their members' companies that they should be positive towards unions and favour the trade union which represents all, irrespective of race, then the evolution of non-racial trade unions will be accelerated."

"But if employer policy opposes recognition of trade unions, and is not accepted by employees, then conflict will certainly occur — either overtly or covertly — and the implementation of the concept of freedom of association will then not have brought advantage to either party."

Mr Nicholson warned that the advent of unions representing semi-skilled or unskilled workers could lead to a decentralisation of collective bargaining.

Such unions would see their power base as being in the numbers they represented.

They would view as a threat to their power the industrial-council system, which rules out independent action at shop-floor level and has mechanisms delaying the use of strikes to achieve objectives.

Unions representing semi-skilled and unskilled workers would inevitably become socio-politically oriented, a view Mr Nicholson, and could act as major pressure groups.
Journalists on strike over pay

SUNDAY POST Reporters

STAFF members on the weekly newspaper, The Cape Herald, went on strike on Friday, and other workers employed by the Argus and South African Associated Newspapers (SAAN) have also demanded salary increases.

Twenty-three of the 27 staff members on the Cape Herald, including typists, drivers and messengers, went on strike after their pay demands were not met.

The Herald strikers say they will continue to stay out until they get a response from management.

According to a spokesman for the strikers, "We were told that the manager could only respond on Tuesday after discussing the matter with Argus head office."

This is the second strike this year at an Argus newspaper. In August, POST and SUNDAY POST was hit by an eight-day strike.

Late yesterday members of the action committee met with the editor, Mr Ted Dorman, who suggested that the staff members should continue working while waiting for a decision on Tuesday. But the proposal was not accepted.

According to informed sources, if staff members continue the strike today, Mr Dorman will not assist in the production of the newspaper.

The Cape Herald chapel is an affiliate of the Media Workers Association of South Africa (MWASA).

The manager of the Cape Herald, Mr L P Willis, was not available for comment last night.

In another development, editorial staff members of Post Natal have also given their management until Tuesday to improve salaries.

On Tuesday about 60 members of the largely white South African Society of Journalists (SASJ) will gather at the Star building to picket the start of wage negotiations with SAAN and Argus.

The SASJ are demanding a 16 percent minimum wage increase. Management has offered a mere six percent across-the-board and a further six percent on merit.

Said a journalist: "This is an outrageous offer. The cost of living has gone up 14 percent, and an 18 percent rise is predicted for next year."

What's more, Argus and SAAN have reported outstanding increases in profits this year.

Many journalists say they are prepared to strike if management doesn't meet their demands. Others are talking of a go-slow on Wednesday. If a strike is called newspapers around the country will be affected.

Last year the SASJ went to arbitration, after a deadlock in wage negotiations. They were awarded a 15.5 percent increase.

Said a journalist: "Our negotiations were worthless. Look what they're offering us now."

Said another: "Arbitration was for nothing. Management has totally disregarded the rulings. Therefore management, by their attitude, are inviting a strike."

The salaries being demanded by the Herald staff are basically the same as those received by POST and SUNDAY POST workers after their strike.
PARIS—South African trade union leader Mrs. Lucy Mvubelo, on a four-nation European fact-finding mission, said here she sometimes had to defend herself from accusations that she was "a female Bishop Muzorewa."

Mrs. Mvubelo told a press conference that a church minister in Amsterdam had attacked her in this manner several days ago. She had replied: "I have chosen evolution instead of revolution."

She admitted to French journalists that similar criticisms were made against her by young people in Soweto, but claimed that "only a minority da so. Many others come to me to thank me for getting them a job."

Mrs. Mvubelo said the minister in Amsterdam had told her, "You are being used just as South Africa used Bishop Muzorewa. He lost the elections because the people did not back him. Do your people back you?"

She had replied: "I am proud of my record. We do not want to get handouts as though we are cripples. We want to work and organize work."

She is vice-president of the International Textile Federation and represented her 20,000-strong National Union of Clothing Workers at the federation’s recent annual conference in Vienna. The union was founded in 1933 and Mrs. Mvubelo joined the same year.

Mrs. Mvubelo said she favoured the constellation of states plea on condition that homelands were dissolved.

She has a number of engagements in Paris with French trade union leaders, businessmen and members of several delegations planning to visit South Africa.

She leaves Paris at the end of the week for Brussels before returning home."
MD Miller expresses regret

Mr Hal Miller, managing director of The Argus Company, issued the following Press statement in Johannesburg today:

"We regret that the staff of the Cape Herald have decided to strike.

The newspaper is a signatory to the agreement with the South African Society of Journalists which is at this moment negotiating new salary scales to apply from January 1, 1981.

"Whatever those new scales are they will, of course, apply fully to the editorial staff of the Cape Herald and they will set the pattern for the rest of the non-editorial staff of the newspaper.

"In the meantime the staff are not at work and until further notice the newspaper will not be published.

"The staff are being paid up to the date they went on strike.

"Their employment will be resumed and their salaries paid from the moment they return to duty.

"We are ready to continue discussion of their complaints with the staff as soon as they return to duty."

Cape Herald hit by costly strike

Own Correspondent

CAPE TOWN — The Cape Herald will not be on the streets today because its staff is on strike.

And this will mean a loss substantial to its proprietors, the Argus Company, because the newspaper would have published today its largest issue this year — 40 pages.

The editor of the newspaper, Mr Ted Danan, said he was not on strike.

"I have no further comment to make about my feelings on the strike," he said. "A spokesman for the workers said there was no chance that the paper would appear.

"The Southern Transvaal Chapel of Media Workers Association of South Africa (MWASA) has also expressed sympathy with the staff.

"Post in Johannesburg will meet tomorrow to discuss management's response to us.

"The Post Natal have given management an ultimatum to meet demands or it too will go on strike," the spokesman said.

"The Cape Herald staff are striking for better working conditions and higher salaries."
Youths claim police torture

Court told of shocks

SCARS found on the fingers of a number of youths charged with public violence were consistent with injuries resulting from electrical shocks, a doctor told a Strand magistrate yesterday.

He was giving evidence in a hearing to determine the admissibility of statements made by 15 young men charged with public violence.

The youth originally all pleaded guilty and were convicted, but their convictions were withdrawn after they claimed the police had administered electric shocks to obtain statements from them.

The accused were all arrested in connection with incidents of stone-throwing during a strike at Kromrivier Apple Cooperative Ltd in Grabouw on April 25 this year in Cape Town.

They are among the 700 seasonal employees of the co-operative who went on strike to demand a minimum weekly wage of R40.

The men who appeared in the Strand Magistrate's Court yesterday are Mr. David Dumas (18), Mr. Neville Boshoven (20), Mr. Flip Sturman (20), Mr. Ronie Classens (18), Mr. Benjamin Sands (21), Mr. Sidney Adendorf (18), Mr. Willem Sauls (18), Mr. Moos Konstabel (18), Mr. Jan Palmer (18), Mr. Luwel Koert (18) and five youths under 18 years.

About 40 people were originally charged. Some have been acquitted, while others are due to appear in court on November 10.

The doctor told the court yesterday that he had examined a number of the men at a house in Eel River after they were granted bail at a preliminary hearing. He based their complaints of torture on the hands of the police.
Council
mum on
strike
29/09/80
probes

The probes on the recent municipal workers' strike in Johannesburg were deferred yesterday at the monthly meeting of the Johannesburg City Council.

The questions, aimed at the city's management committee, could not be answered because of a ruling by the city council's chairman, that they contravened a council standing order.

The order prevents the publication or disclosure of information about any legal proceedings in which the council is involved or any matter which might be prejudicial to the council.

At present, the council faces a contempt of court charge arising from the distribution of its September newsletter "Our City, Johannesburg", in which the council defended its role in the strike.

When the newsletter was distributed, there were charges pending against Mr. Joseph Mavi, the leader of the Black Municipal Workers Union, and two other union officials. Mr. Mavi and the two other union office bearers, Mr. Philip Dlamini and Mr. Gaby Mazul, are still awaiting trial on charges arising from the strike.

They are accused of contravening the General Law Amendment Act of 1957, known as the Sabotage Act and Mr. Mavi's lawyers believe allegations contained in the council newsletter dealt directly with issues which may be raised at the trial.

The questions which were to have been put to the management committee yesterday were drawn up by Progressive Federal Party city councillor Mr. Harold Rudolph.

Mr. Rudolph, a lecturer in law at the University of the Witwatersrand, was to have asked, among other things, how many council employees were dismissed during the strike which almost brought the city to a standstill for nearly a week.

He also wanted to know if any of the dismissed workers had since applied to be reinstated by the council and, if so, how many.
I back evolution, says Mvubelo

OWN CORRESPONDENT

PARIS — Trade union leader Lucy Mvubelo backed "evolution instead of revolution" during her visit to France as part of a four-nation European fact-finding tour.

At a Press conference in Paris she rejected suggestions that she was a "female Bishop Muzorewa."

She said she had met with similar criticism in Amsterdam earlier in her tour.

"I have chosen evolution instead of revolution," she retorted.

She accepted that similar criticisms were sometimes made against her by young people in Swaziland, but said they were a "minority."

"Many others come to me to thank me for getting them a job," she added.

CRITIC

Mrs Mvubelo said she had told her Amsterdam critic "I am proud of my record..."

"We do not want to get handouts as though we were cripples. We want to work — and I organise work."

Mrs Mvubelo, who is vice-president of the International Textile Federation, represented her 21,000-strong National Union of Clothing Workers, at the federation's annual conference in Vienna.
INTER-UNION rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union concerned is the former Writers' Association of South Africa (WASA) which is known for its black consciousness.

It recently changed its name to Media Workers' Association of South Africa (Mwasa) and amended its constitution to include all workers in the communications field.

This included drivers, messengers and printing staff, confirmed Mr Zwelethi Sisulu, President of Mwasa.

But large numbers of black printing staff already belong to the South African Typographical Union (SATU) which recently obtained an exemption to enrol blacks into its previously white and coloured ranks.

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU, some of these workers attended a Mwasa meeting in a SAAN canteen during lunchtime on Thursday.

Asked whether the printers were not best accommodated in the printing union, Mr Sisulu said "Our point of view is that we are essentially in the same work situation and that whatever grievances we have are common."

He said the workers would decide what union they preferred.

Mr Sisulu confirmed that he and Mwasa's Regional Secretary for the Southern Transvaal, Mr Joe Tholelwe, were initially prevented from attending the Mwasa meeting at SAAN.

"Management's idea was that the meeting should not take place, but the workers voted that it should go on," he said. "We were later allowed in."

SAAN's Group Personnel Manager, Mr L S Hall, denied that the workers had defied a management instruction not to hold the meeting.

"It was not a question of defiance," Mr Hall said. "They decided to proceed with the meeting in spite of a request to defer it."

Mr Hall said he had expected Mwasa to go through the courtesy of approaching management before holding a meeting on the company's premises.
Colleagues show solidarity with newsmen

By CHERIE MORE

THE STRIKE by the Cape Herald journalists yesterday gained momentum as solidarity meetings were held in various newspaper units throughout the country in support of colleagues.

A supporting message was also received from the International Federation of Journalists (IFJ) to the Western Cape region of the Media Workers Association of South Africa (Mewsas) and in particular, the Cape Herald unit.

DEFIANT

By late yesterday, the Action Committee representing the newsmen at the Cape Herald, had not reached an agreement with management on their pay demands. The talks resume in the morning at 8 am.

"After several rounds of intensive talks with management we reached no agreement," a spokesman of the committee told POST. The talks began at 11:30 am and were adjourned at 6 pm.

The Herald management has already taken punitive action against the strikers. A total of 21 workers was deducted from the pay of 28 workers in the October pay packets. This action was strongly criticized by newspaper workers at other establish

ments and they urged the management to re-pay the workers their money.

At a "solidarity" meeting held at POST, the unit sent urgent messages to the Managing Director of the Argus Company, Mr Hal Miller, urging the company to pay the striking newsmen for the time they have been on strike and also gave an ultimatum that the demands be met by 8:30 this morning.

WARNING

The POST unit also called on the Argus Company to improve the salary, wages and working conditions of all black workers throughout the company. Another meeting at POST is scheduled for the morning at 8:30.

At The Star, messages were sent to the Argus Company management warning of the action the unit would take if the demands of the Cape Herald workers were not met. The Star is also in the same group as the Cape Herald under Argus management.

The South African Associated Newspapers (SAAN) held a meeting yesterday morning after which a letter was written to the Cape Herald management asking them to talk to the workers to avoid confrontation. The SAAN unit expressed solidarity with the striking workers and promised their support throughout their fight for a fair deal.
NEWS

Jo'burg plans to liaise with black staff

By SEAN O'CONNOR
City Editor

THE Johannesburg City Council agreed this week to appoint a labour liaison officer to deal with the needs of the city's 11,000-strong black municipal labour force.

The post will be created on December 1 this year - just three months after the black municipal workers' strike which almost crippled Johannesburg for nearly a week.

Observers believe that depending on who is appointed the post may go some way towards improving the channels of communication with the council's black workers.

A report before the council at its monthly meeting on Tuesday said the main facets of a necessary communications programme with the council's black labourers included:

- Continuous contact with compound residents.
- Information on the employer and the conditions of service offered.
- Explanations of changes in conditions of service and determining the needs, aspirations and grievances of workers.

The report said the communications programme should be conducted preferably through word of mouth in the vernacular.

But Progressive Federal Party councillor Mrs Janet Levine warned that a labour liaison officer would not be able to determine the aspirations of black workers unless he had gained credibility among them.

She asked for an assurance from the council's management committee that the best man would be selected for the post - whether he is white, black or brown.

Mr Wouter du Toit, a management committee member, assured Mrs Levine that this would be the case.

The report before the council said most of the council's black labour force, numbering between 13,000 and 14,000, were migrant workers, and that at any one time between 10,000 and 11,500 were accommodated in various council compounds.

Until now the report said, contact between the council and its black workers had mainly been conducted through the council's staff board personnel officers.

The council also decided this week to appoint a deputy director for compounds from December 1.
Store makes staff pay fine, so union steps in

By HARRY MASHABELA

THE Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) yesterday stepped into the Randburg Pick 'n Pay case where black employees were forced by the branch, store management to pay off a R240 fine imposed by health inspectors on the store for uncleanness.

Mr Morris Kagan, the union's spokesman, said CCAWUSA would demand from management a refund of the R1 each worker was made to pay.

The union, he added, was disturbed by the attitude of the store's management towards black employees.

He said the employees had already complained to the union and that the union was "taking up the matter with the management of the supermarket store at the highest level".

Reacting to a Pick 'n Pay statement that the works committee had agreed that workers be charged R1 to pay off the R240 fine, Mr Kagan said "Works committees are not free instruments of workers. They are inclined to do what managements expect of them.

Black workers at the branch store complained to the Rand Daily Mail on Tuesday that they had been forced to pay R1 each so that the store could pay off the R240 fine.

They said they had been threatened with dismissal if they refused to pay.

Mr E T Hoult, general manager of the company, said it was not the company's policy to make employees pay fines imposed on the store, but that the workers had in this instance been made to pay up because they had "misused facilities".

He also said the matter had been discussed with the works committee and that the committee had agreed that each worker be made to pay R1.

Mr Hoult said only two workers had refused to pay the R1, but the store would not take any action against them.
EDITORIAL AND other staff members of POST yesterday went on strike after demanding that the Argus Company management meet the demands of staff of the Cape Herald, who have been on strike since last Friday.

The staff at POST said that they would “wait” for management and “our colleagues" to inform them of a settlement.

The strike in Cape Town was sparked off by demands for increased salaries and improved working conditions.

Yesterday, a spokesman for the Herald staff said that they had received full support from the International Federation of Journalists.

“We believe, too, that Argus employees in Zimbabwe have noted our strike and have expressed sympathy and will issue a statement at a later stage,” he said.

Yesterday, black journalists on The Star also went on strike in support of the Cape Herald staff.

The Editor of Cape Herald, Mr Ted Doman, said while he was not out on strike and did not support the strike, he did support some of the demands which were made by his staff.

“I have tried to get my staff back to work But there is no change in the situation and negotiations are continuing,” he said.
MOTOR UNION MERGER

Strength from unity

The Eastern Cape motor unions have again taken an important step which will have ramifications for the black labour movement throughout SA. Last week three auto unions agreed to merge — a move which will create the strongest independent non-racial union in the country. At a unity conference held in PE last weekend the United Automobile Workers' Union (UAW), the National Union of Motor Assembly and Rubber Workers' Union (NUMARWOSA) and the Western Province Motor Assembly Workers' Union (WPMWU) effectively announced their merger. All three are affiliated to the Federation of SA Trade Unions (Fosatu) and the International Metalworkers' Federation.

The move follows a long-awaited go-ahead from government to allow NUMARWOSA, hitherto a coloured union, to open its ranks to black members. The union submitted an application for non-racial status nine months ago, and two weeks ago the Department of Manpower Utilisation gave its permission.

The UAW will enter the new union body next week while the WPMWU will join its ranks on January 1.

Although the final step of signing the merger agreement was dramatic, it was the end-product of a long association between the unions. The possibility of UAW and NUMARWOSA becoming one union has been in the pipeline since UAW's emergence, since which the two unions have acted "as one" during negotiations and the signing of agreements with management.

WPMWU's association with NUMARWOSA goes back even further to the early Sixties when merger talks were initiated. But there was strong worker resistance to the move during the mid-Sixties when both unions were in the throes of changing their leadership and policies, and the decision was postponed indefinitely.

The most significant aspect of the merger is that the unions will now have greater thrust and bargaining power. The new union will have a paid-up membership of nearly 12,000 — 1,000 from WPMWU, 7,000 from NUMARWOSA, and 4,000 from UAW. It will now also cover the entire automobile and rubber industry as well as the component industry.

But, just as important, the initiative is a commitment to "unify the labour movement and to see workers as workers, no matter what colour," as one union leader put it.

The final merger blueprint, announced to executive members of the unions' branches on Sunday, was met with euphoria. Union leaders and rank and file members expressed strong support for the unification. However, a number of serious practical problems still face the emergent body.

The greatest of these is the "legal" status which NUMARWOSA has to adopt. Because it is the only registered union, it has, in legal terms, to "adopt" UAW and WPMWU.

But the constitution drawn up takes careful account of this. The modus operandi is decided on stipulates that, although the executive council of NUMARWOSA will be the legal body vested with the administration of the union, the executive councils of all three would form an advisory council and would make decisions which would be binding on the council. The advisory council is to operate for not less than six months.

Another resolution passed was that all branches, regional committees and shop stewards of the respective unions would continue functioning until such time as new elections are held.

One stumbling block — which nobody felt was of major significance — was naming the new union. This problem has been referred back to union branches for consideration.

There is another sensitive area which, although unrelated to the merger, may cause problems for the emergent body. There is dissension among the ranks of Ford Cortina plant workers, some of whom have resigned from UAW to join the recently-formed Motor Assembly and Component Workers' Union (MACWUSA).

MACWUSA has recruited the majority of the plant's workers — some 600 of the total workforce of 900 — and is planning to recruit at General Motors.

The new union has slammed UAW...