Industrial Relations - COSATU

1993

July - Dec.
Restructured police force Nasal State ANC push for Moraba, Sefako tells

**Picture:**

A picture showing a person with a label that appears to say "Moraba."
ANC march to go on despite banning

"To protest day" 14 Oct 1983

All action urged
Stay away - ANC

Soweto 11/93

By Mzimasi Ngudie, Josias Charles and Sapa

The African National Congress and its allies yesterday called for a stayaway today to protest against last Friday's siege by rightwingers of the World Trade Centre in Kempton Park (140A).

The ANC, SA Communist Party and Congress of SA Trade Unions yesterday confirmed the stayaway and called for joint control of the security forces, the arrest and prosecution of those involved in the siege and the immediate resignation of Law and Order Minister Hermus Kriel.

Rallies are scheduled for Mamelodi, Atteridgeville, Soshanguve, Boksburg, Garankuwa, Hammanskraal and Sebokeng.

While the National Council of Trade Unions supported the action, its general secretary, Mr Cunningham Ngcukana, said people who did not wish to stay away should not be forced to do so.

However, Nactu's regional chairman in Pretoria, Mr Nakozi Mogale, slammed the stayaway call and said workers were angry that they had not been consulted on the matter.

Azanian People's Organisation spokesman Mr Lybon Mabasa said Azapo would not legitimise the multiparty talks by supporting calls for mass action.

Pam Afrikanist Congress spokesman Mr Waters Tobozi said the organisation did not have a formal decision with regard to the ANC alliance's "Day of Action".

Inkatha Freedom Party committee member and KwaZulu Minister Mr Velaphi Ndlovu said it was unwise to embark on mass action as this would damage the economy.

The call was also greeted with anger by workers who complained about the possibility of having their salaries cut and giving credibility to the actions of the rightwingers.

"We, the workers on the ground, are not going to give credibility to rightwingers by responding to their ghastly deeds with a stayaway," said Mr Madoda Sindane of Attendgeville in Pretoria.

The Afrikaanse Handelsinstuut said it had advised its members to adopt a "no work, no pay" policy and to treat each case of absenteeism according to standing disciplinary measures.

The AHI said the action was destructive and would serve no useful purpose.

"The alliance is creating problems for the country and for themselves which will remain after a democratic election," AHI spokesman Mr JP Landman said.
National Car Park
Natali with Hayden who is also an employee. 

The company is owned by the government of South Africa and was established in 1973. It operates a network of over 100 car parks throughout the country.

Labor Union of R60 000

Officials demand
Pollution ‘worst in two years’

Central Cape Town is having one of its worst air pollution episodes in two years with yesterday’s figures at double the fixed guideline.

The main culprits are exhaust fumes, industrial smoke and brazier fires.

Taken at 8am by the city council, the nitrogen oxide level (NOx) caused mainly by exhaust fumes was 3.774 micrograms/m³ more than double the 1.504 guideline. The nitrogen dioxide level (NO2) at 10am was 4.17 micrograms/m³, well over the 3.70 guideline.

The last time figures were this high was in July 1991 when the NOx level reached 4.876.

Calm weather tends to trap the polluted air, Mr. Derrick Oxley, air pollution control officer said.

Union leader dies at ballot meeting

Trade union leader Mr. Sikander Mohamed died yesterday of a heart attack in the middle of a strike ballot meeting.

The Peninsula Technikon branch of the Transport and General Workers' Union (TGWU) met to decide whether to strike over wages when Mr. Mohamed, chairman of the shop stewards' council, collapsed. Mr. Mohamed, from Ravensmead, died while waiting for the ambulance.

Ms. Wilhelmina Trout, chairwoman of TGWU in the Western Cape, said the union had lost a "valuable and strong leader".

The result of the ballot will be made known today, she said.
Pay rise spurned: Pickets may follow

Weekend Argus, July 3/4 1993
THOUSANDS of council workers in the Western Cape may ignore a national strike call by the SA Municipal Workers’ Union (Samwu) due to begin next month.

Last week members of Samwu voted in favour of a nationwide strike from August 2 for higher pay rises. But more than 4,000 council workers in the Western Cape, who are members of the alternative union, the Western Province Local Authorities Workers’ Association (WPLAWA), intend ignoring the strike call because they are currently involved in their own wage negotiations.

"We are currently engaged in wage negotiations and such action could only have a negative effect," he said.

His organisation was also confident that its members would listen to their call not to participate in the strike, he said. WPLAWA is negotiating with the RSC for an increase in excess of the five percent offered by the council, as well on conditions of employment.

Not clear
Samwu, which is not recognised by the RSC, has no bargaining power in terms of wage negotiations and conditions of employment for more than 1,000 council workers employed by the Western Cape Regional Services Council.

At this stage it is not clear whether these workers would participate in the strike, national collective bargaining officer, Mr Rogger Ronnie said.
Municipal unions to oppose restructuring

THREE unions, representing 16 000 workers out of a total workforce of 21 000, have joined forces to oppose the Johannesburg City Council's "unilateral restructuring."

The SA Municipal Workers' Union, Union of Johannesburg Workers and Johannesburg Municipal Combined Employees' Union said in a statement they had formed a joint initiative to protect workers from the council's staff reduction plans and to ensure the maintenance of a high quality of service to the community.

The unions said the council had taken on the servicing of Soweto on an agency basis, and this could not be done effectively if workers were retrenched.

"It is imperative that we do not allow the council to prepare for paying off staff when, in fact, basic services are totally lacking," the statement said.

It said the council's proposed system of assessing wage increases according to individual performance threatened the unions' collective bargaining role.

Shop stewards of all three unions would meet on Monday to "plan pro-

ERICA JANKOWITZ

Council labour relations director Andre de Wet said the restructuring proposals, first tabled in 1991, had been "fully discussed with every union representing employees of the council."

He said no member of the three unions had been made redundant as a result of the process, which was aimed at "enhancing service efficiency."

"It is certainly not the effect of the restructuring exercise to make employees redundant," De Wet said.

He said the servicing of Soweto was still being negotiated by a number of parties.

On the issue of collective bargaining, De Wet said the council had agreed to delink individual performance assessment from this year's wage negotiations, which had deadlocked.

The parties had agreed to submit the wage dispute to arbitration and the hearing had been set for August.

De Wet said.
Drop ANC, Numsa tells Cosatu

By Paul Bell
Labour Correspondent

The National Union of Metalworkers of SA wants Cosatu to discontinue its alliance with the ANC after the establishment of an interim government, and has called for unity on the socialist left including the possible establishment of a workers' party that might challenge the ANC.

This is the import of two resolutions accepted by Numsa's fourth congress, which ended at the World Trade Centre in Kempton Park yesterday. Numsa is Cosatu's second largest affiliate, representing nearly half a million metalworkers.

The Numsa resolution on democracy provides another signal to Cosatu's likely discontinuation in the Tripartite Alliance - the third member is the SA Communist Party - after the proposed election in April.

Numsa believes Cosatu should deal with the ANC as part of the government of the day, and engage it in such forums as the National Economic Forum and the National Maltpower Commission.

Numsa's resolution on a reconstruction accord effectively set the price of its co-operation with the ANC, as well as the penalty should the ANC fail to deliver.

While saying an accord "should be used to mobilise people to support ANC", it went on to call for new forms of organisation that would "unify the working class". Thus, said the congress, "could take the form of a working-class party."

General secretary Moses Mayekiso, who is also a member of the SACP executive, said the SACP, as the most important party of socialism, would have a major role to play in establishing a workers' party. The ANC, on the other hand, was not a socialist party as such, although parts of its membership were.

Guidelines were laid down for the seconding of union leaders to politics. "Candidates from Numsa and Cosatu on the ANC (parliamentary) list must be seconded for the duration of the Constituent Assembly. When that is finalised they should be given their right to choose whether they come back to the Union or not."

An undercurrent at the congress was rank-and-file dissatisfaction at the distance between them and union leadership in regard to the way their views were represented in both industry and political negotiations.

Union president Mthuthuzeli Tom said the union would be paying greater heed to worker demands that the constitutional negotiators consult and obtain mandates.
JOHANNESBURG. The ANC-led alliance must be terminated after elections next year, according to the National Union of Metalworkers of South Africa.

In a resolution adopted at NUMSA's fourth national congress which ended yesterday, the union said it would sever formal ties with the ANC after the election.

It said it would then deal with the ANC through groups such as the National Economic Forum — Sapa.
Numsa firm on nationalisation

THE National Union of Metalworkers of SA (Numsa) committed itself to nationalisation without compensation at its fourth national congress at the World Trade Centre over the weekend.

Numsa has also rejected all wage offers made in negotiations in the steel/engineering, auto assembly and tyre sectors.

Numsa general secretary Moses Mayekiso said after the conference the union remained committed to nationalisation as a means of equalising the economic imbalance between blacks and whites.

Mayekiso said that as land had been taken from the people without compensation, it should be seized without compensation. This would include land belonging to major industries, as well as property in state hands.

Mayekiso said Numsa would try to persuade Cosatu to adopt this resolution. However, this was a Numsa decision only, and would not necessarily be adopted by Cosatu or any other organisation.

He said the union remained committed to socialism as a means of restoring democracy to SA.

On the wages issue, congress delegates voted in favour of "initiating a programme of mobilisation to keep workers fully informed." This was in reaction to member...

Numsa

ship criticism of an apparent lack of feedback meetings on the status of negotiations.

No disputes had yet been declared in any of the negotiations and until this step is taken, the union could not initiate legal strike action.

Numsa did, however, implement an overtime ban in the motor sector which was challenged in court and withdrawn.

In the steel/engineering negotiations, Numsa indicated it would not settle for below inflation increases despite economic constraints in the sector.

Sefsa's final offer stands at a maximum of a 6% increase with employers in the Free State and northern Cape offering 4.5%. Natal and eastern Cape members have also applied for exemption from the 6% offer and have tabled 4.5% increases.

Agreement has been reached on reducing the number of job grades and the establishment of an industry training board. But...

Numsa's innovative three-year plan tabled in all its negotiations has not made much progress.

In the motor sector, Numsa has accused employers of attempting to "smash the industrial council". Also, last year's wage negotiations have yet to be finalised.

"Congress decided on a programme of action to fight for a settlement and for the retention of the industrial council," Mayekiso said.

Numsa also agreed to back the ANC in the forthcoming election.

However, the trade union movement should not have a formal alliance with the ANC once elections had taken place. Instead, the relationship should be conducted through bodies such as the National Economic Forum and National Manpower Commission, Mayekiso said.

The congress also elected Mthethuzele Tom as its president.
Sun City strike unresolved

The Argus Correspondent

JOHANNESBURG. — The strike by thousands of black staff at Sun City is still unresolved because no leaders have emerged to negotiate, according to management.

On Saturday white staff provided skeleton services when an estimated 75 percent of the 4,500 workers went on strike.

A large crowd of strikers yesterday gathered outside the staff entrance but were chased away by members of Bophuthatswana police who fired tear gas at them. Witnesses claimed that several strikers were injured and assaulted.

Sun City MD Peter Venison said staff were in the process of forming a union which was as yet unregistered.

The South African Commercial Catering and Allied Workers Union (Sacawu) is not recognised in Bophuthatswana.

Mr Venison said management had addressed workers gathered at the staff gates to the Sun City complex on Saturday, inviting them to come forward and discuss their grievances, without success.

Many of the basic services and attractions of the hotel were not operating. More than half the restaurants, almost all the pubs and the Lost City water park were closed.

Sacawu could not be reached for comment.
Salary deductions over work stayaways enrage and frustrate Government workers

Union to support the ANC in elections

By Mzimasi Ngudle

THE National Union of Metalworkers (Numsa) resolved to field candidates on the ANC list for the election of the Constituent Assembly.

Passing this resolution at the union's fourth national congress at The World Trade Centre in Kempton Park at the weekend, Numsa also resolved to sever formal links with the tripartite alliance once the ANC comes into power.

"Once the Interim Government of National Unity is established and the ANC is part of it, we should not have a formal alliance with the ANC," Numsa resolved.

Mr Moses Mayekiso, who was re-elected as the general secretary, said the union hoped the ANC would win the elections and urged union members to vote for the ANC in the coming elections.

Mr Mthuthuzeli Tshabalala was elected president and Mr Danny Oliphant and Mr Phil Bokaba elected first and second vice-presidents respectively.

The congress resolved that candidates from Numsa and Cosatu who were on the ANC list be seconded for the duration of the Constituent Assembly.

The congress also called for a workers' summit prior to the CA to adopt the Workers' Charter. The congress also endorsed the reconstruction accord of Cosatu.
REFUSE: Some of the refuse collected from the township yesterday and dumped on Kapa Town Council

FAT CHARGES FOR WHITE SHAWL

BITTER PAY ROW

DOWN TOOLS IN

IKAAPA WORKERS

CITY/NATIONAL
CNA wins interdict after 'occupation'

CNA obtained an urgent interim interdict in the Rand Supreme Court yesterday against striking workers after about 200 of them occupied the company's Johannesburg head office.

The court was told that the employees, members of the SA Commercial, Catering and Allied Workers' Union, took over the boardroom and MD's office yesterday afternoon and shouted slogans such as "kill the bosses" and "one settler, one bullet". Judge R van Schalkwyk granted an interim order prohibiting the strikers from entering the premises or congregating within 500m of the premises except to work. The strikers were also interdicted from intimidating and harassing CNA employees and from obstructing the company's business operations.

Workers embarked on a wage strike last week. The union has rejected management's increase offer of R160 a month across the board and stuck to its R230-a-month demand.
Chamber and NUM still in dispute over wages

By Paul Bell
Labour Correspondent

The NUm agreed to hold detailed discussions with Durban Deep, Harmony and Grootvlei — all marginal mines — as well as with H J Joel, which is still in development.

It also agreed to accept an offer from Anglo American, Gengold and Randgold to renegotiate aspects of profit-sharing schemes.

The union maintains that its economic demands are "extremely reasonable", saying they would cost the industry an additional R54 an ounce.

The gold price has averaged R988 this year but is currently fetching about R300 more.

Coal offers continue to range between 5 percent and 7.5 percent.

The chamber also agreed to discuss the possibility of compulsory arbitration on disputes involving interpretation of industry agreements, but is holding out for a two-round process.
Footwear workers down tools over pay

SHARON SOROUR
Labour Reporter

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of annual wage negotiations, according to the SA Clothing and Textile Workers' Union (Sactwu).

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the talks had deadlocked with management offering a seven percent increase.

Mr Linde said of the 23 000 workers in the industry nationwide, about 5 000 were in the Western Cape.

He said while unions had rejected management's wage offer, they had not indicated any wage demands.

Mr Linde said the national council of the National Union of Leatherworkers, which represented the majority of workers in the sector, would meet at the weekend to reconsider management's offer.

Mr Bernickow said the wage offer was tied to a "whole range of conditions, including that wages have to be paid into a bank account and split annual leave".

By yesterday most of the major factories were on strike, Mr Bernickow said.
Call for national worker summit

By FAROUK CHOTHIA Durban

FLEXING its muscle, the trade union movement in Natal this week called for a national worker summit to discuss strategies to ensure that worker rights are entrenched in a future Bill of Rights and constitution.

This comes against the backdrop of growing fears in the labour movement in the province that worker interests are not only being ignored at the World Trade Centre, but that politicians may also introduce legislation which threatens worker rights.

The Regional Worker Summit, the first of its kind in the country, was attended by about 200 delegates from the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the independent unions.

Cosatu head office has been reluctant to call a national worker summit. With Cosatu's Chris Dlamini and Nactu's Cunningham Nqukana present at their regional summit, Natal leaders hope that their initiative will now win support at head office.

The delegates resolved that their head offices should join hands to convene a national worker summit within three months - before a constitution and a Bill of Rights are finalised at the World Trade Centre.

"There are indications that worker rights are being attacked (at the multi-party negotiating forum). On the issue of centralised bargaining, for example, they want to deregulate it," said Rohan Persad, co-ordinator of Cosatu's Economic and Development Initiative in southern and northern Natal.

A representative of the independent unions, Kessie Moodley of the National Union of Leatherworkers, said the summit noted that in other African countries liberation movements "eroded" worker rights once they assumed power. He said the negotiation process, and the proposed Bill of Rights, was dominated by debate around regionalism and federalism and addressing minority fears. Worker rights have been placed on the backburner.

"The longer we take to set up a national worker summit and to adopt a workers' charter, the more critical it will become for workers," he said.

"Warning that time was running out, Moodley added.

"The boat hasn't left the shore yet. We can throw a life raft out to get on board."

Persad said the workers' summit had to address other "unanswered questions" as well, including whether trade union leaders can be allowed to take positions in a new government.

"There is a lot of uneasiness about this, particularly given the history of Africa. We need clarity on the issue," added Persad.

The workers' summit should also look at formulating a national economic restructuring programme in order to ensure there is unity when challenging business and government.

LABOUR NEWS
IN BRIEF
Compiled by SHARON SOROUR

Short-term action for economy

THE National Economic Forum (NEF) this week approved recommendations for short-term economic action — including protecting collective bargaining and job creation through public works programmes.

At its first plenary session since its establishment last October, the NEF, comprising organised business, government and labour, also voiced its intention to secure a partnership role with the government of the day in setting economic policy.

Finance Minister Mr Derek Keys emphasised the need to create an economy that answered more closely to the needs of the community.

Centralised bargaining was acknowledged as "one of the 'keys' of the collective bargaining system.

Miners reject CoM pay offer

The National Union of Mineworkers (Num) has rejected a final pay offer by the Chamber of Mines, and unions affiliated to the Council of Mining Trade Unions have declared a dispute and applied for a conciliation board hearing.

Num said gold mines had offered pay increases ranging from six to eight percent.

The offer was rejected because the higher gold price provided the mining industry with additional profit of R200 million a month, and workers had made big sacrifices in recent years by accepting increases far below the inflation rate, resulting in low living standards.

Footwear workers down tools

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of wage negotiations, according to the SA Clothing and Textile Workers' Union.

Union organiser Mr Ronald Bernard said about 3,000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers' Federation director Mr Dennis Linde confirmed the deadlock.

Toy firm locks out workforce

EDUCATIONAL toy manufacturers, Playthings, has locked out members of its workforce in Epping after they refused to accept a final wage offer and negotiations ended in deadlock.

Company director Mr Steve Knight said Playthings offered a final wage offer of R18 a week increase, but when the talks deadlock the union was demanding R47 a week.

Public servants slam 'decrease'

THE Public Service League this week slammed the five percent salary increase for public servants as a salary decrease in relation to the consumer price index.

League general manager Mr Bernard Wentzel said 70 percent of members fell into the lower income group and a five percent increase meant "a disgusting R35.70 a month.

Wildcat strike at Sun City

ABOUT 3,500 Sun City workers, 70 percent of the staff complement — staged a wildcat strike this week but returned to work after management agreed to address grievances tabled by a workers' committee at a meeting this week.
Armed men hold three hostage in Wits drama

THREE people were held hostage when a group of armed men burst into a hall at Wits University looking for two trade unionists on Friday night.

It is believed the armed men were looking for two National Education, Health and Allied Workers' Union (Nehawu) officials, Mr Vusi Nhlapo and Mr Phillip Dexter.

The incident occurred when the three entered the reception area of the Jubilee Hall residence, where the union was holding its national congress.

The men produced firearms and pointed them at a security guard, the receptionist and a woman cleaner, who was mopping the floors. They forced the three into the receptionist's office and ordered them to lie face down.

No shots were fired during the incident, which lasted about 20 minutes.

"They were vicious and abusive. They ordered us to lie down and told us they were not looking for us but for union officials who had not arrived," said the security guard, who refused to be identified.

The guard said the men ran away when a man walked into the foyer.

"This has never happened to me before and I am still shocked," said the security guard, who has worked as a guard at the university for eight years.

By JACOB DLAMINI

Security officials at the university were alerted and gave chase but the men managed to escape.

Nehawu officials believe the incident may be connected to last year's TPA strike, which cost more than 30 lives and R3-million in damages to property.

"This is just a continuation of the harassment we suffered during the strike. We believe the incident is also connected to those who continue to threaten us," said Mr Dexter, general secretary of Nehawu.

Firearm

He said union officials had received death threats and claimed that his licensed firearm was stolen from the union offices in central Johannesburg recently.

"It is not just a bunch of angry people acting on their own, it is part of a campaign to eliminate us," Mr Dexter said.

Mr Frank Bartlett, a security official at the university, referred all inquiries to the public relations office at the university.
**South Africa's two largest unions**

**Union bosses at odds over new Workers' Party**

**By AVY HARTEY**

Anjani Govender and Corynna Henry, who are African National Congress (ANC) provincial secretaries for the Eastern Cape and North West respectively, have confirmed that their parties have reached an agreement on a new political party to be called the Workers' Party.

The agreement was reached during a meeting in the Eastern Cape at the weekend, according to a source close to the ANC and SACP.

The source said the Workers' Party would be a federation of the two parties, with the ANC contributing its provincial structures and the SACP contributing its national structures.

The agreement was reached after months of discussions between the two parties, with the aim of creating a new political party that would represent the interests of workers and trade unions.

The new party would operate at a national level, with provincial structures to be formed in the coming weeks.

The source added that the Workers' Party would be a platform for workers to have a say in the political process.

The agreement was welcomed by both the ANC and SACP, with the ANC provincial secretary in the Eastern Cape saying the new party would help to strengthen the voice of workers in the country.

The SACP provincial secretary in the North West expressed optimism that the new party would contribute to the development of the country.

The agreement was welcomed by many workers and trade unionists, who have been calling for a more representative political party for workers.

The Workers' Party is expected to launch officially in the coming weeks, with the aim of participating in the national elections in 2024.
Talks aimed at businessmen

COSATU has organised a series of half-day conferences aimed at exposing businessmen to industrial relations issues during the political transition.

The conferences, organised jointly by Cosatu and IHR Network, will take place in several major centres, starting in Port Elizabeth on Wednesday.

Cosatu spokesman Neil Coleman said yesterday more than 700 businessmen, 40% of whom were “top management”, had booked for the five conferences.

They were aimed at the business community and dealt with increasingly complex industrial relations during political transition.

Subjects included wage negotiations and problems of reconstruction and encouraging growth in the economy.

Coleman said the conferences would involve Cosatu’s top leadership and businessmen in discussions on topical issues about the transitional period.

Cosatu hoped to provoke debate and provide access to some of the perspectives the organisation had developed over the past few years.

The conferences were about finding solutions to the range of problems faced by...

To Page 2

Businessmen

The economy, Coleman said, is a key theme.

Each of the conferences would include five separate discussions, involving various speakers.

The keynote address would be delivered by either Cosatu general secretary Jay Naidoo or assistant general secretary Sam Shilowa on the implications of reconstruction during political transition.

Either negotiations co-ordinator Jayendra Naidoo or SA Clothing and Textile Workers’ Union assistant general secretary Ebrahim Patel would provide input on agreements reached at the national economic forum.

The conferences would also discuss “restructuring in practice”.

Leading business representatives, including those from Steccola, would be able to give their own perspectives on issues.

The conferences will be held at the Port Elizabeth Holiday Inn on Wednesday, July 14, Durban’s Royal Hotel on July 16, the Carlton Hotel in Johannesburg on July 20, the Lord Charles Hotel, Somerset West, on July 23, and at the Carlton Hotel in Johannesburg on July 27.

From Page 1
Cosatu call for focus to be on job retention

**Own Correspondent**

MARITZBURG. — Cosatu has called for business decisions in the SA economy to be made with the focus on retaining jobs rather than on bottom-line profits.

Speaking at a workshop on job creation at the South African Chamber of Business (Sacob) conference in Maritzburg this weekend, Cosatu spokesman Gareth Coleman said business should be taking labour more seriously, especially towards job security, and in the future be more concerned with employing people than with profit margins.

“South Africa operates under a profit-driven market economy which does not concern itself with the necessities of feeding and housing its employees but rather with earning the greatest company profits. Job creation is not the centre stage,” Coleman said.

He said the economy should “attack poverty and deprivation” and ensure sustainable job creation and development for the country but did not explain how this could be done in terms of economic principles.

Although wheeling about unproductive competition, he begged business to accept centralised bargaining and investment decisions taken to benefit employees, not company profits.

Director development of the Urban Foundation, Alan Bruce, said job creation must be seen in terms of socio-economic development and empowerment and was “the most urgent challenge facing South Africa today”.

He said job creation would have to enhance equity and access to employment, especially by the most disadvantaged, otherwise it would continue benefiting the minority.

He outlined 12 different ways of creating new jobs in the economy, expanding on the generally-accepted micro- and small to medium enterprises and public works programmes solutions:

- A wealth tax would seriously damage business confidence and prospects for economic growth.

The Sabob conference, in a resolution passed unanimously, condemned comments attributed to an ANC official that a 50 per cent wealth tax should be introduced.
Planning the Reconstruction of South Africa

Democracy will have failed if it doesn't address the economic inequalities caused by apartheid. Wisla-Jay Nkoko
Star-Cosatu economic debate

For the past two years, Cosatu has been researching and developing a programme of action aimed at delivering to workers, the unemployed and the poor the economic benefits of political freedom. It is negotiating acceptance of this programme with government, business and its partners in the ANC-led Tripartite Alliance. (UOA)

To stimulate debate on the programme, likely to form a major plank in ANC electoral policy, The Star invited Cosatu's Jay Naidoo to air his views in a series of articles. The first appears on Page 16 today.
Jo'burg unions to merge

THREE unions representing about 16 000 lower-paid Johannesburg City Council workers yesterday resolved to merge.

At a meeting of about 200 shop stewards, Cosatu-affiliated SA Municipal Workers' Union, non-aligned Johannesburg Municipal Combined Employees' Union and Union of Johannesburg Municipal Workers decided to unite against the council's restructuring process.

It was agreed that a merger committee be established with two representatives from each of the unions. Shop stewards also decided to hold joint report-back meetings with members to display unity at leadership level.

As Samwu had already balloted workers 'on' strike action in response to the 6% proposed increase by local authorities, the other unions pledged support of "possible industrial action." (FOU)

In a separate development, Samwu will today meet representatives of the major cities forum in an attempt to resolve the wage deadlock for which the union received a 90% vote in favour of strike action.
Harmony wage talks
ERICA JANKOWITZ

THE NUM met Randgold management yesterday to discuss the 1993 wage review at the group's "special circumstance" gold mine. Harmony

NUM assistant general secretary Marcel Golding said yesterday the union had proposed increases ranging from 10% for lower category workers to 6% for those in higher job grades. These translated into a R58 subminimum increase to R73 for the highest earners.

The union also proposed that the present profit-sharing scheme be retained and the full social plan tabled at negotiations with the Chamber of Mines be implemented at Harmony.

It demanded an additional 2% employer contribution to the provident fund to bring Harmony in line with the 7% contribution agreed with the chamber.

Golding said the union was clarifying issues with individual mining houses before deciding whether to accept the chamber's wage package.

Another conciliation board hearing between the NUM and the chamber has been tentatively set for Thursday, but both parties said this may be optimistic.
Leftist group calls for mass workers party
A major trade union is to urge employers to train shop stewards for next year’s election and make voter education facilities available to workers.

At its biennial national conference, the 130,000-strong Food and Allied Workers’ Union (Fawu) resolved to approach employers to “release” at least one shop steward at factories where the union organises to be trained for the election.

The union also resolved to ask employers to make voter education facilities available to their workforces.
Deadlock in SITE tax refund talks

INLAND Revenue and Cosatu have failed to reach a solution on repaying SITE tax to overcharged workers after more than six months of negotiations, and a final decision would be taken by Finance Minister Derek Keys, sources said yesterday.

When talks started near the end of last year, government had hoped that a refund would be announced in the Budget in March. The deadline was missed and sources said the talks had dragged on as the two sides failed to agree on the amounts involved and the mechanism for repaying overcharged workers.

An Inland Revenue source said yesterday, "Proof of claims is the main problem." Revenue was unable to investigate cases individually to prove the legitimacy of overpayment claims. Of major concern was the possibility of fraud, which would occur if workers claimed they had more dependants than was actually the case.

The main cause of Cosatu's complaint was the failure of ignorant workers to fill in IRP2 forms stipulating their marital status and children, hence losing out on tax deductions. Workers had also not informed employees of changes in their status.

Cosatu claimed last year R72bn would have to be repaid for tax erroneously charged since SITE was introduced in 1989.

Tax refund

but Inland Revenue sources said yesterday this was "grossly off the mark."

Keys's office could not confirm that it was dealing with the issue, but Cosatu sources said discussions with Inland Revenue had ceased and an "in principle" agreement had been reached with Keys's office. Revenue and Cosatu declined to provide any official comment on the issue.

Revenue's initial stance on the issue was that the legal provision that the employee furnish correct information on IRP2 forms was crucial to the SITE system and a deviation from the principle would jeopardise its existence. However, Revenue agreed to meet Workers' Tax Consultants to discuss the issue, as overcharging was "morally wrong." Subsequent sample by Revenue had shown that "overpayments were not as great as had been made out."
Seifsa makes final 7% increase offer

SEIFSA made a final offer of a 7% increase on actual wages at negotiations yesterday, one percentage point up on its last offer.

National Union of Metalworkers of SA (Numsa) negotiations co-ordinator Les Ketteldas said the union had resolved at its national congress last week not to settle below inflation — about 11% — this year.

He said Seifsa had suggested the unions sign the agreement by July 23, or increases would not be backdated to July 1. Seifsa executive director Brian Angus confirmed this, saying if the unions failed to agree in principle to current offers by this date, the effective date of increases would be the one on which agreement was reached.

Ketteldas said employers in the northern Cape and Free State had applied for exemption until January 1994. Employers in the Border region had also applied for a blanket exemption. Both applications were rejected by the unions.

Angus said Border had offered a 4.5% increase, whereas the Free State and northern Cape had tabled a 7% offer, with the proviso that individual companies dependent on the mining industry could apply for exemption until January 1994.

The same applied to companies in the Natal and Cape regions, he said.

Ketteldas said many of the unions involved in the negotiations, including Numsa and its National Council of Trade Unions (Nactu) counterparts, had rejected the offer.

Angus said the Nactu affiliates would refer the offer to their constituents. However, artisan unions in the Confederation of Miners Unions had said they would recommend acceptance of the offer if the Border region amended its position.

According to Angus, Numsa rejected any exemptions by individual companies or regions.

Ketteldas said the wage issue remained unresolved as employers had "adopted a very hard line". On a positive note, however, all parties had agreed to reduce the number of job grades from 14 to five by July 1994.

Angus said a first step was for the parties agreeing to attempt to expand existing job definitions in the main agreement.

If this was achieved by June 1994, the new expanded job definitions would be published in the 1994/95 main agreement and an average 3% scheduled wage increase would be implemented for those particular categories of workers.

In addition, employers had agreed to provide unions with relevant information relating to planned retrenchments, Angus said.
NUM, Chamber amend positions

THE NUM and the Chamber of Mines amended their positions at the first conciliation board hearing yesterday. (LcP)

The NUM dropped its gold demand 2% to 13% and by 50% to 15% on coal in a "sterling effort to accommodate the chamber," NUM assistant general secretary Marcel Golding said.

"But if no dramatic move is made by the chamber soon, there is a serious prospect of industrial action. We are at the crunch now," he said.

Most mining houses — except for JCI and Anglovaal — had increased their gold offer to 7% from 6%. On coal, the offers ranged from 4.8% to 11.5% — with an average of 6.8% — NUM economist Martin Nicol said.

On the issue of sub-minimums — greater increases for lower categories of workers — only two mining houses have made offers. Anglo American offered 8% and JCI 7%.

"The sub-minimums are totally inadequate and chamber members must address this," Golding said.

Nicol said the union strongly believed the chamber could afford to make substantial pay adjustments this year.

"The rand gold price has risen by more than R250 an ounce over the past year. Our economic demands add up to R34 an ounce, which leaves a large balance for capex, dividend payments, reserves and other costs," Nicol said.

Members have also agreed to establish a permanent health insurance working party to meet separately and present conclusions at next year's wage talks.

The NUM made an important concession yesterday in agreeing to separate discussions concerning mines "with special circumstances". These were Harmony, Durban Deep, Grootvlei and Joel. However, it refused to accept Buffelsfontein and Leslie/Brecken as marginal mines, insisting they stay within the plenary.

"We now have the framework for a settlement, but are not yet at the end of the road.

"We have indicated strongly our wish for a double-digit increase on gold and the chamber's final offer is still far from this," Golding said.

In a statement, the chamber said the offers tabled were "better than those accepted last year".

Also, "profit and cost containment bonus schemes" were expected to pay, on average, bonuses of a similar size to the fixed wage offers. This would take the total increases on these mines to double figures.

The chamber has agreed to reconsider its final mandated offer and the two parties are scheduled to meet again on Tuesday.
Focus on Reconstruction

Sowetan 141/7/93

This is part one of the Sowetan series on reconstructing the economy in South Africa, written by Cosatu general secretary Jay Naidoo.

Jay Naidoo - Job creation important.

Five pillars

The Reconstruction Programme we are proposing rests on at least five major pillars:

- Job creation through large-scale public works programmes which would kick-start the economy and extend social services to the previously excluded majority in the urban and rural areas.

- Parallel to this, an urgent restructuring of our rand-based industry aimed at creating sustainable jobs, and encouraging investment in productive activity. If our economy continues on the cheap labour path, combined with speculative investment in shares, glass buildings and export of capital we will only deepen our desperate crisis of structural unemployment, and remain trapped in an unbreakable cycle of poverty.

- Secondly, a programme to overhaul the entire education system, and develop a national training scheme that addresses the high levels of illiteracy, the low skill base, and the inefficiencies of the economy.

- Thirdly, the Reconstruction Programme will have to address the social poverty in which the majority of people live. National resources will have to be channelled away from the military machine and wasteful bureaucracy, and into extending basic necessities such as housing, health care, electricity, water, and pensions to people in the rural and urban areas.

- Lastly, there must be a democratic political solution, and effective and accountable government. If the democratically elected government is to be able to implement a programme of reconstruction and development, the majority party has to be able to implement its programme without interference from minority parties.

This implies a strong central government, as opposed to the "fave duck" government envisaged by the NP, which would be unable to govern effectively.

The programme of reconstruction will be driven by forces in civil society, together with a new democratic state. Nonetheless, we believe that many of the processes necessary to implement the programme can be initiated now, albeit in a limited way, to prepare the ground, and to ensure that we begin to concretely address some of our people's most critical needs.

Many of Cosatu's current initiatives are precisely geared to meeting this objective.

National Manpower Commission

The restructuring of institutions such as the National Manpower Commission, the National Training Board, the setting up of the National Economic Forum, and issue-based negotiating forums such as the Housing Forum, as well as industry restructuring committees, has already begun.

In the medium term, these will create the institutional framework within which the reconstruction programme can be negotiated and implemented.

In addition, job creation, housing and other programmes negotiated through these forums are aimed at delivering concrete results in the short term.

As we move through this transitional phase the obvious issue is what replaces the apartheid system and how to ensure that democracy means more than just a vote every five years.

The programme for reconstruction is our answer.

Through discussions with our allies and others in civil society we are trying to ensure that such a programme has broad-based support and that it will underpin the process of political transition.
Tygerberg
food ‘unfit
for humans’

Staff Reporter

STUDENT nurses at Tygerberg Hospital are in-
censed at the poor quality of hostel food and the
14% hike in accommodation costs while their
annual salary increases were only five percent.

Mr Alastair Charles, co-ordinator of the
National Education Health and Allied Workers’
Union (Nehawu), said in Belville yesterday the
students have signed a petition demanding that
the caterers be replaced for serving food which
was “unfit for human consumption”.

He said of the 266 nurses who lived in hostels,
many were breadwinners earning R970 a month,
depending on experience.

Accommodation now costs R346 a month and
many of the nurses could not afford the hike.

“Doctors and sisters pay the same for accom-
modation and have flatlets whereas the student
nurses only have a bed, desk and basin in their
rooms.”

Student representatives, Nehawu and CPA offi-
cials met last week and it was agreed the nurses
would eat the food provided by the caterers until
July 19 while the quality was investigated.

Confirming the talks, CPA director of labour
relations Mr Pierre Oosthuizen would not com-
ment on specific issues as negotiations were con-
tinuing.
Union suspends 6

Six senior executive members of the Witwatersrand branch of the SA Commercial, Catering and Allied Workers Union have been suspended without being given reasons for the action.

Their suspensions were ordered by Saccawu's national executive committee after an urgent meeting on July 10.

The six are Mr Theo Xulu (chairman), Mr Mike Mpembe (vice-chairman), Mr Mike Totetsi (branch secretary), Mr Steward Nhlapo (treasurer), Mr William Lechabe and Mr Professor Ndlovu, both NEC branch delegates.

SACCAWU ORDER Barred officials can't take part in activities:

By Ike Motsapi

Sowetan 14/7/93

Sowetan sources have said some NEC officials involved in the financial scandal were trying to divert the attention of the alleged corruption by suspending the six.

The six are understood to have angered some NEC members by openly challenging those involved to come clean at a meeting at Vista University in Soweto three weeks ago.

Staff members held a meeting yesterday where it was resolved, among other things, to seek legal advice on stopping two NEC officials, who have been delegated to run the affairs of the branch, from tampering with the finances of the Wits region.
Plant hires whites to ride strike
Chemical workers strike

ABOUT 70 workers at Technikon Laboratories on the West Rand went on strike on Monday.

Chemical Workers’ Industrial Union spokesman Nelson Mthombeni said negotiations deadlocked with the company offering R20 a week across-the-board increase and the union demanding R60.

He said the present minimum wage was R125 a week.

According to both parties, management had increased its offer to R23 a week at a conciliation board hearing, but this was withdrawn after the union rejected it.

Mthombeni accused the company of calling the police to harass workers who had been picketing outside.

Company director Mackey Haynes said management had to close its premises to striking workers in compliance with the Money Control Council regulations. Workers had been requested to picket outside, but other companies in the area had objected.
Workers march on union offices

MEMBERS of the SA Commercial, Catering and Allied Workers Union will march on the union’s Johannesburg headquarters tomorrow to demand the lifting of suspensions on six officials.

The marchers will also demand that Saccawu’s national executive committee suspend officials implicated in a financial scandal involving more than R50 000.

Saccawu sources have said the six officials — Mr Theo Xolu, Mr Mike Mpembe, Mr Mike Tsotetsi, Mr Steward Nhlapo, Mr Professor Ndlovu and Mr William Lechabe — were suspended after asking the implicated NEC officials to “come clean”.

— Sowetan Reporter
The government on Friday announced that tax refunds for the current financial year will be made to employees whose income is below a certain threshold.

"Tax refunds are a way to support our citizens," Finance Minister said in a statement. "We are doing this to ensure that everyone gets their share of the government's efforts to boost the economy."

The refunds will be made to individuals who earned less than a specified amount in the current financial year. The amounts will be calculated based on the individual's income and will be processed through banks and financial institutions.

"We are confident that this measure will provide relief to many of our citizens," the minister added. "We hope that it will boost consumption and help our economy to recover."
Picture: Peter McGlashan

The Viennaer... Moss Chinkene (foreground) and Sookey Moses join the road crew on the site of their scheme to upgrade their local township by training community residents.

Strikers, Job Factory: car tyres

Labour Coroner appointed

By Paul Bell

park pay suits been blocked for out-of-town strike. The car workers local union filed a request for the Higher Court to issue an injunction to stop the strike, but the court refused. The workers have been on strike since the company refused to negotiate with them.

Dear friends:

I am writing to you to explain the situation. We have been on strike for several weeks, and the company has not been willing to negotiate with us. We are asking for a fair wage and better working conditions.

Yours sincerely,

[Signature]
Metal firms raise wage offer to end deadlock

SHARON SOIIOUR
Labour Reporter

METAL and engineering industry employers, locked in wage talks which affect more than 300,000 workers and 9,000 companies, increased their wage offer from six to seven percent in a final attempt to secure an agreement with trade unions.

According to the Steel and Engineering Industries Federation of SA (Seifisa) the offer was conditional, with possible exemption for employers to pay a lower increase or delay implementation.

Employers in the Border region made a final wage offer of 4.8 percent on actual wages.

Employers also agreed to reduce the existing grades in the main agreement from 18 to five by July 1996.

They offered to set up a working group to develop new, more flexible work and skill definitions by June 30, 1994 to upgrade the work done by employees.

"Provided agreement can be reached on these issues by this date, employers said they were prepared to narrow the gap between existing artisan wage rates and wage rates in these categories in the 1994 main agreement," said Seifisa.

Employers also tabled proposed wording relating to information disclosure to trade unions in the event of retrenchments.

The National Union of Metalworkers of SA (Numsa) was not prepared to accept the wage offer because it was below the inflation rate, and would not allow any exemptions.

The Metal and Electrical Workers Union of SA (Mewusa) and the Steel, Engineering and Allied Workers Union (Segawusa) neither accepted nor rejected the offer, indicating they would refer it back to their members.

The Confederation of Metal and Building Unions and Iron and Steel indicated a provisional acceptance of the final offer subject to employers in the Border area being prepared to agree to the same exemption arrangements as the employers in Natal, Midland and Cape regions.

The Mineworkers' Union was not present at the meeting.
Cosatu hosts key talks

By Ike Motsapi

The Congress of South African Trade Unions will host conferences on economic reconstruction at various centres and the first will be at the Royal Hotel in Durban today. Another conference will be held at the Carlton Hotel in Johannesburg next Tuesday.

- The South African Commercial, Catering and Allied Workers Union holds its national congress in Durban next week. The congress starts on Wednesday and will end with a rally at Curren's Fountains Stadium on Sunday.
- A member of the SA Chemical Workers Union, Mr Mosanenkosi Mzinye, who died last week, will be buried at Matatiele tomorrow. The union has hired a bus to transport mourners to Matatiele and will leave from AECl at Mollerfontein at 6pm today.
- The national education sub-committee of the National Union of Mineworkers meets in Johannesburg tomorrow and Sunday.
- The SA Clothing and Textile Workers Union is having its national congress in Durban this weekend.
- The Witwatersrand region of the Congress of SA Trade Unions meets in Germiston on Sunday and its Northern Transvaal region meets in Pretoria the same day.
- The Multi-Associated Food Industries Association holds its first conference in Johannesburg this weekend. The conference starts at 2pm tomorrow at the Sun Sour Hotel.
Trade union fund shows slow growth

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[Image of a plant or tree]
Workers claim Sports Café management ‘offside’

JEAN LE MAY
and KARIN SCHIMKE
Weekend Argus Reporters

SPORT fans living it up in the trendy Sports Café on the Waterfront are unaware of the contest being waged behind the scenes between management and many of the café’s 110 workers.

A group of employees recently came to Weekend Argus complaining they were being badly treated.

Their management did not listen to their complaints and they weren’t getting any help from their trade union either, they claimed, although union fees were regularly deducted from their wages.

They complained that “things had gone from bad to worse” since the restaurant was taken over by a new manager.

“Black workers are given written warnings at the drop of a hat and they are only given one, and then fired,” claimed one worker.

“It seems to us that the new manager does this so that he can bring in some of his favourite old employees from the restaurant he worked at before.”

A spokesperson for the SA Commercial Catering and Allied Workers Union (SACCAWU) confirmed that the union had had a shop steward at the Sports Café, but declined to comment further as they were taking the matter up with the workers.

Weekend Argus understands that SACCAWU is conducting an investigation to find out whether the majority of workers at the Sports Café belong to the union. If it turns out to be the majority union, a recognition agreement with management will be signed.

A co-owner of the Sports Café is city councillor Mr Leon Markowitz, who is one of the council’s representatives on the board of the Victoria and Alfred Waterfront Development Company and who also co-owns the Victoria and Alfred Hotel.

Mr Markowitz said the Sports Café manager in question recently had been transferred to Johannesburg.

He said no recognition agreement had been signed with any union and he attributed this to the fact that the Sports Café was a relatively new establishment and proper union organisation took a while to set up.

He said that the problem appeared to be that there was some uncertainty about which union was the majority union.

Many of the 110 staff were part-time workers, he added.

He denied that staff were not given fair hearings. Some disciplinary hearings had lasted up to two hours and Weekend Argus was welcome to listen to the tapes if the trade union involved agreed, he said.

He said house rules were carried down from management through shop stewards.

A shop steward at Sports Café recently had been sacked for intoxication, he said, and had not taken up his right of appeal.

“There are unwritten rules in any business which everyone should obey anyway. Like not coming late, not drinking on the job, not stealing.”
New 

president for food 

union

By Rehana Rossouw

WESTERN Cape trade unionist Mr Ernest Theron was elected national president of the Food and Allied Workers' Union (Fawu) at its national conference last week.

Cosatu vice-president Mr Chris Dhlamini, who has served as president of Fawu since its formation in 1985, was not re-elected.

More than 300 delegates attended the five-day conference in Durban which pledged its support for the principles and objectives of the South African Communist Party.

The Fawu conference condemned the recent increase in the price of bread and decided that a forum for the grain and wheat industry be formed immediately to discuss issues pertinent to the industry.

The union also decided to approach employers to allow at least one shop steward at each organised plant to be trained for next year's democratic elections, and to make voter education facilities available to workers.

The new leadership of Fawu also includes Mr Peter Malepe (first vice president), Mr Ricardo Groom (second vice president), Mr William Lubisi (treasurer), Mr Mandla Gxanyana (general secretary), and Mr Ernest Buthelezi (assistant general secretary).

A further policy conference will be convened at the end of August to finalise policy matters which the conference could not address.
Worker party will halt compromise

Mounting calls for a Workers’ Party to stem the “compromise of workers’ interests” by political negotiators have raised questions about the role of the South African Communist Party (SACP) in negotiations.

The National Union of Metal Workers of South Africa (Numsa) — the largest Congress of South African Trade Unions (Cosatu) affiliate — recently expressed concern at the lack of worker participation in negotiations.

Numsa resolved to ask Cosatu to investigate new forms of organisations to “unify working class organisations and take forward a programme to implement socialism.” This could take the form of a Working Class Party.

At its conference last week, the Workers Organisation for Socialist Action (Wosa) also resolved to support the formation of a “Mass Workers’ Party.”

“Only an independent Mass Workers’ Party can halt and reverse the wholesale compromise of the interests of the working class by the negotiations at the World Trade Centre,” said Wosa chairperson Mr Neville Alexander.

Alexander said Wosa would use the election campaign to promote the Workers’ Party.

The SACP adviser at the negotiations, Mr Essop Pahad, conceded this week that workers had a “valid concern.”

The ANC and the SACP, Pahad said, represented the interest of the working class at the negotiations.

He conceded the party was not effective enough in ensuring that workers received regular and sufficient reports on how their interests were being defended at Kempton Park. But he said he would not accept there had been a “sell-out” of worker interests at the talks.

“It is quite clear that there should be more report-backs to the organised constituencies of the working class the trade union movement.”

Pahad said the SACP believed the responsibility to report back to workers on the negotiations lay “first and foremost” with Cosatu.

Cosatu assistant general secretary Mr Sam Shilowa was also an adviser at the negotiations and was reporting back regularly to his organisation.

Numsa had also discussed the future of the tripartite alliance and resolved that Cosatu should remain independent of political parties or the government.

Numsa will encourage its members to support the ANC in the coming elections, but once an interim government is established the union should not have a formal alliance with the ANC.

Pahad disagreed with the “rupture” of the alliance, although he believed the trade union movement should make its decisions independently on how long it should last.

“I would argue that the need to broaden the alliance to include all mass democratic forces would become more critical after the elections,” he said.

“We need to work and fight together to bring about a policy of reconstruction and radically transform South Africa.”

“To bring about a national democratic revolution requires that the alliance continues after elections.”

Pahad said he did not believe it was necessary to work towards the establishment of a Workers Party.

Other political formations of the left which believed the SACP was not fulfilling its role would have an opportunity during the elections to test their popularity.

Rehana Rossouw
Cosatu ‘starts to talk business’

By AUDREY D’ANGELO
Business Editor

THE Council of SA Trade Unions (Cosatu) is now talking almost the same language as business and the government, says Liberty group vice-chairman Dorian Wharton-Hood.

He told a media conference that it seemed likely the Economic Forum would reach consensus on economic policy.

It was possible that “a new government desperate to get funds under its control” might re-introduce prescribed assets.

Freedom

But the insurance industry had lived in an environment in which a large proportion of its total assets had gone into prescribed assets yielding less than a market return.

Since their abolition the life offices had enjoyed the freedom to invest money where they saw fit. “We have had the opportunity to invest in the real economy and make it look healthier.”

This included investment in providing electricity to black townships through a Life Offices Association scheme.

Wharton-Hood said uncertainty about the future had encouraged more investment in Liberty group products in the past few months.

Following the 26% rise in Liberty Holdings’ attributable earnings in 1992, “the improvement in all areas of our business has been quite dramatic. The figures are far better than we ever anticipated.”

He thought one reason for this was that people were worried about the future.

And Liberty engendered confidence because of its focus on its core business, the long service of its senior executives and the track record of its investment team.

“Liberty Life is probably the only large company in SA today which has remained focused throughout its existence.”

Founded 30 years ago, it had concentrated on life insurance, pensions and unit trusts.

“We have never got involved in other areas,” said Wharton-Hood. “We don’t diversify. We don’t go into areas we don’t understand. We don’t run into trouble through new ventures.”

Roy McAlpine, chairman of Liberty Asset Management (Libam), said his team was unique in SA because its top five people had had 80 years’ service between them.

And there was a back-up team with between four and nine years’ service who had been screened carefully before being brought in.

SA’s fund management industry was probably the most competitive in the world.

Long-term

The latest survey of the unit trust industry produced by Hugo Lampré of the University of Pretoria showed that Liberty’s general fund, Guardbank Growth Fund, had achieved the best performance over one year, the second best over five years, the best over 10 years and the best over 20 years.

Share selection was a key factor, taking a long-term view. He had been told that no other management company paid as many visits to a company in which it invested as Libam.

Factors taken into account when deciding whether to invest were dominance, growth potential, a sound balance sheet with asset backing, a strong cash flow and quality earnings fully taxed and diluted.
What about the Workers?

Dismay that it can no longer take its labour base for granted.

Speaking Different Languages: The ANC has discovered - to its
The Resemblance hard to disguise is unspoken
Union snubs strike action

THE Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed countrywide wage strike proposed by South African Municipal Workers Union members.

Coordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide on any industrial action until the conditions for deadlock were made clear.

Source: Reporters and Sapa
Cosatu breaks new ground

IN what has been described by legal experts as a
ground-breaking ruling, the Eshowe chief magis-
trate has allowed Cosatu to hold a rally for the first
time at Sundumbili Stadium in Mandini on the
Natal North Coast.

Cosatu launched an urgent application with the
Durban Supreme Court to set aside a decision by
the Sundumbili township manager denying the
federation permission to hold the meeting at the
local stadium today.

The Durban Supreme Court, however, referred
the decision on the planned peace rally to the
Eshowe chief magistrate.

It has previously been a problem for ANC-
aligned organisations to use venues controlled
by KwaZulu in this part of the Natal
Council workers set to strike

By CAS St Leger

THE COUNTRYWIDE five percent wage increase offer to municipal employees could result in South Africa’s first national local government strike next month.

Mr Petrus Mashishi, president of the 72 000-member SA Municipal Workers’ Union, said a strike meeting will be held on July 28 to assess the position.

Following the SAMWU committee meeting, a strike could be called for August 2.

He said that the union had received a 90 percent vote from its members, which represented one-third of lower-paid municipal employees in 215 local authorities, in support of strike action.

“We gave municipalities a warning last month,” said Mr Mashishi. “Although some municipalities have increased their wage offer from five percent, we do not think it would be correct to single them out of strike action.”
Court revokes ban on rally

BY CARMEL RICKARD

A COSATU rally in the northern Natal township of Sundumbili today could mark a turning-point in the struggle for free political expression, particularly in Natal. (KwaZulu)

Clash between police and international monitors, it takes place only after Supreme Court intervention to set aside an illegal ban on the meeting by the township manager.

The difficulty in obtaining permission for a non-lithasana organisation to hold a rally in the Sundumbili stadium illustrates the problem complained of by all parties — certain regions are made 'no-go areas' by one group for the members of another group, and free political association is impossible.

Both the IFP and the ANC have complained about this problem, and their presidents have committed themselves to allowing meetings to take place unhindered.

Conditions

Despite this commitment, the Sundumili township manager turned down Cosatu's application to use the stadium.

The manager and IFP council said the meeting would result in violence and that permission would only be considered once a joint rally of all political parties had been held. They decided no rally could take place until the parties had settled their differences.

When Cosatu took the matter to court this week, lawyers acting for the township manager conceded he had acted illegally in refusing to give permission, and the rally will now go ahead.

Cosatu suggested a number of conditions that will operate during today's rally: it must take no longer than six hours, enough marshals must be present to ensure the meeting is orderly, both the SAP and the KwaZulu police must attend, local and international monitors must be present; and no weapons may be carried.
Call for wage freeze

THE National Education Health and Allied Workers Unions yesterday called for a wage freeze for public sector workers earning more than R40,000 a year, including parliamentarians, to close wage differentials in the public sector. Nehawu said it would present its demands at re-opened wage negotiations to address unacceptable wage differentials between the lowest and highest paid workers.
Road carriers and union in pioneer pact

CAPE TOWN — The country's five biggest road carriers and the Transport and General Workers' Union have pioneered the industry's first national bargaining agreement, union and management spokesmen said yesterday.

This was the first time the union had managed to bind employers to national centralised negotiations, said TGWU national organiser for goods and docks Thulani Dlamini

"We have been working towards the centralisation of the transport industry and this is the first truly national forum in any of the sectors the TGWU organises," he said.

Dlamini said industrywide talks covering about 3 500 workers were scheduled to start in early August, following the June 22 agreement between the TGWU and the SA Motor Ferry Association.

"This is a milestone for the union (TG)

Larry Palk said history was made with the agreement, which binds Auto Carriers, C R G, Motorvia, N R D and the Southern Star Organisation to a national negotiating forum.

Dlamini said industrywide talks covering about 3 500 workers were scheduled to start in early August, following the June 22 agreement between the TGWU and the SA Motor Ferry Association.

"This is a milestone for the union (TG)

"We have been working towards the centralisation of the transport industry and this is the first truly national forum in any of the sectors the TGWU organises," he said.

Palk said the agreement committed the parties to tabling their respective proposals by the end of July each year.

Negotiations would then start in August for implementation on January 1.

The new bargaining forum resulted from talks which started in early 1981.

"It was achieved without any dispute or major hitch, which is exceptional! Both parties also hope that their future ongoing relationship takes place in the same manner," Palk said.

Dlamini said the agreement fell short of setting up an industrial council, but the motor ferry sector could form a sub-sector of the proposed national industrial council for the goods transport industry.

The industry employs 19 500 workers — Sapa
ANC, Cosatu differ 'in nuance'

At the second annual them and Us conference hosted by Cosatu, SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel clarified the differences between Cosatu's and the ANC's stands on the future of the national economic forum.

Despite apparent major differences in approach, Patel suggested these were not differences in views, only in 'nuance'.

He said Cosatu viewed the continuation of the forum after the election of a democratic government as essential. In contrast, the ANC's Trevor Manuel suggested that if the forum had a part to play once the new government was in power, its constituents would have to be reviewed and perhaps widened.

If the forum's life was extended, Patel said Cosatu felt it should be a body with decision-making powers whereas the ANC felt the forum's role was to offer insights into business and labour's views on macro-economic policy without these necessarily becoming government policy.

Patel said the two organisations also differed on the issue of the forum's agenda as Cosatu thought it should remain as wide as it was now. However, the ANC believed that issues discussed at the forum should not be elevated above those being discussed at central government level.
Six unionists in trouble

Congress to decide on Saccau leaders • Teachers still fighting against deductions

NEWS

Wednesday July 21 1993 SOWAMAN
Textile union to support ANC election campaign

CAPE TOWN — The Southern African Clothing & Textile Workers’ Union (Sactwu) agreed at its national congress at the weekend to use the union’s organisational resources on a once-off basis to support the ANC alliance in the forthcoming general elections. However, this support would be conditional on trade union delegates being fairly represented on the election list and on the inclusion in the election platform of basic worker rights such as the right to belong to trade unions, to bargain collectively and to strike.

Sactwu deputy general secretary Ebrahim Patel said yesterday that support would also be conditional on certain principles being enshrined in the constitution and in legislation. Provision would have to be made for centralised bargaining and national provident funds in each industry and a system of tripartite decision-making between government, capital and labour.

The congress also called for the termination of Cosatu’s political alliance with the ANC and SACP as soon as a new constitution for SA had been agreed upon at a constituent assembly. Patel said this decision was based on Sactwu’s commitment to trade union independence and on its view that the trade union movement should negotiate with government through tripartite institutions.

Delegates affirmed the right of workers to belong to and vote for the political party of their choice. The union adopted an economic policy based on principles of co-determination between capital and labour and social equity for workers rather than nationalisation. The policy envisaged the continuation of strong tripartite institutions such as the national economic forum in a democratic SA. Emphasis was placed on self-regulation rather than state regulation.

A coherent development strategy for industry was proposed rather than “big bang” market deregulation, and detailed policy proposals for the clothing, textile and leather industries were adopted. These covered a growth and investment strategy, productivity, training, technology, tariffs, industrial relations and a programme for small and medium enterprise development.

Congress condemned the effort by many black businesses to secure advancement on the basis of past disabilities under apartheid while at the same time exploiting workers and undermining social standards.

Sactwu changed its name to reflect the whole of southern Africa, taking the view that the southern African economy had in practice become a single regional economy and that trade union organisations should mirror this. Trade unions should protect worker rights in all countries in the region.

ERICA JANKOWITZ reports that Cosatu circulated an appeal to all affiliates late last week to contribute to its election campaign by paying a once-off levy to the federation.

Cosatu election co-ordinator Jesse Maluleke said this money would be used to fund Cosatu’s proposed voter education campaign revolving around workplace training.

Maluleke said the federation would establish an election fund consisting of affiliate levies as well as foreign funding.

1 He suggested affiliates needed to “discuss how much they can contribute.”

On the issue of releasing union leaders for election to political parties, Maluleke and Cosatu envisaged about 20 to 30 leaders being asked to stand for election.

However, no names had been put forward as selection would only take place in August during a special central executive council meeting.
000 penalty • Union to split from ANC

Union wants break

The National Union of Metalworkers of South Africa recently resolved that Cosatu should formally sever links with the ANC once it formed part of a government of national unity.

"The congress was characterised by a very strong spirit of unity as delegates looked forward to South Africa's first democratic election as an opportunity to significantly advance workers' rights," said yesterday SA Plaas assistant general secretary Mr Ebrahim Patel.

Cosatu and textile industry affiliates of the Congress of South African Trade Unions want the 1.2 million-member federation to end its alliance with the ANC and SA Communist Party once a constituent assembly had agreed to a new constitution.

The newly renamed Southern African Clothing and Textile Workers Union also resolved at its national congress in Durban that it would give the ANC temporary backing in the coming elections.

Rejecting extensive nationalisation by a future democratic government, Sactwu instead committed its 170,000 members to economic co-determination with business and industrial self-regulation.

Sactwu is the second Cosatu affiliate to call for unions to sever their ties with the ANC after a new constitution is in place.

SOWETAN Wednesday July 21 1993
Saccawu ‘should keep fighting for socialism’

DURBAN — Any new government with anti-working class policies would be vigorously opposed by the S.A. Commercial, Catering and Allied Workers’ Union, according to proposed resolutions tabled at Saccawu’s fourth national congress.

The congress got underway yesterday and will end with a rally at Curries Fountain on Saturday.

One proposed resolution said Saccawu had always been at the forefront of the struggle for socialism, and “the demise of apartheid merely signifies the intensification of the struggle for socialism” (I409).

Saccawu should recommit itself to socialism and vigorously oppose any government which had anti-working class policies — irrespective of whether it was in alliance with the union at present.

On future elections, Saccawu proposed that the principle of freedom of association be upheld and no attempts be made by the union’s leadership to create the impression that it supported a single political party or organisation.

Saccawu should, however, support “the democratic forces” during their participation in multiparty negotiations and should engage in rolling mass action until a democratic government was elected.

Saccawu proposed that civil defence structures be formed as a matter of urgency, while peace structures should be revised due to the violence.

The union also proposed not to co-operate in productivity schemes until a culture of debating and jointly deciding how profit should be split had been developed. — Sapa
Wildcat strike halts ERPM production

ERICA JANKOWITZ

PRODUCTION at Randgold's ERPM gold mine ground to a halt this week following a wildcat strike on Tuesday night by about 5,000 workers.

By late yesterday the miners had not resumed work, but a series of meetings between management and a delegation of workers' representatives — made up of NUM members and non-members — continued in a bid to resolve the dispute.

Randgold human resources director Richard de Villiers said the delegation demanded a guaranteed additional 5% increase to which mine management had not acceded. He said last night he was "not optimistic" that workers would report for the night shift.

In June, the mine unilaterally implemented a 5% increase plus two bonus schemes — one linked to cost containment and the other to production targets — each offering additional 2.5% increases. However, to date very few bonuses, if any, had been paid, said de Villiers.

NUM spokesman Jerry Majatladi said other issues in dispute were management's refusal to recognise the NUM, extended holiday leave arrangements, and the lack of a provident fund, a health and safety agreement and medical repatriation.

However, both parties said the strike had not been called by the union, but had been workers' response to management delays in responding to a grievance letter sent on July 9.

De Villiers said management had "every intention of reconciling the NUM now it has 88% representivity in categories one to eight."

This, the NUM said, was a new move which was communicated to the union only yesterday afternoon. A meeting was scheduled for Monday on the recognition issue, which the union felt was not soon enough.

In last night's meeting management proposed recognition negotiations be finalised, after which normal procedures for wage discussions would commence, de Villiers said.

On the issue of extended holiday leave,
Commitment to socialism

ANY new government with anti-working class policies would be vigorously opposed by the SA Commercial, Catering and Allied Workers Union, according to proposed resolutions presented to Saccawu's fourth national congress yesterday.

The congress started in Durban yesterday and ends with a rally at Currie's Fountain on Saturday.

One proposed resolution said Saccawu had always been at the forefront of the struggle for socialism and "the demise of apartheid merely signifies the intensification of the struggle for socialism."  

Saccawu should recommit itself to socialism and vigorously oppose any future government — whether it be in alliance with the union at present — with anti-working class policies.

The Congress of SA Trade Unions, to which Saccawu is affiliated, should also oppose such a government, the union proposed.

On future elections, Saccawu proposed that the principle of freedom of association be upheld and no attempts should be made by the union's leadership to create the impression that it supported a single political party or organisation.

Saccawu should, however, support the democratic forces in their participation at multiparty negotiations. — South African Press Association
Union asks Cosatu to end ties with ANC in new SA

By Paul Bell
Labour Correspondent

South Africa's third largest trade union, representing about 170 000 clothing, textile and leather workers, has joined metalworkers in calling for an end to the Congress of South African Trade Unions' alliance with the ANC once a new constitution has been drawn up.

The Southern African Clothing and Textile Workers' Union (Sactwu) made the call at a congress in Durban at the weekend.

The union committed itself "on a once-off basis" to helping the alliance in the election of a Constituent Assembly, provided:

- Delegates nominated by the unions are accommodated on party electoral lists on a fair and balanced basis, without stripping the unions of the leadership they require to remain a major social force.

Guaranteed

- Electoral platforms support the inclusion in a Bill of Rights of protections for trade union membership, organising, the right to strike, and collective bargaining.
- Industry and nationwide centralised bargaining institutions and provident funds, as well as tripartite decision-making — in, for example, the National Economic Forum — are constitutionally guaranteed.

The Sactwu congress then called for the alliance with political parties to be ended as soon as a new national constitution was adopted.

It also reaffirmed, in the interest of worker unity, the right of its members to vote for the parties of their choice.

Sactwu's position is virtually identical to that adopted by the 230 000-strong National Union of Metalworkers of South Africa three weeks ago.

It underscores the efforts of the Cosatu-aligned trade unions to establish their independence from the ANC-led tripartite alliance in advance of the change in government.
Fawu, Saccawu hit by internal disputes

By FERIAL HAFFAJEE

UGLY internal disputes, long simmering in two Congress of South African Trade Unions affiliates, erupted this month. (LUCA)

Delegates to a recent Food and Allied Workers' Union (Fawu) congress did not return Chris Dlamini, Cosatu's first vice-president and the union's president, to office. Workers also opposed the re-election of the union's former assistant general secretary, Mike Madlala. And during the congress, Fawu's general secretary Mandla Gxanyana's car was set alight.

And in another dispute, the national executive of the South African Commercial, Catering and Allied Workers' Union (Saccawu) suspended almost the entire executive of its Witwatersrand branch earlier this month.

Gxanyana said it was "healthy that all positions in the union were challenged. People now have to work hard in the organisation". He confirmed that his car had been set alight, but could provide no clues as to the reason.

Fawu officials were generally reticent about speaking about the congress, though it emerged that Gxanyana's report to congress had been scathing about a network of caucuses operating in Fawu.

He told the congress: "They are becoming stronger than the formal structures — in having meetings and in their communication networks."

After revelations of corruption and financial mismanagement in Saccawu earlier this month, almost the entire executive of the Witwatersrand branch was suspended at a special executive meeting.

They were charged with "putting the union in disrepute" and their suspension will be discussed at the union's congress this weekend, said Saccawu's general secretary Papi Kganare.

The congress is likely to be as charged as Fawu's, with both the corruption charges and the political direction of the union under the spotlight.

Kganare is closely aligned to the African National Congress/South African Communist Party alliance, but there are other tendencies in the union which are advocating a different direction. Insiders allege that the suspensions have been well-timed because the strongest opposition to the union came from the Wits branch.

Kganare said the future role of the alliance, the elections, agency shop (a type of closed shop) and Cosatu's Reconstruction Accord would be the major issues discussed at the congress.
Gold mine strike enters its fourth day

By Ike Motsapi

THE strike by about 5,000 miners at ERPM gold mine in Boksburg enters its fourth day today with no sign of a settlement in sight (217).

Talks between the management of Randgold, owners of the mine, and officials of the National Union of Mineworkers this week failed to produce an agreement on ending the action, which began on Tuesday night.

The talks started about 2pm on Wednesday and are still in progress.

The miners are demanding that management recognize the NUM and stop forcing them to stay at home for six months without pay as a cost containment method (140A).

They are also demanding that the mine extend all Chamber of Mines and NUM agreements to cover ERPM employees and that they be allowed to join a provident fund.

A spokesman for Randgold said the mine had told the union it would recognize it as soon as it had substantial membership. On June 20 it had only a 23.7% membership on the mine, which, he said, was insufficient.
Mass action will tighten donors' string, says Society

Union launches fight for rights of blind

Big challenges, says Rowland, people should represent.
Mine wage negotiations still deadlocked

THE NUM and Chamber of Mines failed to resolve their wage dispute at a third conciliation board hearing yesterday, but have agreed to meet again on Tuesday.

Neither party moved on its previous position and, industry sources say, the chamber's offer will not be revised in the next meeting. However, the structure of the offer may change.

Chamber chief negotiator Adrian du Plessis said the union had rejected the basic wage offer of 6%-7% as well as the chamber's position on the link between basic remuneration and supplementary schemes.

This link was "central to our wage offers", Du Plessis said.

NUM assistant general secretary Marcel Golding said bonus schemes were supplementary to the main agreement as they did not affect overtime payments or provident fund contributions.

He said the union had made it clear it would not accept the 7% offer and would hold out for "a fair basic increase which is justified by the mines' 30% increase in earnings".

Once this had been settled, the NUM would evaluate bonus schemes and negotiate them with the individual mining houses, as had been the case last year, Golding said.

Du Plessis said the chamber had requested the conciliation board be extended to Tuesday for members to "focus on the relationship between fixed basic wages and bonus payments and review the structure of our offer in an effort to find the area of settlement".
Mine union set to hold strike ballot over wages

By Paul Bell
Labour Correspondent

The National Union of Mineworkers (NUM) will hold a strike ballot if the Chamber of Mines fails to present a materially improved wage offer to the conciliation board on Tuesday.

NUM assistant general secretary Marcel Golding said yesterday's board hearing that the union had again rejected a 7 percent rise.

The chamber responded by indicating that it wanted to examine the relationship between the basic increase and profit-sharing, and might possibly re-formulate its offer. It also wanted to get a final mandate from its constituent members.

Golding said if the final offer was not acceptable the union would conduct a strike ballot.

"The chamber can't argue for less, not with a 30 percent increase in revenues," he said.

The chamber's chief negotiator confirmed that the NUM had rejected the basic wage offer of between 6 percent and 7 percent on different gold mines, and had opposed the chamber's linking of the wage offer to earnings under the applicable industry-wide bonus schemes on the majority of member mines.

"We have consistently argued that the basic wage offer has to be viewed along with earnings under the applicable bonus schemes, which in current circumstances has the effect of lifting the total wage offer to double digits and even in certain instances, to levels currently demanded by the union," he said.

"We believe that the pay formula of basic wages plus bonus payments has served gold mines and their employees well over the past number of years, by securing earnings in an uncertain and volatile market."

Strikers at ERPM gold mine in Boksburg are demanding that management double their pay increase from 5 percent to 10 percent.

The miners, who began their strike on Tuesday night, presented their terms on Wednesday. Soon afterwards, communications between the strike committee and the mine management had broken down.

Wednesday night's discussions had "not led anywhere", said Richard de Villiers, human resources director of ERPM owners Randgold.

De Villiers said that while management was expecting further approaches from the strikers, it would nevertheless not entertain any discussion of wages.

"Our door is open. We are happy to discuss the strikers' other demands, but there is not going to be a wage increase," he said. "We are not in a position to open wage negotiations."

The mine owes a consortium of banks about R450 million and services an annual interest bill of up to R50 million. ERPM, which earns about R1 million a day, will lose, de Villiers estimates, about R400 000 a day as a result of lost production.
Mine hostel breakthrough

THE National Union of Mineworkers has achieved a breakthrough agreement with the Hartebeesfontein Mine which has agreed to dismantle its ethically based hostels and replace them with a housing scheme based on work sections instead.

Hartebeesfontein mine, has been the scene of ugly clashes between Mozambican and other miners. More than 100 workers were injured and 19 were killed.

The parties also agreed to set up a peace committee at every shaft — the committee will be up and running by end of the month.

TGWU pulls out of board

THE Transport and General Workers' Union (TGWU) this week pulled out of the Security Officers Board after an eight-month dispute.

"The board has been a drain on time and energy setting up an unnecessary and wasteful bureaucratic process of registering all guards, instead of paying attention to the real conditions in the industry," the union's national organiser, Jane Barrett, said in a statement this week.

TGWU will decide whether to call on its members to withhold their registration fees for 1994 which are due in December. It has already suspended the participation of worker representative, Joseph Matshappa, from the board.

Labour Briefs

Care for stressed workers

THE Sales House chain — part of the Edgars Stores group of retail stores — has introduced a post-traumatic stress management programme for its employees. In the past nine months, Wits University psychologists have trained 51 staffs to counsel their colleagues who have been the victims of armed robberies.

Should there be a store robbery, a team of counsellors is sent to the scene where they "provide the valuable listening and de-briefing skills so necessary at the time".

First National Bank has a similar scheme in place for employees involved in bank robberies as well as for customers who happen to be at the scene.
Cosatu defends ‘one-off’ wealth tax
Unions should quit alliance after elections — Sactwu

By Wagemad Meshack

South Labour 28-11-1993

July 21 to July 28 1993
Wealth tax ‘a contribution’

A SENIOR Congress of SA Trade Unions official yesterday defended a one-off “reconstruction tax”, saying it could win business confidence if seen as a “contribution” by all “patriots.”

The controversial levy, suggested by ANC economist Mr Tito Mboweni, underscored the need for practical action if reconstruction was to succeed. Co-satu assistant general-secretary Mr Sam Shilowa said addressing a conference in Somerset West on Cosatu’s plans for economic reconstruction, he said the problem with the tax was not the percentages involved, but guarantees on whether a future state bureaucracy would use it for reconstruction and development.

Besides opposing it and even leaving the country, people would not want to see their hard-earned money being wrongly spent by any government, old or new. A wealth tax would also not help bolster business confidence, he said. — Sapa
Wage settlement close

A PAY settlement may be reached soon in the car assembly industry — possibly as early as Wednesday. But the situation in the other industries in which Numsa operates is not so clear. A source says the car assembly pay deal may be "more or less in line with the inflation rate."

Motor employee spokesman Dave Kirby confirms that after pay talks held this week, employers and Numsa are close to reaching an agreement.
NSB strike is over

By DAN DHLAMINI

THE seven-day strike over wages by Food and Allied Workers' Union (Fawu) members at National Sorghum Brewers plants in the Transvaal is over.

Disgruntled workers were demanding an across the board increase of R350 a month.

In a joint statement this week, Fawu and the NSB said an agreement was reached late on Friday night whereby employees will report for duty tomorrow morning without having to sign any undertakings.

The NSB and Fawu said their relationship was good.

With the strike over, the NSB and Fawu have called on all employees, customers, distributors and suppliers to resume normal trade.
Second union votes to end ANC link after poll

By RAY HARTLEY

The 170 000-strong SA Clothing and Textile Workers' Union (Sactwu) has thrown its weight behind a National Union of Metalworkers of SA (Numsa) initiative to terminate Cosatu's alliance with the ANC once an interim government is in power. At its congress in Cape Town last week, Sactwu passed a resolution calling for the ending of the alliance after an elected constituent assembly has agreed to a new constitution.

Sactwu is SA's third largest union after Numsa, which has around 240 000 members, and the 300 000-strong National Union of Mineworkers (NUM). NUM is known to support the continuation of labour's alliance with the ANC.

Sactwu said it would support the ANC in first elections provided the ANC:

- Included union members on its electoral list without sapping the strength of unions;
- Accommodated union rights, such as the right to strike and collective bargaining, in its electoral platform, and
- Guaranteed to constitutionally protect centralised bargaining institutions, provident funds and joint government, labour and business forums.
Cosatu to educate voters

"Own Correspondent"  

DURBAN — The Congress of South African Trade Unions (Cosatu) launched an election and voter education campaign yesterday, saying it would "throw its full weight behind a decisive ANC election victory". However, the organisation believed all workers should have access to "impartial voter education and information" regardless of which party they voted for, a spokesman said.

For Cosatu's campaign to succeed, the cooperation of employers was "essential" and initial discussions had been held with the SA Employers' Consultative Committee on Labour Affairs (Saccola) and the Consultative Business Movement (CBM).

Guidelines had been sent to more than 30 000 Cosatu shop stewards, the spokesman said.

These included "paid time off" for shop stewards to receive training on voter education, and for workers to attend seminars on voter education.
Cosatu wants paid leave to train voters

By RAY HARTLEY

COSATU is negotiating with employers represented by the South African Co-ordinating Committee on Labour Affairs and the Consultative Business Movement for up to two days' paid leave for its 1.3-million workers to allow them to receive voter education.

Cosatu elections co-ordinator Jesse Maluleke said there were positive signs that co-operation might be achieved, but he added that negotiations were at an early stage.

Cosatu would fully back the ANC in the elections and would decide in August which of its officials would be released to run for office on the ANC's election list.

The move is expected to lead to a heated debate over whether high-profile figures - such as general-secretary Jay Naidoo - should be released.

Mr Maluleke said unions realised some key figures would stand in the elections, but this had to be balanced against maintaining union strength.
Labour to s

By SEKOLA SELLO

The uneasy marriage between the labour movement and political organisations is beginning to show signs of strain. Is it?

What appears to be the first signs of discord surfaced early this month when the giant National Union of Metal Workers of SA (Numsa), proposed that its mother body Cosatu disaffiliate from the ANC-led tripartite alliance once an interim government has been established.

Numsa further hinted at the possible establishment of a workers’ party that could even challenge the ANC.

Until a few months ago, supporters of such ideas would have been considered heretics and would at best have been marginalised within the tripartite alliance and at worst hounded out.

The fact that such sentiments, expressed during Numsa’s conference at the World Trade Centre, did not elicit any criticism from the ANC or the SACP, did not go unnoticed among political and labour observers.

This week another important Cosatu member, the Southern African Clothing and Textile Workers Union, resolved at its national conference in Durban that it would also sever links with the ANC once a constituent assembly has been established.

Numsa and Sactwu’s widely publicised stances could well indicate tensions within the labour movement as the demise of apartheid nears and unions try to redefine their relations with a future government – widely expected to be dominated by the ANC.

They also raise some interesting questions.

How serious are these pro-ANC unions about going their separate ways once a constituent assembly or an interim government has been established?

Allied to this, if this notion of disaffiliation is gaining currency within the labour movement, what could its cause be?

It was expected that relations between the labour movement and an ANC-led government would not always be easy. A conflict of interest between government and organised labour is not unusual.

Potential conflict

The potential for conflict between organised labour and a new administration (even if it is ANC-led) has always been considered high given that such an incoming government would most likely face serious problems as a result of empty state coffers.

There are growing indications that will seek to be independent – even if it is ANC-led.

Proposed that its mother from the tripartite alliance has been installed.

rising unemployment and an economic reconstruction.

However, the speed at which the unions and what many in waiting” has taken over.

Equally surprising is that seems to be intensifying the split it has been a former liberation government which has faced before ally in the trade union.

A classic example is Kenneth of the ANC – whose position on the back of the labour front in South Africa, Kaunda told of leadership and even jailed.

It is argued a similar scene itself in SA.

Perhaps aware of such a
There are growing indications that organised labour will seek to be independent from a new SA government – even if it is ANC-led. Earlier this month Numsa proposed that its mother body Cosatu disaffiliate from the tripartite alliance once an interim government has been installed.

racing unemployment and a pressing need for social and economic reconstruction.

However, the speed at which differences between the unions and what many consider “the government in waiting” has taken observers by surprise. Equally surprising is that the labour movement seems to be initiating the split. Traditionally in Africa it has been a former liberation movement-turned-government which has precipitated the split with its former ally in the trade union movement.

A classic example is Kenneth Kaunda – the leader of the ANC – whose party came to power riding on the back of the labour federation. But once in State House, Kaunda fell out with the workers’ leadership and even jailed some of them.

It is argued a similar scenario could well repeat itself in SA.

Perhaps aware of such a possibility, organised labour has already begun to re-define its relations with the ANC. They are taking precautions lest they go the same route as their counterparts in some African countries.

In order to protect their gains from any future government interference, workers are pressuring for the inclusion of trade union rights in the mooted fundamental bill of rights.

Among the rights demanded by Sueswam in the bill of rights are the following: the right to belong to trade unions, to organise, to bargain collectively and to strike without fear of dismissal.

Fears by unionists that enshrining these in a bill of rights is not a guarantee that these rights will be respected, probably explains why Numsa is talking about the establishment of a workers’ party.

But the idea of a workers’ party also raises questions: Why would the workers want to establish their own party when they could join the SACP which is closer to their ideals?

Adding more confusion is that the idea of a new party seems to have the support of Numsa secretary-general Moses Mayekuno, who is also the executive member of the SACP.

Mayekuno is also reported to have stated that the SACP could even help with the establishment of such a party. It is inconceivable that the SACP would help in creating a potential rival.

It is also unclear whether Numsa is serious about the issue, or whether this is just rhetoric. A scare tactic?

Whatever the emerging tensions between organised labour and the ANC, it would be wrong to say this will have any adverse effect on the ANC’s election campaign.

Cosatu has publicly stated it will help the ANC win forthcoming elections and will release its resources and personnel to achieve this. Some of its members will also be running for the ANC.

Despite talk by Numsa, the South African Chemical and Textile Workers’ Union (Sectwu) or even Cosatu of going it alone after elections, the symbiotic relationship of the tripartite alliance precludes the possibility of an early or complete split.

The ANC/Cosatu marriage has been blissful for some time now. But rocky signs are ahead.

The irony is that the dawn of Uhuru – which both have fought so hard for – could well bring about the end of their affair.

MARCHING TO A DIFFERENT DRUM?

... will union workers carry out their threat to leave the ANC in the political wilderness. And will the SACP take up the slack and give workers the political voice they demand? Only time will give those answers.

Pic: EVANS MIDDLETON
Union holed up in talks
By SIPHO KHUMALO 25/7/93

THE SA Commercial, Catering and Allied Workers Union was yesterday still locked behind doors in Durban trying to sort out internal disputes.

The Cosatu affiliate held its annual congress at the University of Natal, Durban, amid disagreements over management of funds and the union's pre-election political direction.

Earlier this month the Witwatersrand branch executive committee was suspended, purportedly bringing the union into "disrepute".

A Saccawu official revealed the issue of the suspension of the Wits branch executive was to be discussed.

Other issues due to receive attention were the future and role of the union in the ANC/SACP alliance and Cosatu's reconstruction accord.

The Wits branch wants the relationship with the alliance changed. The union was due to hold a rally from 10 am today at Curries' Fountain.
company resolve three-day dispute

**NSB wage strike settled**

*By Ike Motsapi*

HUNDREDS of National Sorghum Breweries workers, who had been on a wages strike for three days last week, are to return to work today.

Workers went on strike when management refused to accede to their demand of a R365-a-month increase.

The agreement was signed by the Food and Allied Workers Union and management on Friday.

The agreement, called a Record of Understanding, calls for the following:

- Workers at all Transvaal outlets will return to work today and are not expected to sign any undertaking.
- Management agrees to consider withdrawing the present court order.
- Fawu recommits itself to the provisions of the recognition agreement.
- Fawu and management recognise that the wage dispute has been settled on July 23, and
- Both parties are calling on employees, customers, distributors and suppliers to resume their normal business with the company.
Cosatu campaign

THE Congress of South African Trade Unions will unveil its election campaign in Johannesburg tomorrow.

Mr Jay Nadoo, general secretary of Cosatu, said the union would direct the campaign of worker voter education to ensure that the "baby of democracy is born healthy and uncorrupted.

He said Cosatu believed that the whole society must actively ensure that government is accountable to the people and not vice versa.
in economic revival
Black's must lead

Union's books queried
Congress recess, Saccau's financial statement needed

By Michaela Mathews

The dream was realized, the road to the Kingdom could be seen by all. The struggles of the past were overcome, a new government was formed, and hope for a better future was born.

But the new government faced challenges. The economy was in shambles, unemployment was high, and the people were struggling to make ends meet.

"We believe in the promise of the Kingdom," said the leader. "But we need your help to turn this promise into reality."

The people responded with enthusiasm, and the Kingdom began to take shape.

"I believe in what we are doing," said a member of the Kingdom. "But we need more people to join us."

The government started programs to help those in need, and the people responded with gratitude.

"The Kingdom is growing," said the leader. "But we need more resources to keep it going."

The people started to donate their resources, and the Kingdom continued to grow.

"I am proud of what we are doing," said a member of the Kingdom. "But we need to keep working to make the Kingdom whole."

The people continued to work, and the Kingdom became stronger.

"The Kingdom is complete," said the leader. "But we need to keep working to make it whole."

The people continued to work, and the Kingdom became a reality. The dream was realized, and the Kingdom lived on.
Unions take on homelands

By Abdul Milazi
Labour Reporter

The Cosatu-aligned public sector trade unions, which have been threatening the Government with general industrial action next month, will make their opening gambit in Bophuthatswana and Ciskei.

Cosatu, Nehawu, Samwu, Potwa, Sadtu, Popcr and Udusa, all represented in the Public Sector Co-ordinating Committee, resolved yesterday to hold a march with the Anti-Bop Campaign Committee to protest against Bophuthatswana's refusal to recognise them. No date has been set.

A march will also be held in Ciskei on August 2, during which Nehawu (the National Education, Health and Allied Workers' Union) will demand the reinstatement of 3000 workers dismissed for striking.

On the same day, the South African Municipal Workers' Union (Samwu) intends to begin an indefinite strike.

And teachers in the southern Transvaal will march on August 5, two days before the establishment of the National Education and Training Forum, to protest against the Government's rationalisation programme.

These, and other actions still under discussion, will climax in a "day of action" on August 16, devoted to industrial action and marches in major centres.
New outbreak of taxi violence

FEAR ... An elderly couple huddles against a wall in Mogadishu, Somalia, as a US serviceman from the Quick Reaction Force searches through a hospital compound where weapons were found.

PIC AFP

70 000 workers set to down tools

By Ike Motsapi

A planned strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal.

The union will hold rallies around the country on Friday to launch the strike.

Samwu president Mr Petrus Mashumbu yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council.

The council brought an urgent interdict to declare the planned strike illegal. "We will not be filing an opposing motion because in terms of the law, we have no case. What we will be doing is to ignore whatever decision that may be reached by the courts.

"What I am positive about is that the action will go on as planned on Monday, unless a miracle happens.

We are prepared to negotiate if we get reasonable approaches from various city councils regarding our demands," said Mashumbu.

Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday. NUM assistant general secretary Marcel Golding said ballot facilities were expected to be in place by the end of the week and voting would probably start next week.

Chamber of Mines spokesman Mr Adnan du Plessis confirmed the deadlock, saying a detailed statement would follow.
The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which the SA Municipal Workers Union (SAMWU) proposes to launch on Monday August 2 in support of its nationwide wage and other demands. If SAMWU goes ahead with strike action, vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced.

As it has been agreed to submit the major dispute over wages to arbitration, there is no valid reason why SAMWU should persist with its strike action.

There has been misinformation about many of the underlying issues. The facts are as follows:

What is the Council’s position on pay increases?
The Council upholds the principle of paying workers a decent living wage, but its ability to increase wages is limited by budgetary constraints.

To avoid overburdening ratepayers and consumers during the longest recession in South African history, the Council has a duty and responsibility to curb expenditure. By keeping rates and services charges as low as possible, the Council is playing a significant role in the fight against inflation.

Why does the Council not meet the minimum demand?
The Council already pays a minimum wage more than 50% higher than SAMWU’s minimum national wage demand of R650.

Is the Council inflexible on a 5% pay rise?
No, the Council has not limited its wage offer to 5% of current wages, nor has it refused to consider increases higher than 5%. In fact, it has made an alternative offer of effective increases of 10% for certain lower-paid job categories.

Is the Council delaying settlement of the pay dispute?
On the contrary, the Council has shown its good faith and intent to resolve swiftly the pay dispute by agreeing to expedite arbitration proceedings.

The Council has in fact asked that the dispute go to arbitration immediately and before the strike.

What pre-conditions does the Council have for pay talks?
None. In fact, the Council removed all pre-conditions for pay negotiations, and is still willing to negotiate on that basis.

Current wage negotiations have by mutual agreement been delinked from ongoing talks on job grading, salary structure and performance appraisal in order not to hold up pay increases.

The organisational restructuring is also not an issue in the current pay talks.

Why may municipal workers not strike?
The reason why municipal workers have no right in law to strike is that essential services should not be jeopardised by disputes between employer and employee.

Essential municipal services include health, public transport, water and electricity supply, public safety, cleaning and refuse removal and sewage disposal.

It is unfair for the union to put its own interests before those of the community.

What is the Council doing to avert a strike?
The Council continues to affirm its commitment to negotiation. When pay talks deadlock, it agreed to submit the pay dispute to expedited arbitration and abide by the outcome of that arbitration.

In the light of SAMWU’s stated intention to press on with strike action, the Council has offered to submit to immediate arbitration - prior to the intended strike - and stated its willingness to consider enhancing its pay offer.

Should its every endeavour prove fruitless, the Council may have to seek a court interdict to avert unlawful strike action. However, the Council will do whatever it can within reason to resolve the dispute through negotiation.

How would a strike affect arbitration?
Clearly it would be an act of bad faith for SAMWU to submit its pay demands to arbitration and then conduct a strike on those pay demands during or at about the time of the arbitration proceedings.

Why has the Council embarked on organisational restructuring?
The City Council believes that organisational restructuring is necessary to enhance its service efficiency and enable it to meet the increasing demands that will be made in future on its service capacity.

Is organisational restructuring unilateral?
No, it is anything but unilateral. Organisational restructuring has been discussed fully with the unions over the past two years.

It has been accepted that the organisational restructuring will lead to mass redundancies and/or relocations, but this is not to say that restructuring is not an exercise in redundancy or relocation.

In fact, out of a total staff of nearly 22,000 only about 200 people have been affected. The majority of affected workers were placed, voluntary resignations and other posts in the Council’s service restructuring has had no way affected SAMWU members adversely. If anything, it has benefited many of the workers by moving them to the semi-skilled level. This has created opportunities for advancement.

There are no disputes or negotiations with SAMWU on relocations.

APPEAL TO SAMWU

The Council is indebted to those unions which have indicated that they do not intend to participate in the proposed illegal strike.

The City Council earnestly calls on SAMWU and its members to reconsider their position and return to the negotiation table in good faith for the benefit of the community which they serve.

Johannesburg
City Council
Municipal strike plan

Own Correspondent
JOHANNESBURG — The SA Municipal Workers' Union (Samwu) expects about 80,000 municipal workers countrywide to participate in its wage strike due to start on Monday.

About 70,000 paid-up Samwu members and members of some smaller unions would down tools and it was expected that public transport and garbage collection services would be affected, the union said yesterday.

Samwu president Mr Petrus Mashishi said yesterday "The strike is definitely on unless we settle wages within the next three days."

He said all ballot local authorities and municipalities would be affected. "Public transport will not run in Johannesburg on Monday," he warned.

Mr Mashishi maintained the union was still prepared to meet councils and local authorities in a bid to break the impasse, but no meetings had been scheduled by late yesterday.

He said the union would not oppose an urgent interdict against the strike lodged by the Johannesburg City Council with the Rand Supreme Court. He said strike action by municipal workers was illegal and the union, therefore, did not have any basis on which to challenge the application.

He said the city council had spent the last two days issuing individual interdicts to all Samwu members concerning the strike issue.

Mr Mashishi said the union would hold national rallies on Saturday to co-ordinate the strike and draw up guidelines for action. He expected workers to sustain industrial action "for as long as it takes to get our message through.

He said if any individual council or local authority wanted to pre-empt a strike, it would have to persuade other bodies to negotiate on the same platform, as "each body has the influence to persuade others" to follow suit.
Chamber of Mines hopes for settlement before intended action by NUM

By Ike Motsapi

The National Union of Mineworkers said yesterday it was forced to ballot for strike action next week after a refusal by the Chamber of Mines to settle the wage dispute through mediation.

NUM said it could not understand why the Chamber of Mines was not offering a better wage deal when its members were making profit of about 30 percent more than they did two years ago.

Rallies are to be held throughout the country at the weekend where the 230 000 members were expected to mandate the union to go ahead with the intended action by NUM.

Mr Marcel Golding, assistant general secretary of NUM, said: "We are aware that management thinks our members on the ground will not support our intended action. I want to warn them that the workers are angry."

A spokesman for the Chamber of Mines said he hoped a settlement could still be reached in time to avoid the ballot for a national strike.

The union believes that an increase above 10 percent is affordable.

The chamber is offering between six and eight percent on coal mines and between five and nine percent on gold mines.

Golding told a press briefing in Johannesburg that the union had no option but to resort to a strike ballot. He said: "This follows 13 meetings with the Chamber of Mines, four of which took place in a Conciliation Board, and the failure of the mining industry to table credible wage offers."

The dispute with the Chamber also includes demands for an agency shop whereby non-union members who benefit from collective bargaining contribute to a collective bargaining fund.

Calls lead to tensions

The increasing number of threats of aggression from the rightwing and Pan Africanist Congress contributed as much to heightened tensions and polarization of society as cold-blooded assassinations did, Democratic Party spokesman on law and order Peter Gastrow said yesterday.

"These calls lead to an ongoing and dangerous situation of emboldening with threats of aggression and suggestions of racial conflict," he said in a statement.

These threats should be condemned by all political leaders — Sapa
Hundreds in sit-in at store

By Ike Motsapi

BUSINESS was disrupted yesterday when hundreds of Morkels furniture chain employees staged sit-ins countrywide to protest against management's alleged refusal to accede to wage increase demands.

The workers are members of the South African Commercial Catering and Allied Workers Union.

However, workers are set to return to their jobs today and will consider strike action if talks between the union and management did not produce fruitful results.

Mr Isaac Pile, a spokesman for the workers, confirmed that all employees would be back at work today.

Mr Ernest Harvey, general manager, human resources at Morkels, said management and the union agreed that all workers should return to work today while further negotiations were taking place.

Pile said workers' demands were:

- Sales staff: a minimum of R2 000 plus 10 percent commission
- Administrative staff: a minimum of R2 000

He said management was instead offering a basic wage of R1 300 across the board plus a 2.88 percent commission for sales staff.
THE South African Municipal Workers Union will decide today on whether to go ahead with a proposed strike by its 70,000 members.

Negotiations remained at a stalemate yesterday but Samaa executive member Mr Richard Spalding said the decision to strike would rest on the information the union's national co-ordinating committee was gathering from municipalities around the country.
Strike move soon

Municipal Reports

A DECISION over whether to proceed with a national municipal strike is expected by the weekend.

South African Municipal Workers Union branch stewards met last night for talks.

If the strike — in protest against low wage offers from municipalities — is called, employees with more than 300 councils will stop work.
Cosatu launches voter drive

SHARON SOROUR
Labour Reporter

COSATU launched a huge voter education drive in the Western Cape — part of a national campaign to ensure workers take part in the democratic election next April — with a workshop attended by more than 800 union shop stewards.

Several key tripartite alliance leaders, including Cosatu assistant general secretary Mr Sam Shilowa, addressed unionists at yesterday's University of the Western Cape workshop.

The workshop signalled the start of Cosatu's huge "non-partisan" voter education campaign to ensure workers take part fully in the country's first democratic election in April.

The 1.1 million strong federation also confirmed it would put its "full weight" behind a "decisive ANC election victory" because it believed the movement was the only organisation capable of implementing a programme of reconstruction.

A regional Cosatu spokesman said paid time off was negotiated with employers to allow shop stewards to attend the workshop.

In a statement this week Cosatu said it hoped to extend a programme of non-partisan voter education to all workers, not only its members.

"This is particularly important for workers who have been isolated and denied basic worker rights, including farm workers, domestic workers and workers in the homelands."
Municipal workers rule on strike today

JOHANNESBURG — The 70,000-member South African Municipal Workers’ Union (Samwu) will decide in Cape Town today whether to go ahead with its proposed national strike.

Negotiations remained at a stalemate here yesterday, but Samwu executive member Mr Richard Spalding said the decision to strike would rest on information which the union’s national co-ordinating committee was gathering from municipalities around the country.

After a shop stewards meeting last night Mr Salie Mane, president of the Cape Town branch of Samwu, said the results of the shop stewards meeting would not be made public but would be relayed to delegates at today’s national meeting.

Mr Spalding said the Johannesburg City Council “has up until now not made a good contribution its attitude is that it’s still unwilling to negotiate”.

Illegal

Council executive director Mr Durk Lamprecht said this was not true. After the union refused to accept the five percent wage increase offer, both parties had agreed to take the matter to arbitration. Despite this, Samwu was now proposing a strike.

Mr Lamprecht said the council had not yet heard the outcome of its application for an interdict to stop the strike.

Strike action by municipal workers is illegal.

Meanwhile, the Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed strike. Co-ordinator Mr Donald Morwatshehla said Samwu had not consulted other public sector unions on the strike, and the federation was still debating salary increases in the Industrial Council — Sapa, Municipal Reporter.
Meiring has talked with union

CAPE Administrator Mr Kobus Meiring held a marathon meeting last night with SA Municipal Workers Union (Samwu) representatives in connection with the three-week-old strike by Ikapa Town Council workers.

A spokesman for the CPA, Mr Frakkie Ondendaal, said members of the community, including organisations such as the Azapo, the PAC and the ANC, had also attended.

A deadlock had been reached over the issue of "discriminatory" increases and backpay.

A CPA spokesman said last night it had been decided at yesterday's meeting to form a working group of nine members, consisting of three Ikapa workers, three members of the Ikapa community and three CPA officials.

The group would meet today and make recommendations to the Administrator.
Union drive for new SA rights

The SA Commercial Catering and Allied Workers' Union is to launch a campaign to increase its involvement in Cosatu and the transition process to ensure that trade union rights are not given up in the new South Africa. The union reaffirmed its earlier call for Cosatu to discontinue its alliance with the ANC after the establishment of an interim government. — Labour Reporter
Trade unions can contribute to a culture of mandates and accountability to ensure that ordinary people are able to play a meaningful role in shaping their own destiny, says Cosatu secretary-general Jay Naidoo in the first of two articles.

The other threat to democracy would be the entrenchment of existing apartheid institutions and the bureaucracy which serves them. It is clear that apartheid institutions which have been designed to oppress the majority, to operate in secrecy without public control, and to service a minority sector of the community, will be totally incapable of implementing a programme of reconstruction and development.

Agreements which prevented a new government from restructuring state institutions, or replacing personnel, would render that government incapable of effecting any meaningful change.

This is why a key element of the reconstruction programme proposed by Cosatu is a democratic political solution, which allows for effective government and the democratisation of state institutions geared towards serving peoples needs, not the needs of a bureaucracy.

Democratic elections to a sovereign constituent assembly is the first important step to the creation of effective, democratic and accountable government. There are a number of other mechanisms and processes which we believe are necessary to empower a new government, and the society as a whole, to realign state resources in a way which brings about meaningful change in peoples lives.

From now until the end of the century a three-phase programme of restructuring and democratisation of the apartheid state needs to be put in place, unfolding in the TEC phase, the constituent assembly phase, and the Government of National Unity and Reconstruction phase.

**10-point plan**

This should include the following 10-point plan:

- **Stop unilateral restructuring by the apartheid state armed at undermining the democracy process.**
- **Rationalise the apartheid civil service, including the bantustans.**
- **Undertake studies to determine the personnel needs and structures required for a democratic state to be able to function effectively, eliminate wastage, and implement programmes of re-configuration and development.**

In relation to security forces, a single police force needs to be established, together with a vastly reduced defence force, under the supreme authority of parliament, to change these forces from agents of repression to effective servants of the community.

These are some ideas I am putting forward as a contribution to this critical debate. The next article in this series will focus on the importance of collective bargaining and industrial restructuring for socio-economic reconstruction.
Municipal strike planners to meet

By Paul Bell
Labour Correspondent

Municipal strike planners from around the country will convene in Cape Town today to make a final assessment of their negotiations with municipalities and are expected to confirm their decision on a national strike from Monday.

In Johannesburg, however, while there was no break yesterday in the deadlock between the SA Municipal Workers' Union and the city council, there was also no certainty that strikers would come out in numbers that the unions would describe as a success.

Instead, union leaders are hoping that the strike will build, even if it does not begin with complete solidarity among the approximately 13 500 workers most likely to join the strike. The total workforce is 22 000.

The Johannesburg Municipal Combined Employees' Union (JMCEU) was yesterday refused permission by the council to ballot its 2 500 members for strike action. Its executive is now expected to consider solidarity measures that would stop short of strike action — such as a go-slow.

This would keep the union within the confines of the Labour Relations Act, which bars municipal workers from striking, and at least close to the terms of its agreement with the council to submit to arbitration the wage dispute that is driving the action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, was meeting yesterday to consider its position. No one was available for comment but other unions felt it unlikely that the UJMW would respond to the strike call with alacrity.

Interdict

Although many members of the JMCEU and the UJMW are expected to join the strike, the issue, say strike leaders, is whether their unions will officially endorse the action. This is more likely with the JMCEU than with the UJMW.

On the legal front yesterday, council human resources director Andre de Wet said that by the afternoon return date for the interdict sought against Samwu by the council, the union had not responded.

Samwu, whose 80 000 members are statutorily barred from striking, admits it has no case at law. The matter will be heard tomorrow.

De Wet said the council had also called on Samwu to return to negotiations immediately. So far the council has had no response.

The council has completed the process of informing workers about their obligations in the event of a strike. De Wet said firing strikers was an option but this would depend on the way in which any action was conducted, and how services were affected.

In other developments:

The Federation of Municipal, Health and Allied Workers has distanced itself from the strike, as has the Federation of Municipal, Health and Allied Workers. Co-ordinator Donald Morwatsheha said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

The Pretoria City Council has assured residents that it has formulated an emergency programme which includes providing services for electrical and water emergencies as well as the collection of refuse.
THE 70 000-strong South African Municipal Workers’ Union (Samwu) is to go on a national strike from Monday after a decision was taken by the national co-ordinating committee at the Samwu head office in Cape Town yesterday.

Details of the Samwu strike action were disclosed by Samwu assistant secretary-general Mr Martin Sere, who said that strike action would definitely go ahead and would continue for an “indefinite period.”

The decision to strike follows a deadlock in negotiations with various local authorities.

Mr Sere said that up to 70 000 Samwu members at about 300 local authorities in the four provinces would not turn up for work on Monday.

The strike action was expected to receive the support of other trade unions.

“We discussed the union issue at the meeting and decided that we are going ahead with the strike,” Mr Sere said.

“This is not just a wage issue but a recurring issue which involves demands which have not been addressed since 1990.”

Central to the union’s demands are a R650 minimum monthly wage and 20 to 30% pay increases for workers who earn more than this.

Mr Sere said Samwu also demanded 42 working days’ annual leave, pension and provident funds for the workers, a 40-hour working week and March 21 and June 16 as paid public holidays.

Mr Sere added that Samwu hoped that talks with local authorities could continue in the hope that “something tangible” could be negotiated.
Cosatu rejects new law

JOHANNESBURG —
The Congress of South African Trade Unions (Cosatu) yesterday rejected the introduction of the Public Service Labour Relations Act, due to come into effect on Monday, saying the government was proliferating and fragmenting the labour relations framework.

There was a need for one labour relations act to cover all workers, public and private, the union said in a statement.

The union criticised the broad definition of essential services and said the limitations on the right to strike were so extensive that in effect public service employees had no right to strike.

The act also went against the recommendations of the International Labour Organisation's Fact Finding and Conciliation Commission, and violated standards laid down by the ILO for public sector workers, Cosatu said.

SAPA
Municipal strike will affect major cities badly

ESSENTIAL SERVICES Will be disrupted unless a miracle occurs, says union:

By Ike Motsapi

The planned strike by about 72,000 members of the South African Municipal Workers Union which begins on Monday is set to bring the country to a standstill.

If it goes ahead cities will be paralysed because of the expected breakdown in the supply of essential services.

Hardest hit will be the Johannesburg City Council where wage negotiations with Samwu have deadlocked.

More than 300 local authorities will be affected and thousands of bus commuters will be left stranded while tons of rubbish will be left uncollected.

Mr John Ernstzen, general secretary of Samwu, said: "No real progress has been made in negotiations which have taken place between the union and municipal employers over the past week.

"Negotiations have reached a deadlock because the council has once again adopted a totally intransigent position resulting in talks breaking down.

So far, the council is offering a five percent salary increase but says it is prepared to negotiate with Samwu.

"No, the council has not limited its wage offer to five percent of current wages, nor has it refused to consider increases higher than five percent. In fact, it has made an alternative offer of effective increases of 10 percent for certain lower job categories," the council said in a statement.

The council has meanwhile lodged an urgent interdict with the Rand Supreme Court to declare the intended strike action illegal.

It has also made concerted efforts to make sure that the strike action fails.

Full page advertisements have been placed in newspapers in which the Council says, "The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which Samwu proposes to launch on Monday in support of its nationwide wage and other demands."
scheme • Telecommunications discussed

A regulator is what South Africa needs

By Mzwandile Jacks

The need for a regulator — to take a closer look at the relationship between the people and service — and the promotion of fair competition are necessary for South African telecommunications services to play a leading role in the international market.

This was said by speakers at a telecommunications symposium in Sandton. Mr Derek Hyde, of the United Kingdom’s office of Telecommunications, said the regulator should not be under severe control of the government and there should be a promotion of fair competition between the regulator and the State.

Mr Mike van den Berg, chairman of the South African Value Added Network Services, said access to telecommunications services was vital for the South African economy.

Mr Isaac Chaza, representative of the University of Zimbabwe Distance Education Board of Management, gave an account of the economic situation in Zimbabwe from pre-to post-independence.
Labour FM 20/7/93

Political agenda

There's an air of inevitability about the threatened countrywide strike by municipal workers, scheduled to begin on Monday.

Though the dispute is national, the focus is largely on Johannesburg, where the city council and 12 unions — tied into an in-house industrial council agreement — have been locked in wage negotiations since mid-February. 

Probably the only way of averting strike action is the 11th-hour application by the city council to the Rand Supreme Court for an urgent interdict, which was due to be heard at the end of the week.

The dispute is primarily about wages. However, the issue is complicated by a slightly different, apparently more militant, line adopted by the 8 500-strong Johannesburg branch of the SA Municipal Workers Union (Samwu). It has added to its list of grievances the alleged interference by government in local authorities — specifically, unilateral restructuring and the so-called pegging of public-sector wages at 5% by President F W de Klerk. This suggests that his stance is as much politically motivated as it is by working conditions.

From the council's viewpoint this means running two sets of negotiations in tandem.

The union, which represents largely unskilled workers, wants a 12.5% across-the-board hike in those categories. The city has tabled 5% and offered more for specific categories. The negotiators have R40m to juggle among 22 000 workers.

The council's industrial relations director, Andre de Wet, says the city's offer is calculated on a formula based on what it can afford and on comparisons with the market. To that extent, he argues that Samwu's position is particularly untenable since the lowest wage — R1 037 — is almost twice the national minimum of R650.

He adds that though pay increases were due to come in on July 1, 80 hours of negotiations followed by three days of mediation (chaired by Stellenbosch's Blackie Swart) failed to break the logjam in May.

The unions then declared a dispute and a provisional date for arbitration has been set for August 5 and 6. The city, has, however, also offered to revise its pay offer and suggested arbitration prior to the strike deadline.

— provided Samwu abandons its strike plans. The union has refused — hence the court action.

"Nor will the union commit itself to returning to work if the pay issue is resolved. It has adopted a double-barrelled approach where it could fire the second barrel in the form of the unilateral restructuring issue, if the first doesn't work," says De Wet.

While the FM was unable to contact the union before going to press, Samwu has condemned the council for its recourse to the law, rather than "good faith" negotiation to settle the issues. It believes about 70 000 local authority employees around the country will participate in the strike.
**Labour briefs**

**Municipal strike rally**
THE South African Municipal Workers Union will hold rallies throughout the country today to get a fresh mandate from members regarding the intended strike action that starts on Monday.

In Soweto a rally will be held at the Jabulani Amphitheatre from 10am. Another rally will be held at the George Thabe Stadium from 10am.

**Numsa march**
THE National Union of Metalworkers of South Africa is expecting thousands of its members to attend a march on Monday.

**Annual congress**
THE Chemical Workers Industrial Union holds its fourth national congress in Johannesburg from today until Sunday.

About 250 delegates are expected to attend the congress at Narec in Crown Mines near Soweto.
**Cosatu money**

THE finance committee of the Congress of South African Trade Unions meets in Johannesburg today.

**NUM strike meetings**

THE National Union of Mineworkers will hold a series of meetings and rallies at various mines from today until Sunday to get a mandate regarding the balloting for strike action next week.

**Cosatu campaign**

COSATU will also be holding a series of rallies and meetings throughout the country as part of its worker voter education campaign.
AN economic policy document from the country's third-largest trade union jet-tison nationalisation and suggests instead that the future of the economy rests with co-determination.

The Southern African Clothing and Textile Workers' Union (Sactwu) says "Through co-determination, we (labour) can have a joint say over economic policy at national, sectoral and company level."

It also says nationalisation with compensation "would be beyond the resources of a democratic state.

"The international isolation which would follow, together with the flight of skills, and capital would cause major damage to the economy," said Sactwu general secretary Ebrahim Patel in the policy document.

The wide-ranging document also says industries need to become efficient rather than to rely on protective barriers in the form of trade tariffs.

"In the short term, if results in job security for local workers very soon, though, the rest of the world will retaliate and refuse to buy our goods," it says.
Who'll be the labour MPs?

THE cream of Cosatu's leadership could soon be listed persons.

For those who once made it into the ominous pages of the Government Gazette, this will be a very different experience — it could be their ticket to parliament.

Rumour is rife of who is likely to be on Cosatu's election lists, but anybody willing to guess who could make it (and there aren't many) is careful to note that this "should not strip the unions of leadership."

The name which came up most often was Cosatu assistant general secretary Sam Shilowa. Also touted were Cosatu president John Gomomo, National Union of Metalworkers general secretary Moses Mayekiso and its national education secretary Alec Erwin.

Also suggested was South African Clothing and Textile Workers' Union general secretary John Copelyn, who made a vociferous appeal for the protection of worker rights under a new government at a recent conference.

There are indications that Jay Naidoo and Chris Diamini, who used to be the Food and Allied Workers' Union president until earlier this month, may also be put on the list.

Women candidates include the federation's gender co-ordinator Dorothy Molgalo and the National Education Health and Allied Workers' Union's Joyce Mafutu.
Labour briefs

Municipal strike

looms next week

The country is likely to be faced with a crippling municipal strike from Monday that could disrupt traffic control, water and gas supply and refuse removal, among other services.

The South African Municipal Workers' Union (Samwu) said 80,000 workers around the country are likely to come out on strike to protest against low wage offers and the restructuring of municipalities.

The Johannesburg City Council lodged an urgent interdict against the strike in the Rand Supreme Court this week and also handed out individual interdicts to all Samwu members.

Samwu said it would not oppose the action because municipal services are classified essential services and workers have no right to strike. The union therefore had no basis on which to challenge the strike.

The strike, if it is not averted, will be the most concerted challenge yet by a Cosatu-affiliated public sector union to the five percent ceiling imposed by state and local authorities on wage increases.
DELEGATES to the weekend congress of the South African Commercial, Catering and Allied Workers' Union (Saccawu) stripped the union's financial administrator of his power after revelations of gross mismanagement and corruption surfaced in a recent commission of inquiry.

"The financial co-ordinator will have no power to authorise financial transactions," the union said in a statement this week.

Auditors will also reaudit the 1992 and 1993 financial statements of the union while the congress ordered another investigation into the union's finances.

Saccawu assistant general secretary Kaiser Thebedi was not returned to office and the union now has two women national office-bearers. They are first vice-president Edna Sethema and treasurer Alina Rantselase.

A gender focus was central to the congress, which also decided to appoint a full-time gender co-ordinator, to start a "women's empowerment programme" and to campaign for the "accommodation of women and parents in the culture and practices of Saccawu".

Campaigns the union will embark on include lobbying for industry-level job security agreements, parental rights agreements, provident funds and the establishment of national industrial councils.

Saccawu will also lobby for the agency shop agreements—a type of closed shop—with all companies where the union is organised.
Numsa in national protest

JOHANNESBURG — The National Union of Metalworkers of South Africa (Numsa) said yesterday it would stage nationwide stoppages on Monday to protest the disbanding of the National Industrial Council for the Motor Industry on August 31.

Medical aid, sick pay, maternity pay, pension and provident funds would cease to operate, the union said. Also the disbanding would lead to the deregulation of the petrol price, which could lead to the loss of 50,000 jobs.

Numsa said marches would take place to offices here and in Cape Town of the South African Motor Industry Employers' Association (SAMIEA).

But SAMIEA executive director Mr Vic Fourie said the council had decided to disband and SAMIEA had no say in the matter — Saps
Motor workers threaten nationwide protests

By Weghied Misabeh

NATIONWIDE protests and pickets are planned by the 178 000-strong National Union of Metal Workers (Numsa) on August 2 as talks with employer bodies in the motor industry remain deadlocked.

Numsa regional organiser Mr Fred Petersen blamed the employer body, the South African Motor Industry Employers Association (Samica) for trying to topple the National Industrial Council for the Motor Industry which provided for centralised bargaining.

Petersen said that if the Industrial Council collapsed, Numsa would have to negotiate with many small employers instead of dealing with them as a group.

It also meant workers would lose social security benefits, including pension and medical aid, he said.

The Western Cape region will decide this week what form their protests take.

Talks around wages have remained in deadlock since 1992 when Samica could not agree with Numsa, and two other largely-white unions, on the increase. Samica were not available for comment.

● The Paper, Printing, Wood and Allied Workers Union (Ppwwau) will hold a protest march on Saturday, July 31. They will march from District Six to the Old Mutual Head Office, the Cape Provincial Administration offices, Parliament and the Department of Manpower.

Ppwwau spokesperson Mr Shaheed Mohamed said the protest was in support of disabled workers, including workers of the National Council for the Blind over wages and other demands.
South Profile

Ernest Theron

The newly elected president of the Food and Allied Workers' Union remains committed to ideals he developed as a barefoot boy driving wire cars in the Karoo more than two decades ago. He spoke to WAGHIED MISBACH

"Gender issues are expected to come up for scrutiny. About half of Fawu's members are women, but they are not represented on the national executive"

...workers...

Also on the agenda of the August policy meeting will be discussion to form an education department. As the fourth largest Cosatu affiliate, Fawu is under constant pressure to provide adequate training for more than 1000 shop stewards countrywide. He admits this is a "major weakness" in the union.

"It is important to have strong factory floor organisations. Officials should not be involved in this area."

Theron says he is in favour of a joint working relationship with business and government to "restructure and shape" the food industry. He said Fawu mustered the move to have a Food Forum which includes all the important players.

He says gender issues are also expected to come up for scrutiny.

"About half of Fawu's members are women, but they are not represented on the national executive."

...women's forum has failed..."

With elections looming, Fawu has decided to place its weight behind the ANC.

"We have already successfully negotiated with several companies to release workers for voter education. They seem very open to the idea."

The challenges for the union are enormous, but he is prepared.

"Slogans don't get the work done. You must have to go out and do it."
Work stoppage over voter education demand

By Mansoor Jaffer

WORKERS at the Paarden Eiland industrial firm Forez is this week downed tools after management refused to allow two shop stewards paid time off to attend a Cosatu voter education programme.

Management partially backed down, but still insist the shop stewards be paid from their sick leave allocation, according to Forez shopsteward Mr Roger Piedt.

Piedt, a member of the National Union of Metal Workers of South Africa, said the workers reject this proposition and will take it up in negotiations soon.

He said 50 workers conducted a three-hour work stoppage on Tuesday.

Mr Piedt was one of more than 500 shop stewards at the launch of Cosatu's voter education programme at the University of the Western Cape on Wednesday.

The workers were addressed by a line-up of speakers which included the ANC's Dr Allan Boesak, SACP general secretary Mr Charles Nqakula, and Cosatu's assistant general secretary Mr Sam Shilowa.

There were presentations on the rights, rules and processes of voting, workplace canvassing and the campaign for identity documents. A mock ballot concluded the programme.

Western Cape regional secretary of Cosatu, Mr Jonathan Arendse, said the launch was the start of a voter education programme leading up to next year's national election.
Cosatu set to launch big union

COSATU has set May 1994 as the deadline for the launch of SA's largest union, expected to organise around 500,000 public-sector workers by the end of next year.

The union will be launched as an amalgamation of the Post and Telecommunications Workers Union, the National Health and Allied Workers Union, and the SA Municipal Workers Union. The SADTU is also considering joining.
Strike may cripple SA's big cities

By LEN KALANE

TOTAL chaos. That could be the situation in all SA's major cities from tomorrow when about 70,000 members of the SA Municipal Workers' Union (Samwu) go on strike over pay and other demands.

Cities targeted for the strike include Johannesburg, Durban, Pretoria, Cape Town, East London, Port Elizabeth, Bloemfontein and Kimberley.

In Johannesburg union officials alleged the city council was conducting a misinformation campaign in an attempt to break the strike.

Reports quoted the council's human relations director, Andre de Wet, as having said a meeting would be held on Monday "to discuss settlement of the wage dispute so as to avert the strike." The reports added the strike would be converted into a one-day "stayaway." Samwu acted swiftly yesterday to counter the reports. "This campaign is clearly aimed at causing division among workers on the eve of the strike," said the union.

PEARL RANTSE-KENG reports from Durban that Samwu has vowed to continue with the strike in defiance of the council's application for an interdict declaring the strike illegal.

The union, which boasts about 2,000 members in the Durban City Council, has vowed to continue with the strike irrespective of the interdict.
Strike still on despite court ban, says union

By JESSICA BEZUIDENHOUT

MUNICIPAL services will almost certainly grind to a halt in the Western Cape tomorrow as thousands of council workers down tools in spite of a Supreme Court interdict preventing their strike.

The duration of the strike is uncertain as municipalities and the SA Municipal Workers Union (Samwu) have indicated that talks could continue this week. (See story)

Indications yesterday were that the Cape Town City Council would be hardest hit by the strike action with 11,000 of its workers downing tools.

Services such as cleansing, water-works, libraries, cash offices and housing estate offices will be most affected. (See story)

Arrangements have been made to maintain emergency services such as ambulances, health care personnel and fire brigade workers. Samwu spokesman Mr Roger Ronnie said yesterday.

A union spokesman confirmed yesterday that Samwu would ignore interdicts granted by the Supreme Court to the Cape Province Local Authorities' Employers Organisation and other municipalities around the country.

‘Workers criminalised’

He said Samwu did not oppose the court applications as present labour legislation offered no protection to municipal workers and criticised the action, saying it “effectively criminalised” workers.

Talks between Samwu and the city council broke down with the union demanding a minimum monthly wage of R650 and a 20 to 30 percent increase for those workers earning above R650.

It also demanded at least 26 working days annual leave, pension/provident funds for all workers and a 40-hour working week with no loss in pay.

Mr Ted Doman, spokesman for the city council said Samwu had rejected the council’s final offer of increases ranging from 10 percent for lower-paid employees to 33 percent for better-paid employees.

Meanwhile, the SA Association of Municipal Employees (Saame) called on its members to report for work as usual tomorrow.

● Political Reporter NORMAN WEST reports that if a planned nationwide strike by motor industry workers, also due to begin tomorrow, goes ahead, it could mean disrupted service at some garages. No forecourt attendants to fill and service cars, tea ladies, sweepers or even mechanics will be available.
the Sweatslopes

Spotlight on

BUSINESS

The Way Ahead for...
Council will try to minimise strike

SHARON SOROUR
Labour Reporter

THE Cape Town City Council says it will do "everything possible" to minimise the effects of a possible strike by more than 23 000 Western Cape municipal workers, including 12 000 council workers, which starts on Monday.

The national strike by the 76 000-strong SA Municipal Workers Union is expected to seriously affect services, especially the collection of refuse.

An attempt to avert the strike was made by the Cape Province Local Authorities Employers Organisation, which obtained a Cape Supreme Court order interdicting and restraining the union from instigating and organising any strike or industrial action which contravened the Labour Relations Act.

Union spokesman Roger Ronnie said the union did not oppose the motion because "the law was against municipal unions in any case" as municipal workers did not have the right to strike.

Mr Ronnie said the union had "extended the hand of negotiations, but management has run to the courts".

Council executive committee chairman Louis Kreiner appealed to people not to transact any business in the Civic Centre concourse before 10am on Monday.

"The council and the union have agreed that union members may gather in the concourse before 10am to be addressed by their leaders, before moving off to other meeting places," Mr Kreiner said in a statement.

Mr Ronnie said the strike would disrupt the collection of refuse and other municipal services but "essential" services would be provided as fire brigade workers, ambulance men, health care personnel and certain traffic officers would be exempted from the strike.

He said the union would "assess the situation" if the weather turned "nasty", and storms brought down electrical cables and blocked stormwater drains.

The Port Elizabeth municipality appeared to be "slightly co-operative" as it had made certain council premises, including toilets, available to strikers.

Municipal bus services will be affected in other parts of the country, but not in Cape Town as the workers were not union members.

The union is demanding a minimum monthly wage of R550 for the municipal sector, 20 to 30 percent increases for workers earning above R550, at least 20 days annual leave, pension or provident funds for all workers, paid public holidays on March 21 and June 16 and a 40 hour working week with no loss in pay.

Mr Kreiner said the minimum monthly wage Cape Town municipality paid workers was R1 081 plus benefits which could increase the package "substantially".

He accused the union of "double changing of the goal posts" for withdrawing from a proposal made by the union that the matter be referred to arbitration if the parties were unable to reach agreement.
Police angry as protest march flops

PRETORIA — The police are furious with the South African Municipal Workers' Union after it said 20,000 people would march on the Union Buildings — and only 200 arrived.

Police are considering objecting to any future applications for protest marches after about only 200 people turned up yesterday.

The union originally applied for permission for 20,000 people to march, leading to a massive security deployment in the city.

Over 150 policemen, 100 members of the SADF's 115 Battalion, a mounted army platoon and a large number of traffic officers were deployed early yesterday only to be withdrawn at the start of the flopped march.

Explaining the low attendance, a union official said there were indeed 20,000 people at the march.

"This is South African arithmetic. Every one person here is equal to 200 voices. Since there are 200 people here that makes 20,000," he said.
Garages braced for wave of mass action

Weekend Argus Reporters

GARAGES and other motor industry service centres such as retreaders are braced for a wave of stayaways, pickets and marches from Monday — but staff planning to take part face a harsh response.

Unionists have taken a dim view of employers' new hardline attitude which includes threats ranging from loss of pay to sackings.

The mass action has been prompted by concern about the imminent disbanding of the Industrial Council for the Motor Industry. The continued operation of medical aid, sick pay, maternity pay, and pension and provident funds is in the balance.

The metalworkers' union, Numsa, has accused employers of trying to smash the council. Numsa starts its campaign to save the council on Monday with a stayaway and a march through central Cape Town.

A circular from the Motor Industries' Federation advises employers to try to dissuade staff from joining the mass action. However, they should be told "in no uncertain terms" that they risked dismissal by joinmg. Business...

es along the route of proposed marches were told to be on the alert for any "emergency situation".

The union's national organiser for collective bargaining, Mr Percy Thomas, said threats of dismissal would be viewed "very seriously".

Previously the policy of no work, no pay, no disciplinary action had been applied to mass action, he said.

"Any attempt to change this... will be regarded as an unfair labour practice," he said. "We would challenge any of these cases."

Sapa reports that, according to employers' association executive director Mr Vic Fourie, it had already been recommended that the council continue operating for six more months. This would allow discussions on the employees' social security system when the council disbanded.

This proposal had been accepted by all the trade unions except Numsa.

The decision to disband the council was the council's own action, he said.

A further aim of the union is to stop the deregulation of petrol, which it is feared will cost about 50 000 job losses and force small garages to close.
Miners' union wins call for mediation

JOHANNESBURG — The Chamber of Mines has backed down on a demand by the National Union of Mineworkers for mediation in wage negotiations.

The two parties issued separate statements yesterday after a meeting to try and break the deadlock in negotiations.

The union rejected the chamber's offer earlier this week and said it would hold a strike ballot.

The chamber offered increases of 5 to 8 percent on gold mines and proposed a rise between 6 and 8 percent on collieries. Earlier this week it rejected settlement by mediation or arbitration but did not rule out meeting the union again.

The parties have agreed that Charles Nupen, of the Independent Mediation Services of South Africa, be appointed mediator.

Mediation is expected to start early next week.

The chamber's negotiator Adrian du Plessis said mediation was well suited at this stage to the proper evaluation of the merits of the chamber's offers.

A statement from the union said that in spite of a number of unreasonable preconditions, it had agreed to the process with a view to seeking satisfaction and a credible wage settlement. — Sapa
Hitch in motor trade settlement

PORT ELIZABETH. — A motor assembly industry settlement has been stalled by MAN Trucks and Buses’ insistence on exemption from two clauses in the pioneering agreement. National Union of Metalworkers of South Africa spokesman Mr Gavin Hartford said yesterday.

An agreement could be concluded only if supported by all parties in the industry’s national bargaining forum, he said.

The chairman of the NBF employer grouping, Mr Dave Kirby, confirmed the hitch.

Mr Hartford said the disputed clauses dealt with bargaining fees and training and skills development, not wages. — Sapa
Numsa pay march
Staff Reporter
MORE than 400 members of the National Union of Metalworkers of SA (Numsa) marched to the offices of the SA Motor Industry Employers Association (Samea) on the Foreshore yesterday to demand a wage increase C.T.3.5/92.
Numsa also demanded the extension of the agreement of the National Industrial Council for the Motor Industry which is due to expire at the end of August. The marchers said any changes to the main agreement should be negotiable.
NUM, Randgold settle 'special' mine wages

The NUM and Randgold have settled wages at two "special circumstance" mines with workers at Harmony receiving 0.6% overall increases and those at Durown Deep 3%.

The agreements will be signed tomorrow and sent to the Chamber of Mines for attachment to the main agreement.

The NUM had agreed to the introduction of a variety of productivity improvement schemes at the mines which would assist in addressing their marginal circumstances, Randgold human resources executive Richard de Villiers said yesterday.

"The NUM has been flexible enough to accommodate our marginal mines by accepting modest wage increases," he said.

Other issues had also been settled, including a central bargaining fund, recognition of full-time shaft stewards, dispute resolution, management and health and safety agreements and a financial forum to discuss mine finances.

Wage talks between worker representatives and Impala Platinum deadlocked yesterday, but the parties agreed to refer the dispute to mediation — hopefully later this week, NUM general secretary Kgalema Motlanthe said.

He said the parties had deadlocked with worker representatives demanding between 10.6% and 12% for 26 000 workers in the six divisions, and the company offering 5%.

He described the situation as "a serious potential for real crisis", mainly because of the NUM's illegal status in Bophuthatswana and the territory's vested interest in the mine.

He said the union had demanded to inspect the mine's financial statements.

Other issues still to be resolved were travel and living-out allowances, and independent provident fund, medical aid and service increment. Motlanthe said the chances of resolving the dispute were good if the company tabled a revised offer.

The NUM and De Beers were still far from settling wages after all-day negotiations yesterday as the parties were "far apart", Motlanthe said.

The Chamber of Mines and NUM are scheduled to start mediation at midday today with EMPA director Charles Nupen presiding. The meeting is to be held at the Carlton Hotel in Johannesburg.
Union warns of Cosatu plan

The SA Iron, Steel and Allied Industries Union, which represent white metalworkers, has warned Cosatu against implementing its voter education programme for workers. — Labour Correspondent
Metal industry wage deal struck

Johannesburg — Thirteen unions in the engineering and metal industries agreed yesterday to a seven percent wage increase and non-wage advances, the Steel and Engineering Industries Federation of South Africa (Seifsa) said.

The agreement includes wage exemption measures, commitments on reducing the industry's job grades and deals on training.

Seifsa executive director Mr Brian Angus said in a statement it was unclear whether the Metal and Electrical Workers' Union of South Africa had settled.

The minimum hourly wage would be increased by 37c to R5.50, while artisans in the top grade would get R12.19 an hour, an 80c rise.

National Union of Metalworkers of South Africa spokesman Mr Les Kettleblack said he would comment after studying the Seifsa statement.

The industry's 13 job grades would be reduced to five by July, 1998. Also, the main agreement would be amended to allow employees to be downgraded as an alternative to retrenchment — Sapa
Unions divided over cutting ANC links

COSATU affiliates are divided over moves to end the ANC-led tripartite alliance after the April election, SA Labour News reports in its latest issue.

In a survey conducted by the publication of several Cosatu member unions, the question of whether to continue the alliance after the election was looming as a divisive issue at Cosatu's reconstruction congress in September.

The issue has been pushed to the top of the union agenda after recent congresses held by the National Union of Metalworkers of SA and the Southern African Clothing and Textile Workers' Union adopted resolutions calling for termination of the alliance after the poll.

These resolutions have thrown Numsa and Sactwu into conflict with other Cosatu heavyweights, including the National Union of Mineworkers.

Other unions opposed to ending the alliance included the Food and Allied Workers' Union, the Construction and Allied Workers' Union, the Paper, Printing, Wood and Allied Workers' Union and the SA Railways and Harbours Workers' Union.

The Chemical Workers' Industrial Union would back the Numsa-Sactwu position.
Workers arrested

ABOUT 350 retrenched municipal workers and sympathisers were arrested at the Petersburg Civic Centre yesterday on charges of trespassing.

Those arrested were given the option of a fine or appearing in court next month.

About 600 members of the South African Municipal Workers Union in Petersburg were retrenched after they had refused to return to work when negotiations on wages increased collapsed.
Survey highlights black voters' fears

CAPE TOWN — About 14 percent of black South Africans surveyed recently said they would probably not vote in the April elections for fear of violence, the Goldstone Commission heard yesterday.

Addressing a hearing on ways to prevent violence and intimidation during the elections, Professor Laurie Schlemmer of the Human Sciences Research Council also said 2 percent of the respondents claimed they were committed to violence during and after the election period.

This translated to an "awfully large" percentage of the total electorate who had a destabilising, revolutionary attitude, said Schlemmer.

The survey of 8,400 respondents was carried out recently in areas not normally polled, such as squatter camps, resettlement areas, deep rural areas and the self-governing states.

Three out of every 10 people saw the prospect of violence as the most severe problem surrounding an election.

A third of those surveyed approved of breaking up meetings of opposing parties in areas where these parties were not popular, which indicated a "fairly tough, cynical attitude" to the rights of parties to mobilise support, he added.

Only 54 percent were sure that their vote would be secret — a figure which made the survey group only a little less paranoiac than their urban counterparts, who were also surveyed by the HSRC recently.

About 97 percent of ANC supporters expected the movement to win an election, which was fairly realistic in the circumstances, Schlemmer said.

The Star’s Political Correspondent Chris Whitfield reports that the weekend is shaping up as critical to hopes of an imminent return by the Inkatha Freedom Party and KwaZulu government to negotiations.

However, the IFP’s Dr Ben Ngubane — who led a delegation which met with the Government for discussions on the issue yesterday — last night cautioned against suggesting that the party would return to the talks at the World Trade Centre within days.

“There has been some progress (in talks with the Government and ANC) but everyone expects a rush now,” the issues we are discussing are so fundamental they cannot be resolved overnight,” Ngubane said in Durban. — Sapa

Dispute over bid to lay off 200

By Abdul Milazi
Labour Reporter

When Eric Magwaza (46) was promoted to stores manager at the Epic Oil Mills Johannesburg factory a year ago, he knew he could give his family a better life and a better education on an increased monthly salary of R400.

Now Magwaza is one of the Epic Oils workers who face losing their jobs, after the company this week announced its intention to retrench some 200 people today.

About 300 workers at the factory downed tools on Wednesday after management allegedly refused to negotiate the retrenchments with their union.

However, Epic Oils managing director Trevor Wilkinson said his company had negotiated with the Food and Allied Workers’ Union (Fawu), which represents the majority of the workers, but the two parties could not reach an agreement on how the retrenchments should be implemented.

Wilkinson said the company had decided to go ahead with its decision “to get some reaction from the union”, which he said had failed to come up with alternative proposals after nine months of negotiations.

Fawu regional organiser Ernest Budliness has disputed this and said the company was unilaterally implementing the retrenchments.

He added that when the union came up with alternative proposals, management issued counter-proposals, making it impossible for the parties to reach an agreement.

The workers have vowed not to return to work until management agrees to negotiate with the union "in good faith."
Alliance to be ‘reviewed’

The Chemical Workers’ Industrial Union will "review" the ANC-SACP-Cosatu alliance, "from time to time", but has rejected a proposal for the formation of a workers’ party.

The CWIU believes it would be premature to adopt a position on ending or continuing the alliance before next year’s election.

The National Union of Metalworkers and the Southern African Clothing and Textile Workers’ Union have resolved that Cosatu should end the alliance after the election.

— Labour Correspondent
Cosatu ties with ANC will survive beyond election

ALAN FINE

The cause of socialism — as the term is conventionally understood — is in ANC economic policy over the past three years has removed any doubts about that. Support for a socialist “workers’ party” may still be a chord among those who believe the ANC has sold them out. And there is real frustration among rank-and-file unionists at the effects of a recognition that an ANC government will be unable, even if it will be willing, to do much about it.

But it is an unrealistic approach. The SACP is not interested in an independent existence from the ANC — it would probably be humiliated in an election if it chose to go it alone. It has decided to continue as the ANC’s “socialist” conscience, although its more recent definitions of socialism are far cry from the real business which collapsed in 1989. Even then, its influence on ANC policy is diminishing, and an independent socialist party would have no better prospects here than the “loony left” parties of, say, the UK.

Sactwu’s position is attractive to those who think union members should not feel that they are identified with any particular party. But this approach appears untenable for others. For a start, there is a seeming contradiction between demanding that the ANC adopt union-friendly policies and the requirement that union leaders among its MPs, and then breaking the relationship with the ANC.

In addition, the practical reality of opinion polls have shown — is that a majority of Cosatu-affiliated union members will vote for the ANC whatever their union leaders say.

Further, if tripartite dealing at the National Economic Forum and elsewhere continues as the dominant trend, it may be costly for the union leaders to take a step which would reduce their influence with the new government.

And this, arguably, is why, despite its own interests and pressures, the NUM is the one most likely eventually to be supported by Cosatu.
Cosatu's tough task: mass voter education

THE 1.2 million strong Congress of South African Trade Unions has set itself a daunting task.

In just under nine months, Cosatu plans to run mass voter education programmes for its members as well as millions of other workers.

Cosatu activists will be called upon to initiate voter education programmes in tens of thousands of workplaces, some of them situated in the most remote parts of South Africa.

The voter education programme is part of Cosatu's strategy to ensure "a decisive ANC victory" at the polls.

The union federation has, however, stressed that the programme should empower workers to participate in democracy and make informed choices, regardless of who they ultimately vote for.

Cosatu aims to ensure a programme of non-partisan voter education is extended to all workers, not only Cosatu members.

The union federation said in a statement last week, "Voter education is particularly important for workers who have been isolated and denied basic worker rights, including farm workers, domestic workers and workers in the bantustans.

"Failure to extend voter education to these workers and their families will mean over half the electorate will go to the polls unprepared and uninformed — if they go at all."

An important element in Cosatu's voter education programme is the co-operation of employers.

Cosatu has met the Central Business Movement and Saccoola. These two bodies have generally responded positively to the voter education guidelines issued by Cosatu.

Cosatu in the Western Cape launched its campaign on July 28 when 500 shopstewards attended the first of four voter education workshops planned for the region.

Participants came from, among others, the clothing, food, metal, commercial, retail, municipal, transport and construction sectors.

Regional secretary Mr Jonathan Arendse said training workshops for shopstewards were being planned for the southern Cape, Namaqua-

land and the Boland.

The workshops will all include presentations on the rights, rules and processes of voting, workplace canvassing and the campaign for identity. Mock balloting is also a feature of all training workshops.

"This process is part of the election campaign. After this there will not be a single Cosatu organised workplace where there is not at least one shopsteward capable of imparting voter education," Arendse said.

Cosatu has to reach out to several thousand shopstewards initially and about 170,000 members before the end of the year.

Cosatu affiliates will be asked to second office-bearers, organisers and shopstewards for the campaign.
Rural municipal workers are left out in the cold

By Waghied Miebach

The big cut in the nationwide municipal strike grabbed headlines this week, but the real struggle is in the poorer rural municipalities.

As the strike entered its third day on Wednesday, Cape Town City Council and the Western Cape region of the 70 000-strong South African Municipal Workers Union (Samwu) reached an agreement to suspend the strike.

At the same time that dispute was being resolved, about 1 000 workers from areas stretching to the Eastern and Northern Cape marched on the offices of the Cape Provincial Employers Organisation (CPEO) in Bellville.

Workers said the employer body refused to enter negotiations which cover 147 municipalities and 12 000 workers in mostly rural areas.

The workers were given notice by the CPEO that they would be dismissed if they did not return to work, said Merle Brown, Samwu national organiser.

After the march workers were told by union officials the strike would continue into a fourth day.

Workers from these areas claim they are earning well below the salaries offered by the big city councils. In some areas workers earn between R200 and R500 a month.

Goodwood and Stellenbosch workers said labourers earned R281 a fortnight while operators earned R390 a fortnight. They said there are no benefits like medical aid and pension funds.

"Working conditions are bad. They treat us like dogs, like we are animals," said one worker.

He said they wanted to work an eight-hour day — currently they work nine and half hours.

Goodwood workers demand a R650 minimum wage, with a 30 percent increase for other workers.

Mr Saleh Mann, chairperson of the Cape Town branch of Samwu and national executive member, said this week the union also wanted to stop the countrywide restructuring of municipalities.

Mann said the municipalities have started privatising certain services.

He said this was "ill-timed" as moves were already underway to restructure the sector in talks with the Local Government Negotiating Forum (LGNF).

Mann, vice-chairman of the LGNF, says this was taking place on "spared head grounds".

Mann said privatisation resulted in retrenchments and there was often a cutback in services.

He slammed the action of the police on Tuesday when 10 workers were injured after police fired tear gas and rubber bullets at them outside the Good Hope Centre.

Police said seven of their members were injured.

Worker Glove Abramzana, who was at the scene, said: "They just started shooting while we were walking over the bridge." He denied workers provoked police by throwing stones.

Another worker said they started throwing stones only after the police opened fire on them.

A worker who did not want to be named showed two teeth of a fellow worker. He said a group of policemen had "stamped on his face".

The policemen allegedly dragged the bleeding worker down the stairs and "threw" him into a police van.

Mann said he would report the incident to the union's international secretariat.
A former Sasol employee exposes the petrochemical giant’s anti-union activities

Sasol admits it spied on, infiltrated trade unions

Sasol spied on unions, set up front organisations and a Zulu unit to hinder union activities, court papers reveal. Paul Stober reports

Documents before the Pretoria Supreme Court show for the first time that petrochemical giant Sasol recruited a corps of trained security officers to infiltrate trade unions and “limit the possibility of strikes” at its Secunda collieries.

Sasol Mining, a wholly owned Sasol subsidiary, admits this in papers responding to a R12-million breach of contract claim by a former employee, Andries Bruyns.

In his founding affidavit, Bruyns also indicates that to mask its anti-union activities, Sasol Mining set up a string of front organisations. One was the Secunda Education and Cultural Organisation (Seco), established during 1986 and 1987, which he describes as the “brainchild” of Adult Education Consultants (AEC).

Sasol also claims to be involved in more clandestine activities against the African National Congress and its allies. The Weekly Mail revealed last year that it gave Inkatha Freedom Party leaders ‘secret leadership training and political education’.

Bruyns also says Sasol Mining hired the IFP youth leader, Advice Gwala, to boost its anti-union drive.

At the company’s request and with the co-operation of the IFP, he says he later set up a Zulu unit to counter and intimidate union leaders.

Tracing the history, Bruyns says he was employed to infiltrate the Chemical Workers’ Industrial Union and other Cosatu affiliates in October 1985. He was sent to Germany for specialised training in bugging devices to spy on unions and to prepare strategies to “neutralise” them.

Bruyns says he recruited shop stewards as informants, spied on union activities at Secunda and Sasol 2 and 3, and established block committees in hostels to counter the CWIU’s influence. He believes he was so successful that all attempts to call strikes at Secunda coal mines failed.

In responding papers, Sasol Mining admits organising Bruyns’ training, receiving information about union activities and authorising the payment of informers. The purpose was to “limit the possibility of strikes”, “employ new workers who would receive training to counter intimidation” and “convince other workers”.

It also admits setting up Seco for “educational and cultural” purposes and employing Gwala, but denies all other allegations. Approach for comment last year, the company denied funding Seco or employing Gwala, who was killed in an AK-47 attack in a labour dispute in 1991.

Bruyns left Sasol to work for another AEC company, GOHI Management in Cape Town, in August 1988. A year later he says he was asked by Sasol Mining to return to his old job after a bruising strike at the company.

At management request, says Bruyns, he prepared plans to prevent further strikes at Sasol Mining. These included the recruitment and training of Zulus to counter and intimidate union leaders in the hostels and the community. Others would receive leadership training to persuade members to leave the union.

With the help of the IFP, says Bruyns, he recruited 30 people to deal with intimidation and 50 to work in the community. He handed them to the company for training.

To distance Sasol Mining from the operation, says Bruyns, he resigned from the mine’s security division and joined another company, New Perceptions Limited. He would continue to handle the groups, provide training for new members, run Seco’s operations and liaise with Gwala.

Sasol Mining would pay New Perceptions for Bruyns’ services.

Sasol Mining accepts that the decision to move Bruyns to New Perceptions was carried out but denies the other claims.

Around April 1991, Sasol Mining changed tactics and set up Tekset to promote the mine’s image among all political parties in the vicinity.

Bruyns was the director, secretary and treasurer of the company “The defendants decided to scale down the intimidation and victimisation actions, as well as the influencing programme, to such a degree that the plaintiff was no longer involved with their handling,” said Bruyns.

To disguise links between New Perceptions and Tekset, Bruyns was asked to establish Highfield Community Development Services as a front for Sasol Mining. Sasol Mining’s agreements with New Perceptions were to be transferred to the new company.

Sasol Mining acknowledged meeting the costs of setting up Highfield Community Development Services but denies other allegations.

After violence broke out in Sasol Mine’s Thandahani Hostel in August 1992, the mine asked the Goldstone Commission to investigate accusations by CWIU that the company was involved in “third force” activities.

Acting on the advice of AEC boss Louis Pasques, says Bruyns, Sasol Mining decided to cut all links with Bruyns and Highfield Consultants.

The R12-million for which he is suing is made up of the salary he would have earned until retirement.
Cosatu backs fired workers

STAFF REPORTER

The Congress of SA Trade Unions has called for the reinstatement of all sacked municipal workers and has warned of countrywide solidarity action.

A detailed report on the municipal workers' dispute was tabled at Cosatu's three-day central executive committee meeting which ended at the weekend in Johannesburg.

Cosatu resolved to support the SA Municipal Workers' Union, a Cosatu affiliate (I4OA).

The federation said it took particular note of the mass dismissals of municipal workers by employers organised under the Cape Province Local Authorities' Organisation. (□□□)
New deal for farm workers

By Themba Molefe Political Correspondent

A HISTORIC agreement between employers in the farming sector and the Congress of South African Trade Unions was announced yesterday.

The agreement between Cosatu and the South African Agricultural Union is in the form of a draft Bill and provides for the Labour Relations Act to be extended to farm workers. To be called the Agricultural Labour Act of 1993, the new legislation would be tabled before Parliament in October.

In terms of the agreement, the SAAU and Cosatu will submit a joint request to the Minister of Manpower and the National Manpower Commission to establish a committee to investigate concerns of the agricultural sector and facilitate the implementation of the agreement.

A proposal to the Industrial Court will be forwarded for a special labour court to mediate between organised labour and employers in the sector.

The breakthrough was announced at a Press conference at the World Trade Centre by Cosatu labour law expert Mr Mike Madlala, SAAU executive members Mr Lane Bosman and Mr Kobus Kleynhans and Minister of Manpower Mr Leon Wessels.

A culmination of three years of bargaining and involvement of the Independent Mediation Services of South Africa, the draft law proposes the extension of the Basic Conditions of Employment Act to farm workers.
The debate on Cosatu's relationship with the Tripartite Alliance has come to rest in a consensus for continuation, but the federation faces awkward decisions and bargaining around its presence in parliament. Labour Correspondent Paul Bell reports.

Question now is, what about Cosatu?

The country's largest trade union, the National Union of Mineworkers, may have thrown its weight behind Cosatu's continuation in the Tripartite Alliance after the general election, but the federation must nevertheless answer some tough questions — and soon — on how it will operate within the Alliance thereafter.

Dissatisfaction among rank-and-file workers about the slow progress of negotiations at the World Trade Centre, and fears of a split in their ranks, hastened to the debate about Cosatu's relationship with the Alliance after the installation of a democratic government.

That much was obvious in the differences among the major Cosatu affiliates in their brief, thrown up in the course of a recent round of trade union congresses.

The National Union of Metalworkers led off in June with a congress resolution calling for an end to Cosatu's involvement in the Alliance, along with measures to strengthen socialism, including the possible formation of a workers' party.

The Clothing and Textile Workers Union, Scratch, followed with a similar view on Cosatu opting out of the Alliance. But its alternative was radical, suggesting that labour pursue its relationship with the future government through tribune institutions such as the National Manpower Commission and the National Economic Forum.

The Food and Allied Workers' Union maintained its alignment to the ANC and the Alliance.

Its position was echoed by the Chemical Workers' Industrial Union, which argued that it would be "premature" to adopt a position on ending or continuing in the Alliance before next year's election. But the CWU also specifically rejected the formation of a workers' party.

The debate also drew fire from the BCC's Jeremy Cronin, who accused the "welfarists" of weakening the ANC and playing into the hands of its enemies, and a rebuttal from Velile Alexander of the Workers' Organisation for Socialist Action, in whose view a split was both in order and necessary.

But James Motlatsi, president of the National Union of Mineworkers, appears to have cooled down the present.

"What is important for us, however, is to ensure maximum unity, We may differ politically but we must maintain unity as a nation. We must agree that the implementation of a reconstruction accord is the responsibility of the nation as a whole, not of the workers alone, or of the ruling party alone, or of the Government."

Motlatsi remarks roughly embrace the context of Cosatu's present strategy. The federation and its member unions will support the ANC's reconstruction accord and its economic programme. But, in return, the ANC will provide a framework for Cosatu's activities within parliament.

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The who — that is, who will be on the ANC's list of candidates for election to parliament — is another matter. But the debate will likely continue about how Cosatu will function in the parliamentary context of its relationship with the ANC.

Cosatu and its affiliates are acutely aware of the danger of weakening their structures by removing their most able leaders to the Alliance's electoral list. If they do not vote in their best interest — and a not insignificant number of their members — the electoral list of their representation in Parliament will be the poorer.

In which case, Cosatu may find itself unable to meet the challenge it faces to maintain its presence in parliament.

There is also the question of which of the Alliance partners, Cosatu or the ANC, will have first call on the allegiance of Cosatu's leaders elected on an Alliance ticket.

Would they be bound to ANC policy or would they conceivably vote as a bloc against the ANC in defence of worker interests?

Conversely, the nomination of Cosatu members to the Alliance list may present the ANC with an early opportunity to increase the strength of the Cosatu contingent in parliament.

Early, by determining the selection of candidates, secondly, by determining who will go up or down Cosatu candidates are placed on the list.
Cosatu aims at becoming independent of funding

SHARON SOROUR
Labour Reporter

COSATU affiliates have implemented a scheme to collect union subscriptions in a bid to make the labour movement independent of overseas funding.

Financial self-sufficiency is the motivation for a new scheme to deduct fees on a percentage system instead of on across-the-board subscriptions, according to Cosatu's publication The Shop steward.

"Until recently all unions used the across-the-board method of charging membership fees, with every member paying R5 a month. Now there is a move to the percentage system, which means the more you earn, the higher your union subscription." Higher-paid union members would therefore subsidise union members earning less money, rather than all members paying the lowest amount the poorest workers could afford.

Some unions using the percentage system put a ceiling on the subscription.

For example, Chemical Workers' Industrial Union (CWIU) members paid one percent of their salaries, with a subscription limit of R20.

Other unions paying one percent included Cosatu's largest affiliates — the Food and Allied Workers' Union, the National Union of Mineworkers, the National Union of Metalworkers of SA and the SA Clothing and Textile Workers' Union.

The scheme was motivated by Cosatu's concern that outside funding would not always be available.

"The unions would then have trouble maintaining the standard members have become used to. Subsidies from outside sources have meant unions have been able to work in a style not linked to the real income generated from members," the report said.

For example, many affiliates and worker leaders now demanded to meet in "fancy hotels" rather than "cheaper conference centres".

"There is an attitude that 'Oh well, there's more where that came from.' But it can lead to corruption." Cosatu was also concerned that outside funding could mean outside control.

Unions had to find ways of becoming more self-sufficient or run the risk of losing political, economic and organisational independence.

With the new system unions could keep up with inflation and have extra income if improved increases were negotiated for members.
The workers and their organisers are a fundamental part of the solution to our economic crisis and not the problem, argues Jay Naidoo, secretary-general of Cosatu:

Once an industrial framework is created to negotiate restructuring in each industry, such as tripartite restructuring committees, we will be able to develop a global co-ordinated strategy to rescue our dying industries, particularly in the manufacturing and mining sectors.

Industrial restructuring cannot be devised at enterprise-level alone, although democratisation of enterprises is a key element of such restructuring.

To be coherent, such restructuring will need to be planned at industry and national level, and fit into an overall economic framework.

**Appropriate Institutions**

This requires appropriate institutions to ensure that the key players bind themselves to a programme.

Most critical of these institutions are the centralised bargaining forums, which provide a framework for industry-level bargaining.

These forums are well placed to link the “traditional” collective bargaining issues to broader questions of industrial restructuring.

**Job creation**

Wages, grading, skills and training can be linked to job creation, technology policy, and other critical issues affecting the future of the industry.

It is therefore extremely important that we take forward the agreement reached at the NEF to set up industry forums where no centralised bargaining structures currently exist.

It is in the interests of both employers and workers that we do so if we are to arrest the stagnation and disintegration of our industries and reorientate them on to a new growth path.

Jay Naidoo ... economy must be driven by the people.

**Economic crisis**

The Government, for its part, has had no vision, or strategy to address our structural economic crisis.

Unions have had to recognise that simply struggling for higher wages and better working conditions will not in itself resolve our economic problems: we have to make a strategic shift from resistance to transformation.

The business “solution” to our economic crisis has been devastating for workers: mass retrenchments; extension of working hours and number of jobs performed by one worker; cutting real wages; sub-contracting, replacement of permanent with temporary workers, and displacing workers.

**Productive potential**

This is the only way to unleash the productive potential of our people, which has been stifled for so long.

Stephane Garelli, author of the World Competitiveness Report, which compares the performance of different countries, identifies a key competitive advantage of the leading economies, including newly industrialised countries, as being their development of human resources.

This is also the area where we put South Africa at the bottom of the list.

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**The Government, for its part, has had no vision, or strategy to address our structural economic crisis.**
Business opposes ‘partisan’ plan

Clash looms over Cosatu election drive

BUSINESS and Cosatu appear to be headed for a serious clash over the union federation’s planned financial and logistical support for the ANC in the coming election. (ILOA)

Cosatu has already informally approached a number of companies regarding its plans to involve 30,000 shop stewards in worker education and canvassing, and has received a cool response.

Cosatu leaders are also considering a recommendation that a one-off levy be imposed on affiliates’ members to help finance the ANC’s election campaign. At, for instance, R10 a member, this could raise more than R10m.

Employers are likely to resist strongly any request from unions to use the stop-work facility applied to union subscriptions for processing a political levy. Arranging the facility through stop orders would make a huge difference to the union’s coffers.

An employer spokesman in the SA Consultative Committee on Labour Affairs (Saco) said yesterday resistance to using stop orders was based on administrative and political considerations.

“The administrative burden on companies’ salaries departments of processing a one-off levy would be immense,” Equally importantly,” the source said, employers would refuse to be seen assisting the election effort of one political party on the ANC — by facilitating fundraising efforts on its behalf.

Similar concerns applied to facilitating the election work of shop stewards — either by granting time off or making available company property for election meetings. Even though Cosatu had said its voter education work would be non-partisan, many employers believed the federation’s open support for the ANC affected the credibility of the claim.

A Chamber of Mines spokesman described Cosatu’s proposed voter education programme as “the next fight after wage negotiations.” The chamber had never allowed party political meetings on its premises and, with Cosatu’s stated position on its allegiances, it could hardly argue that its programme was non-partisan.

In the past, the chamber had provided transport to polling stations — for example, in elections held in Lesotho and Mozambique. However, it has not permitted booths to be set up on mine property, nor parties to canvass for support or membership. This stand was unlikely to change with SA’s first nonracial elections, he said.

“With the mines’ history of factionalism, the chamber would be loathe to throw its weight behind such a campaign.”

The chamber was not opposed in principle to election preparation, the spokesman said.}

Cosatu

said this would include the mechanics of how to vote, identifying symbols, and so on.

“Another was Cosatu’s role in the process which needed clarification.”

SAPA reports that South African Labour News reports in its latest edition that Socaob, the African National Congress, as well as Saco, have repeatedly expressed support about Cosatu’s plan.

“It Cosatu has a viable track record of independence and had not taken a very overt stance in the form of the tripartite alliance, I don’t think people would have a problem with it,” the journal quoted a business source as saying.

Cosatu said it was a regrettable business group had spoken out against the plan before studying the proposals fully.

PATRICK BULLER reports that Pick n Pay chairman Raymond Ackerman said yesterday “business could support the election by committing funds from social investment programmes to voter education initiatives.” He was speaking at the Financial Mail’s election conference.

Ackerman said the private sector could assist the election process by financing voter education among employees, and employee transport to polling booths. “Business could enter agreements with unions regarding the contributory but non-partisan role of the company in the democratic process and could make special provisions for employees to receive training and counselling as well as time off to vote.”

“There is much which businesses can do to facilitate the smooth, peaceful and effective functioning of the process in the main, and businesses should address with their employees the crucial problem of voter education and the development of a democratic culture.”

He said business had opposed apartheid in the past and that created a precedent for its involvement on issues of principle in the political process.

Meanwhile, Cosatu yesterday released details of plans for its special conference from September 13 to 15 as the elections and its reconstruction and development programme. General secretary Jay Naidoo said a major focus would be the release of about 20 to 25 office bearers for an “election list” and their replacement in the federation’s ranks. An initial list would be compiled by early next month.
Municipal wage talks

TALKS between the SA Municipal Workers' Union (Smwu) and the Cape Province Local Authorities Employers' Organisation were to continue today.

The organisation represents councils which have fired workers for taking part in the general municipal strike.

The union has demanded a R650 monthly minimum wage and increases on a sliding scale for workers already paid more than this.
Time for economy to change course

The engine of any programme of reconstruction is the creation of a dynamic economy oriented to developing the human, productive and technological potential of the country and meet the needs of people.

This concept of a people-driven economic transformation is at the core of our programme of reconstruction. The question is what vehicle will drive us from the moribund apartheid economy to the type of economy described above?

Cosatu’s departure point is that workers ultimately have the most interest, and potentially the most capacity, to ensure that our economy moves in this direction.

Big business can invest in speculative ventures, or move its capital overseas, but workers are the only economy. The more our economy stagnates and shrinks, the more jobs are lost and the more workers and their families suffer. Therefore, we need to accept that worker—enterprise—organisation strategies are fundamental to the solution to our economic crisis, and not the problem as some in business and Government seem to think.

Secondly, we have to accept that the current growth path of the economy is a cul-de-sac. There is no future for an economy based on cheap labour, over-reliance on primary commodities (minerals and agriculture), and import of technology.

Government, for its part, has had no vision or strategy to address our structural economic crisis. Unions have had to recognise that simply trying for higher wages and better working conditions will not in itself resolve our economic problems; we have to make a strategic shift from resistance to transformation.

The business “solution” to our economic crisis has been devastating for workers. Mass retrenchments, extension of working hours and number of jobs performed by one worker; cutting real wages; sub-contracting; replacement of permanent with temporary workers, and displacing workers with machines.

The result has been that the manufacturing sector employs fewer workers today than it did in 1980.

We are in total contrast with the world economy, in which trades increasingly in manufactured commodities, with an increasing reliance on trade in primary commodities.

Between 1960 and 1989, the proportion of non-gold goods exported as raw materials increased from 40 percent to 60 percent while exports of final finished goods fell from 16 percent to 6 percent.

Internally, our highly protected manufacturing industry concentrated on producing luxury commodities for the limited white market—a formula which soon exhausted its limits.

The crisis caused in our mining industry through short-sighted exploitation of resources has also led to massive job-loss — 138 000 jobs lost in the mining industry alone, with each one resulting in the loss of two other jobs elsewhere.

Trade unions in crisis-ridden sectors such as mining, engineering, electronics, automotive and clothing and textiles, have taken the initiative to convene industry-wide summits and task forces, involving business, labour and Government.

Creative and exciting proposals have been made to restructure these industries. Many of the proposals, however, have not gone beyond the drawing board, largely because of the short-term approach of Government and the failure of business to accept trade unions as partners in formulating industry strategy.

Nevertheless, proposals on restructuring have the potential to turn these sectors around, if all parties commit themselves to implementation. A democratic government will be able to play a vital role in facilitating this, by developing appropriate policies on trade and tariffs, research and technology, training and education and targeted assistance programmes for struggling sectors.

But creating this environment will not succeed if business persists in its authoritative, top-down, unilateral style.

Jay Naidoo is the general secretary of Cosatu
Two-year wage dispute over

The two-year wage dispute between the Cape Province Local Authorities Employers’ Organisation (CPLAO) and the South African Municipal Workers’ Union (Samwu) has been resolved after 18 hours of negotiations, Samwu has announced.

Striking workers covered by the agreement, which is for both the 1992/93 wage dispute and 1993/94 wage demands submitted by Samwu, will immediately return to work.

Both parties acknowledged the disparate and complex nature of the municipal sector and reached agreement on three new minimum rates of R464, R497 and R550 a month with effect from July 1, 1993.

The parties also agreed on a common minimum wage for the Cape Province by July 1, 1995, based on about R530 adjusted over the next two years.

The effect of increases on the minimum would compact many scales above the existing minimum, resulting in substantial increases for large groups of workers.
The bonds that held together the unbanned political movements and organised labour are coming under stress. RAY HARTLEY reports

The relationship extends far beyond mere support, however. Cosatu and the SACP will also enjoy a physical presence in government if a deal currently being haggled out is adopted. Moreover, the formation of an arrangement currently under discussion, high profile vote-getters such as Cosatu's secretary general Jay Naidoo and SACP chairman Joe Slovo will stand for election on the ANC's list, but retain their loyalty to their organisations by forming a caucus advancing socialism within the ANC.

The caucus is expected to wield enormous influence on matters of economic policy and legislation affecting workers' rights. Moreover, it is likely to be more than just a facade. It will bring mass expectations of redistribution into the centre of political power.

The alliance will also be sorely tested on the labour front. The ANC is expected to extend the right to organise and to strike to public sector workers.

Cosatu, meanwhile, is planning to launch a public sector workers' union in May. The federation's organising secretary, Zwelinzima Vavi, says the union will be Cosatu's largest affiliate with about 500,000 members by the end of 1994.

The prospect of ANC government officials facing Cosatu's public sector unions over the bargaining table is a nationwide strike in the making. Such a strike must send shivers down the spines of alliance strategists.

The significance of this possibility is not lost on National Union of Mineworkers acting general secretary Kgalema Motlanthe.

"Once apartheid is gone, the issues will come back home. They will be about all the issues that we fought against."

The ultra-leftist National Union of Metalworkers of SA (Numsa) went as far as calling for an end to the alliance after democratic elections. The National Union of Mineworkers (NUM) is openly in favour of the continuation of the alliance and strongly opposed to the idea of a workers' party.

NUM and the ANC workers argue that trade unions need to pressurise the new government into adopting socialist or "worker-friendly" policies from the outside, reserving the right to mobilise opposition and possibly even contest the ANC in future elections.

The notion of a workers' party, first raised by workers in the mid-80s as a countrywide initiative, is gathering ground and Numsa has supported the idea tentatively.

Cosatu is scheduled to make its mind up on the future of the alliance at its September special congress, where Numsa and NUM are expected to table contradictory resolutions on the future of the alliance.

Most commentators expect the Numsa-led call for the continuation of the alliance to win the day, the debate will nonetheless serve as a warning to the ANC not to take its labour allies for granted.
HIGH PROFILE: J. J. Naidoo may be part of an ANC socialist cabinet Picture, DAVID SANDSON
Cosatu clarifies MPs’ allegiance

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu will not exercise final control over the selection of labour candidates to the ANC’s electoral list, and “labour-aligned” MPs elected from this list would owe their first allegiance to the ANC.

Cosatu general-secretary Jay Nadoo confirmed this yesterday, on the eve of a meeting to finalise the ANC’s 1983 electoral list. Nadoo also said Cosatu did not expect that finality on the ANC’s formula would be reached before its executive meeting on September 9.

The formula would then have to be forwarded to the federation’s special congress on September 10 for ratification.

Concern

Umkhonto have voiced concern that if labour MPs were picked by political parties, these members would not be accountable to the union movement, thereby diminishing labour’s independence.

Cosatu had initially accepted that while labour leaders would make themselves available for election, political parties would ultimately decide who should represent labour.

“Cosatu needs to have open debate about which of its people will go on to the list, and its views will be fed into an alliance process led by the ANC. Of course, our views will carry substantial weight. This, he said, represented a ‘revision’ of the earlier decision.

Commitment

Asked what the primary parliamentary allegiance of Cosatu MPs would be — to labour or the ANC — Nadoo replied that having been elected on an ANC list, they would owe their first allegiance to the ANC, which, he pointed out, had made a commitment to the reconstruction programme Cosatu wants positioned at the heart of the next government’s policy.

Nadoo described this prospective bloc as “a broad group of labour-aligned ANC MPs.”

As far as how they are to be placed on the ANC list, Nadoo confided himself to saying Cosatu would want “a fair spread.”
Top Cosatu men in line for ANC list

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu is believed to feel strongly that three members of its six-man executive, including general-secretary Jay Nando, should go to Parliament, on the African National Congress electoral ticket.

The two executives who would accompany Nando would be assistant general-secretary Sam Shikowa, currently a member of the South African Communist Party's delegation to the World Trade Centre, and first vice-president Chris Dlamini.

Cosatu sources say it is important to send to Parliament a strong team that includes people already involved in the major national forums — economic, manpower and so on...

The selection of between 25 and 35 union leaders as ANC electoral-list candidates is being discussed by Cosatu affiliates. Cosatu hopes to achieve finality by its next executive committee meeting, on September 3, and have the names approved at its special congress a week later.

Meanwhile, the Cosatu committee established to recommend the federation's nominees to the ANC electoral list met this week under the chairmanship of the federation's president, John Gomono of the National Union of Metalworkers of SA.

Gomono said that at Cosatu's previous executive meeting a fortnight ago, it had been felt that Cosatu should make its views known to the affiliates on who should be nominated.
Impala Refineries, union in pay accord

ERIC JANKOWITZ

THE NUM and Impala Refineries signed a wage agreement earlier this month granting workers a 3.5% across-the-board increase in basic salary plus increases on non-pensionable income ranging from 11.4% to 12.5% backdated to July 1.

This brought the new minimum rate to R1,250 a month.

Settlement was reached after the two parties submitted the dispute to arbitration.

Workers will receive a further 1% increase on basic wage from January 1 if specified production targets are met.

The company agreed to all outside vocational education institution conducting courses on company property. It also increased shop steward training days to six a year.

Impala indicated its intention to move away from the closed shop arrangement and said it would not oppose any union call for abolition of the system. A separate forum was established to negotiate an agency shop.

The company also increased its contributions to the provident fund from 6% to 11.4% and standardised paid leave to 20 days a year plus 10 days unpaid.

The union agreed to support company moves to apply for exemption from legal requirements regarding hours of work, shift cycles and spread overs.

Meanwhile, mediation between Impala Platinum Mines and the NUM will resume today with the two parties still far from agreement. Last week the company offered an average 6% increase in response to the union's 14% demand. Impala also offered to investigate a profitability-linked mechanism to augment income.

The union demanded the company withdraw from membership of the Bophuthatswana National Provident Fund or pay the entire fee currently shared between the company and employees.

On Friday, Impala offered to contribute 75%. It agreed to implement an independent provident fund from April with workers contributing 5%.

Impala also offered to increase annual paid leave to 28 days for surface and 30 days for underground from the present 21 days.
Unions set to merge

By Paul Bell
Labour Correspondent

After eight years of on-off talks, the Transport and General Workers' Union (TGWU) and the South African Railways and Harbours Workers' Union (Sarhvu) hope to complete their merger preparations by the year-end. This will create a transport union of some 90,000 members, and is likely to take its place in the 500,000-member public sector super-union to be launched in May next year.

TGWU president Alfred Mdlovu told his union's congress last week that it was important to set aside differences. Sarhvu assistant-general-secretary Telfise Mosholo agreed, and said his union was now discussing the draft constitution which the two unions have drawn up. The unions plan to adopt the constitution jointly once remaining obstacles to the merger have been resolved.

Merger talks have been on the go since the formation of the Congress of South African Trade Unions in 1985, when Cosatu adopted the policy "one industry, one union".

Plans have been frustrated, however, by Sarhvu's opposition to the fact that the TGWU's 39,021 members include 10,710 workers from the cleaning and security sectors.

Sarhvu, with about 41,000 members, agreed to the merger in March and is awaiting an indication from the TGWU's congress on how the anomaly will be resolved.

Cosatu hopes to see the unified transport union absorbed into the super-union.
**NEWS**

Inkatha hawks, doves squabble • TWGU throws its weight behind ANC

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**news in brief**

**Wife raped in robbery**

THREE men took turns raping a woman in front of her husband before fleeing with R4,000 and other items at Thabweng near Welkom in the Free State on Saturday.

Police spokesman Captain André van Devenster said the attackers, one armed with a firearm, broke into the couple's house while they were asleep around 2.40am. They also took a video recorder, a cassette player and two leather jackets.

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**7 on dagga charges**

POLICE in Cape Town arrested seven people, including a woman, after a dagga bust with a street value of R2,2 million was found at a house in Retreat on the Cape Peninsula Friday night.

A police spokesman said the narcotics unit at Wynberg received a tip-off that the dagga was being loaded into a minibus at the house. When they arrived at the scene the minibus drove into the police van. Forty-seven bags of dagga were found in the minibus and a further 41 bags of dagga in the house.

Six men and a woman aged between 24 and 66 will appear in the Wynberg Magistrate's Court today.

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**Big business on tour**

A HIGH-POWERED team of South African businesspeople is in Windhoek for seven days to cement trade and business relations.

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**Jiyane speaks for IFP**

THE Inkatha Freedom Party has appointed a former Pan Africanist Congress official and head of Radio Freedom in Tanzania as its new national spokesman and communications director.

Academic Dr Ziba Jiyane was officially introduced to the media at a weekend IFP leadership meeting in Cape Town at a Northern Ngoni game reserve.

Jiyane was a founder member of the IFP in the early '70s but left the country as a youth brigade leader and law student in 1978 following a security force crackdown on radical Inkatha youth, he said in an interview yesterday.

He fled to Botswana and later moved to Tanzania where he joined the PAC due to “policy differences” with Inkatha. He has become head of Radio Freedom, the “voice” of African liberation movements in exile in Dar es Salaam. — Sapa.

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**Union to support ANC**

By Ike Motsapi

THE Transport and General Workers' Union will mobilise its members for an African National Congress victory during next year's election for a democratic government. (LWC)

This resolution is one of the many taken at the end of a four-day fourth national congress of TGWU held at Crown Mines, Johannesburg, yesterday. And the union has called for the strengthening of the tripartite alliance of the ANC, Congress of South African Trade Unions and the South African Communist Party.

The union has seconded Mr Stephen Motlhingoa to Cosatu to learn more about its voter education programme.

Mr Nathi Nhleko has been nominated by TWGU as its representative to the ANC list of Cosatu people who will contest the elections.

The union also said it needed guarantees from the ANC that it would protect the rights of workers when it is in government.

The new office bearers of TWGU are Mr Jack Dube (first vice-president); Mr Paulina Mohlabi (second vice-president); Mr Randall Howard (general secretary); Mr Julius Matroos (deputy general secretary) and treasurer Mr Monde Mthembu. Mr Alfred Ndlovu was re-elected president.

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**‘IFP at loggerheads’**

THE Inkatha Freedom Party is facing a political showdown in its ranks over whether or not it should contest the April 27 election.

So-called “doves”, or moderates, claim they are in the majority and are determined to return to democracy talks soon and contest the country's first non-racial election.

They claim senior IFP negotiator Mr Walter Felgate, described as a “hawk” or hardliner who has the ear of IFP president Chief Mangosuthu Buthelezi, stands virtually alone in his “uncompromising” position on negotiations and stemming Inkatha away from the April election.

Senior IFP sources said at the weekend at a “bushveld” with the media at the Italia Game Reserve near Vryheid that it was “high time these matters were aired publicly”.

“IT is not a mistake that Walter Felgate is not here,” a source said. “He was not invited.”

The so-called moderates include the leader of the IFP team at the talks, Mr Joe Matthews, the head of the KwaZulu delegation, Dr Ben Ngubane, and IFP newcomers Mr Peter Miller, former Natal MEC, and Mr Mike Tarr MP, formerly of the Democratic Party.

The “doves” hope that Dr Ziba Jiyane, recently appointed as IFP national spokesman and director of communications, will eventually “replace” Felgate as a leading IFP spokesman.

The moderates claim warnings by the IFP that South Africa would degenerate into “civil war or worse” if the African National Congress and the Government implement their two-phase negotiations plan are penned by Felgate.

“The reality is that the IFP will never take up arms and go to the bush,” a senior source said at the weekend, adding that the only option was to contest the April 27 election.

“History has shown that any party which does not participate in an election ends up sidelined.” — Sapa.
Cosatu names on ANC ticket

COSATU’s list of office bearers and union officials to stand on an ANC ticket in next year’s election will be made known after a special congress on September 12.

However, reliable union sources have released several names which will appear on the list, expected to number between 20 and 30.

Once the names have been submitted from the various affiliates, a “committee of six” will vet them to ascertain whether they can be released from their present positions.

NUM president James Motlati is to chair the influential committee, which also includes:

- Southern African Clothing and Textile Workers’ Union’s deputy general secretary Ebrahim Patel;
- Chemical Workers’ Industrial Union assistant general secretary Musi Buthelezi;
- National Union of Metalworkers of SA (Numsa) president Mibutha Leom;
- Cosatu president John Gomomo and treasurer Ronald Motlong.

Among the more obvious candidates are Cosatu general secretary Jay Naidoo and his assistant Sam Shilowa. Speculation on their successors abounds as the loss of these two high-profile, experienced officials will leave a significant gap.

Others are Numsa general secretary Moses Mayekiso and national education officer Alec Erwin. Mayekiso’s role has been more that of figurehead, with his outside interests tending to dominate his time.

The NUM’s Marcel Goldberg, who has missed the post of general secretary twice, will also be on the election list, as will his SA Municipal Workers’ Union counterpart, John Ernstzen, an obvious choice.

Another general secretary likely to vacate his position for a political post is Sactwua’s Johnny Copelyn.

Cosatu spokesman Neil Coleman refused to comment except to say the disclosure of names was premature as discussions had not yet been completed. An elections committee, consisting of Naidoo, Shilowa, Goldberg and Cosatu vice-president Chris Diama, would only report to the executive next month.

Diama, another likely candidate, was not re-elected to the position of president of the Food and Allied Workers’ Union earlier this year.

Coleman said replacement of potential candidates was a major part of the debate taking place in the elections committee.

Whether all submitted names would be released from their current posts would be discussed and recommendations made to Cosatu’s executive. Leadership gaps would be assessed and potential replacements prepared and trained for their new posts.

He said those moving into the constituent assembly would be assessed as to which roles they would play based on their areas of specialisation.

Coleman pointed out affiliates had not only suggested candidates from their own unions, but also from Cosatu’s regional and national structures. Once the list had been finalised by the executive at a meeting on September 3, it would go before the special congress for ratification.

Recommendations would be made to the ANC for endorsement by the alliance.
Cosatu teams with civics

COSATU and the SA National Civic Organisation have agreed on a common strategy to fight for a nonracial democracy in SA.

Cosatu has invited Sanco to send 25 delegates to its special national congress from September 10 to 12.
NEWS IN BRIEF

Manufacturing up

MANUFACTURING production rose a seasonally adjusted 1.6% in June against year-earlier figures, the Central Statistical Service reported yesterday.

Manufacturing production was also 0.5% higher than in the first half of last year. The increase could be attributed to improved production of textiles (up 4.8%), plastic products (6.4%), motor vehicles (8.3%) and in "other manufacturing" industries (14.5%), the CSS said. Electrical machinery and transport equipment industries registered the largest increases for the period.

Decrease in strikes

MID-year strike statistics were well below last year's, the Manpower Department said in its August Labour Focus.

Between January 1 and June 30 there were 129 strikes, compared with 233 for the same period in 1995. Altogether 68,536 workers went on strike, costing the economy 125.477 man-days and causing a R16,676,000 loss in wages.

Protea Chemicals

ABOUT 100 members of the Chemical Workers' Industrial Union (CWIU) embarked on an illegal work stoppage yesterday over wages and disciplinary action on demonstrations against Protea Chemicals' joining the Chemical Industry National Provident Fund, CWIU official Susan Tilley said yesterday.

Executive director of the Germiston factory, Tony Wotton, said management was trying to resolve the dispute.

R1bn needed or farmers go bust

PRETORIA — Unless the livestock farming industry received an immediate injection of about R1bn in state aid, 70% of livestock farmers would go bust, Red Meat Producers' Organisation manager Gerhard Schutte said yesterday.

The organisation's economist Fritz de Jager said more than 75% of all livestock farmers owed more than 15% of their capital employed. Under current conditions it was impossible for these farmers to service their loans through farming.

Earlier this month Agriculture Minister Klaas van Niekerk announced an R615m government and package for livestock farmers in extensive grazing areas to maintain core breeding herds. A further R500m was granted as low-interest production loans.

Thus fell short of the more than R1bn requested, but the meat organisation understood these subsidies had to come from an already strained national budget, Schutte said.

No statistics were available on livestock farming reliability, but farmers probably earned less than 2.5% profit on capital employed, making it far more profitable to leave capital in an ordinary savings account than to farm, de Jager said.

In real terms, gross income for cattle farmers in 1991 was about the same as in 1975 and had fallen since. However, production inputs had increased dramatically.

US and European livestock farmers received huge subsidies from their governments, making it cheaper for SA to import meat in the short and medium term. But, if current GATT negotiations were implemented, it would not be economically viable for these governments to continue subsidising meat production on the current scale. This would lead to substantially higher meat prices on the international market, making importation a less attractive proposition for SA.

Meat imports would not only have a negative impact on SA's balance of payments, but would also lead to the destabilisation of rural areas, de Jager said.

Airlink announces 10% fare increase

Airlink Airline will increase fares on its Johannesburg-Richards Bay route by 10% to R650 from September 1.

Escalating operational costs, including a rise in the fuel price, higher passenger levies at state airports and an increase in air navigational services charges forced the increase, Airlink sales and marketing manager Karen Egly said.

Cut-rate domestic airline on the cards

A CAPE Town businessman has set out to raise R50m from local investors to start a new domestic airline targeted at black and lower income white travellers.

Lionair would offer return fares between Johannesburg and Cape Town at R600, and at R500 between Durban and Johannesburg to compete directly with buses, trains and minibuses, MD Neil Robertson said yesterday.

Advance booking rates on the routes could be as low as R200 return to Cape Town and R100 to Durban.

Robertson said he was in the process of putting investor groups together to raise R500m capital to buy five 164-seater Boeing 727-200 aircraft from the US at R160m each.

Despite the existing excess capacity in the domestic market, with SAA, Flightstar and Comair already serving the two routes, Robertson said he was confident Lionair would be a success.

"Figures we have show that there are going to be passengers service without any cargo — have shown that we will have an annual turnover of R500m, of which R200m will be running costs and R100m profit," he said.

He said he intended to keep overheads low by leasing the aircraft to Lionair and by running a "no frills" all-economy seat service.

Robertson, who yesterday officially applied to the Directorate of Civil Aviation for a licence to operate the service, said he could start flying on November 1 if other airlines did not oppose his application to the Licensing Board.

DIRK VAN EEDEN

STEPHANE BOTHMA

STEPHANE BOTHMA
Union supports alliance

THE Transport and General Workers' Union (TGWU) believed the ANC/SACP/ Cosatu alliance should remain intact because the unions had an important role to play in the transition to democracy and consolidation, newly elected general secretary Randall Howard said yesterday.

The union would assess this stand at "an appropriate time", he said.

Howard's predecessor, Nathie Nkomo, was proposed for Cosatu's list of election candidates and the TGWU unanimously resolved to support the ANC in the elections.

Speaking after the union's national congress, Howard said the congress endorsed Cosatu's reconstruction and development programme. However, he had called for the restructuring of public transport, with major services, especially bus transport, being nationalised.

It also called for the urgent statutory reorganisation and restructuring of the taxi industry, with an emphasis on subsidisation.

Howard said the TGWU should be a major player in resolving the conflict in the taxi industry. The union would develop policies to propose to the ANC.

The union reaffirmed its desire to merge with the SA Railways and Harbours Workers' Union "as speedily as possible" and was investigating options for its security and cleaning staff members. The integration of the SA Taxi Drivers' Union — representing about 12 000 drivers — would be finalised soon.

The TGWU's university and technikon workers would join the National Education, Health and Allied Workers' Union by the end of October.

"The demarcation debate within Cosatu will continue as we have stuck to the original structure we adopted at our inception eight years ago. Everything else is changing and so must we," he said.

Howard also said the union resolved to change its subscription fee from R8 a month to 1% of basic wage with a minimum of R8 and a R20 ceiling.
Alliance plans to fight elections

By Ike Motsapi

The Congress of South African Trade Unions, African National Congress and the South African National Civic Organisations have mapped out a common strategy to fight next year’s elections.

The meeting is a series of many to be held during the build-up to April 27, 1994 nonracial general elections.

Both organisations pledged to fight to transform South Africa both politically and economically.

Key issues addressed were the need to remove poverty and the deprivation that have been the legacy of apartheid.

Concrete steps are to be taken to ensure greater co-ordination on issues of housing, public works programme, provision of housing and water and sanitation.

And on Monday the management committee of the Congress of South African Trade Unions met in Johannesburg to prepare for the federation’s special national congress to be held next month.

The congress, which will be held for three days from September 10, has been called by Cosatu to discuss its voter education and reconstruction programme.

The congress will also ratify a list of candidates who will stand for the elections for the tripartite alliance of the ANC, Cosatu and the South African Communist Party.

Details of the congress activities will be made known after a meeting of the alliance’s secretariat next week.

From the first of next month Cosatu’s election programme will also be entering its second phase of action.

The aims of this phase are:

● To reach out to all members and other workers and the community to support the federation;

● To agree on the reconstruction programme and mobilise support for it, and

● To finalise the list and election manifesto.

Events and activities planned for this phase are:

● Special congress to decide on the reconstruction programme and accord, and

● Ratification of the names of Cosatu leaders on the election list.
Bid for calm in factories
Strike enters 14th day

JOHANNESBURG. — The national strike at Lennon-Paterson Agencies enters its 14th day today, the Commercial Catering and Allied Workers' Union said.
Cosatu bid to keep the new SA liquid

BY CLAIRE GEBHARDT

Don't be surprised if you see your neighbour filling in his much-loved swimming pool after April 27 next year.

For it Cosatu national coordinator Jayendra Naidoo is serious, pool owners could be the subject of a special tax to fund South Africa's reconstruction.

Naidoo kept delegates to an Ernst & Young Opportunities Forum glued to their seats on Tuesday as he espoused some radical proposals for restructuring the economy.

“We have to find the money, and a reconstruction levy or a swimming pool tax is one idea,” he said. It was necessary to redistribute goods by taking resources away from the minority to give to the majority.

“If you don’t like that you’d better emigrate, or you’ll have to emigrate within the country behind barbed wire and locked gates,” he said.

Naidoo said South Africa needed to be rebuilt after being destroyed by apartheid. And who will pay for it?

Naidoo said a lack of foreign investment was not the issue as billions of rand were available inside the country.

“People are afraid to invest because it might be burnt up. But the money in the pension and provident funds belongs to the workers, not the institutions.”

“World Bank money and International Monetary Fund money will probably total only R8 billion, but South Africa’s annual Budget is over R100 billion.”

Cosatu was not afraid of Naidoo... “if you don’t like it... better emigrate.”

Pool tax mooted

From Page 1

people’s expectations

“They are very reasonable. People have told us that all they want is a job, a three-roomed house, schooling and clothes and food for their children.”

But Naidoo admitted it would be impossible to provide more than 1.2 million houses.

“We have to offer a plan to meet these expectations.” He said the poor were being “screwed.”

“Electricity is provided for whites at a subsidised rate, while Soweto residents pay the full price.”

Naidoo said industry, the civil service, security forces, housing, rural development, electrification and food prices would have to be restructured.

Forget about low wages over the next 10 or 20 years. He quipped: “South Africa is union country”.

He claimed that Cosatu had more power than the politicians.

“What would the ANC do without us? We’re the only ones with plans for reconstruction after the election.”

Responding to a question on nationalisation, Naidoo said Cosatu had not moved away from it, but would apply a narrower definition.

“If we perceive that the pharmaceutical industry is a monopoly and needs to be nationalised to bring down the price of medicines, we will do so.”
'Progress on Ikapa strike'

Staff Reporter

IKAPA town council workers are returning to work after progress in talks between the council and the SA Municipal Workers Union (Samwu), a provincial administration spokeswoman said yesterday.

The 1,250 workers began striking in early July over a wage dispute with the council following Ikapa's upgrading to grade 9 municipality. Workers had demanded that pay scales be adjusted upwards as their status had risen.

However, the spokeswoman said "the talks have reached a sensitive stage and are not over yet."
Application by 5 to dissolve Saccawu

By Ike Motsapi

The five members of the South African Commercial Catering and Allied Workers Union, including a suspended official, have lodged an urgent application in the Rand Supreme Court for an order dissolving the union.

In papers before court the five say the union has failed to address the financial "chaos and turmoil within the union".

The applicants also claim that "lack of financial administration and control" is so serious that the union is unable to operate in accordance with its own constitution.

They say the alleged widespread maladministration in the union impacted on the entire structure and functioning of the union.

A trade union is established for the benefit of the workers who are its members and it cannot achieve its objectives where there were widespread acts of maladministration.

The applicants are Mr Stuart Nhlapo, who has been suspended from the Witwatersrand branch of the union, and members Mr Stanley Gomba, Mr Clement Shezi, Mr John Maluleka and Mr Thomas Mokwevho.

The respondents are the union, Mr Duma Nkosi, Ms Edna Sethema, Mr Jan Khale, Ms Almilah Rontsolashe, Mr Pap Khanaore, Mr Bones Skulu, auditors Douglas and Velouch and the Industrial Registrar.

The applicants have been given until September 10 to file an opposing motion. The matter is due for hearing on September 21.

Court Papers

Claim that the union has failed to address financial chaos:

27/8/92

The five applicants have asked the court to appoint a liquidator to carry out the dissolution and winding-up of the union and that the liquidator be given, among others, the following powers:

- To call upon the Industrial Registrar to deliver to him the union's books of account, showing its assets and liabilities and the register of members for the 12 months prior to the date of the dissolution and the subscriptions paid by each member as at the date of dissolution, and
- To call upon Nkosi, Sethema, Khale, Rontsolashe, Kganare, Skulu, Douglas and Velouch and the Industrial Registrar to hand him all unexpended funds of the union and to hand over possession to him of the union's assets and the documents necessary in order to liquidate the assets of the union.
Fears of more factory violence

Numsa has put together a security proposal for the protection of its members which it will present to Scaw Metals management for negotiation.

Trade union and South African Communist Party leaders did a damage-control exercise when they addressed workers at Scaw Metals on Tuesday, asking them to keep the shopfloor free of political tension and violence.

The hostel is home to 2,000 Scaw Metals workers from different political homes and to hundreds of refugees from East Rand violence.

In what may be an unrelated set of incidents, Numsa last week charged that many of its members on the East and West Rand were being harassed.

In two separate incidents, shots were fired at the homes of Numsa members Abessal Nkoe and Solly Crouser in July and August, while the union charges that workers at Arco Engineering were attacked on company premises by men armed with AK47s on August 11. Numsa said such incidents were part of a plan to weaken the tripartite alliance structures.
Application to liquidate Saccawu

The suspended Witwatersrand executive of the SA Commercial, Catering and Allied Workers Union (Saccawu) had applied for the union's provisional liquidation, assistant general secretary Bokhu said yesterday.

The union received notice of the motion late on Wednesday and would defend it within the time limit, he said. The return date was set for September 21.

Saccawu and its legal advisors were preparing opposing affidavits.

"He said the application had been filed in a bid to dissolve the union and wound up its assets, but allegations were "vague and unsubstantiated". According to the papers, suspended members alleged Saccawu was "unable to pay its creditors which is completely without foundation as we have a constant and regular income", Bokhu said.

Allegations of "financial mismanagement" had been addressed by the union in consultation with its auditors and did not warrant liquidation. The action was "a deliberate, divisive step aimed at destroying the union" and it described those who opposed the motion as being "anti-democratic as they are opposing a democratic decision to suspend them".

Bokhu felt the "dissenters" had other means of challenging their suspension in terms of the union's constitution.

The motion was filed on the same day as a summons was issued by creditor Persotech for the non-payment of a debt incurred from the purchase of computer equipment worth R6 000.

Sources said that as Saccawu had been wracked by internal divisions over the past few years, this move was not unexpected, but the form it was taking was a first for the union movement.
Labour briefs

Joint strategy for Cosatu, Sanco

THE Congress of South African Trade Unions and the South African National Civic Organisation met last weekend to map out a joint election strategy.

Both organisations said they opposed any attempts to change the election date from April 27 next year and said they would campaign jointly for a reconstruction programme for the country.

The two organisations will make joint representations to the government, banks and employers on their reconstruction plans.
'No underwear' picket continues

DURBAN. — More than 300 dismissed workers from a chicken factory in Camperdown, Natal, yesterday continued their three-week-long picket in nearby Maritzburg, protesting against having to work without underwear.

The women, under the banner of the Food and Allied Workers' Union, were fired from National Chick Farms between April and June because they refused to work without underwear, according to union official Mr. J.J. Ngcobo.

Repeated attempts to reach National Chick Farms' managing director failed yesterday, and a director declined to comment. — Sapa
'No underwear' picket continues

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Repeated attempts to reach National Chick Farms' managing director failed yesterday, and a director declined to comment — Sapa
Godongwana tipped for top post

Cosatu faces drain of talent to politics

AS COSATU grapples with dilemmas over the departure of key personnel into the world of politics, National Union of Metallworkers of SA (Numsa) Border region secretary Enoch Godongwana has been tipped as the most likely person to succeed Jay Naidoo as Cosatu general secretary.

Naidoo and, probably, his deputy Sam Shilowa are headed for Parliament, having been strongly tipped to head the 29-strong Cosatu delegation to the ANC’s election list. Should Shilowa join Naidoo in Parliament, a second assistant general secretary’s post is likely to be created.

It is understood that Cosatu has decided to limit its contributions to 20 people rather than the 20 previously planned because of reservations about the union’s ability to cope with the loss of so many key officials.

A six-person election list committee, headed by NUM president James Mpolatsi, is finalising proposals to be put to a special Cosatu congress on September 10 and 12.

Mpolatsi and other senior unionists warn that ever more serious than the loss of top unionists for Parliament would be the demands on regional and local union leadership to stand for regional legislatures.

Regional structures, which play an important role in communications between head office and members, have come under increasing pressure with the realisation that Cosatu is losing touch with its constituencies.

Should Cosatu opt for two assistant general secretaries, favourites for these posts are Cosatu negotiations co-ordinator Jayendra Naidoo — prominent Cosatu representative at the National Economic Forum — and Chemical Workers’ Industrial Union assistant general secretary Musi Buthelezi.

However, Numsa is understood to be unhappy about a shift by Godongwana to Cosatu because, with Numsa general secretary Moses Mayekiso also a likely election candidate, Numans sees Godongwana as Mayekiso’s natural successor. Crucial discussions were held at the weekend between the committee and Numsa over Godongwana’s future. An alternative would be another Numsa official, Mbuthelezi Tom.

Godongwana, who has more than a decade’s experience in the trade union movement, was formerly based at the Numsa head office. He was seconded to the Border region to sort out serious factional and organisational difficulties in the early ’90s.

Godongwana is an SACP member. However, non-SACP unionists describe his political approach as “mature” and therefore not problematic from their perspective.

Mpolatsi said Cosatu’s main concern in selecting election candidates was whether the subsequent gaps could be filled.

Tom and Buthelezi are also members of the election list committee. The entire committee had made a commitment to remain in the union movement to ensure no personal conflicts of interest in the election list selection process.

Others on the election list “committee of six” are Cosatu president John Gomone and treasurer Ronald Mofokeng, and SA Clothing and Textile Workers’ Union deputy general secretary Ebrahim Patel.

Patel is likely to succeed Johnny Cope- lyn as general secretary as Copelyn is tipped to leave for Parliament. But some Saftwu leaders believe Copelyn should retain his union position when he becomes an MP to ensure that he remains partly accountable to his union constituency.

Motlati said Cosatu was determined to field a balanced list of candidates so no one could criticise its choice. This would mean it should not be weighted in favour of any one race or language group.

Gender considerations were, however, low on the priority list. Motlati intimated two women have been mentioned as possible candidates.
Strike at Old Mutual

SHARON DURKIN
Labour Reporter

HUNDREDS of workers at Old Mutual head office in Pinelands are on strike.

According to the Transport and General Workers' Union, about 250 workers stopped work today over wages and conditions of service.

A spokesman for the union's shop steward committee said a dispute was declared in June and attempts at resolving it through mediation and a conciliation board hearing failed.

The union held a strike ballot and 96 percent of workers voted in favour of taking strike action, he said.

Workers were demanding a 12.5 percent average monthly increase while management was offering 10 percent.

"But the main issues are job security and backdating the offer to July 1."

Old Mutual wanted workers to agree to a flexible arrangement which could include their moving from one department to another.

An Old Mutual spokesman confirmed the strike. "The company's offer was "about 10 percent", which amounted to an increase of R120 a month."

...
NEWS  Draft bills may soon go before Parliament  ● Union members die in clashes

Five Nehawu workers killed

At least five members of the National Education, Health and Allied Workers' Union have been killed since it was announced that scab labourers hired during last year's hospital strike have to be retrenched.

Two victims were at the Baragwanath Hospital (14-OA):

They are Oupa Phatedi, a Nehawu shop steward, and driver Meshack Hope.

And yesterday between 600 and 1,000 Nehawu members refused to work at the Baragwanath Hospital until their safety was guaranteed.

Baragwanath Hospital spokesman Mrs Hester Vorster said Nehawu members at the hospital had submitted a list of demands which included the resignation of the superintendent, Dr Chris van der Heever.

The scabs had to leave the employ of the hospital by today under the retrenchment programme announced by the Transvaal Provincial Administration a fortnight ago.

The impending layoffs have caused tension at the Baragwanath Hospital.

Last week, about 13 members of Nehawu were injured during a fight between scabs and other staff members at the hospital.

Mr Neal Thobejane, assistant general secretary of Nehawu, said following the killing of shop steward Oupa Phatedi outside the hospital last week, the union had demanded:

● The safety of workers be guaranteed,

● That Baragwanath's superintendent Dr Chris van den Heever be dismissed or suspended, and

● That Baragwanath fund the burial of Phatedi.

"We have proof of serious mishandling of the situation at Baragwanath Hospital by Van den Heever," Thobejane said.

Problems at the hospital started about two weeks ago.
Addressing Poverty and Rural Development
Old Mutual strikers defy court order

Labour Reporter, 31/8/1948

STRIKING Old Mutual workers have defied a Supreme Court interdict ordering them to vacate the reception area and main banking hall of the insurance giant's Cape Town head office.

More than 100 workers occupied the offices yesterday, but by the time the order was served only about 35 remained, said company spokesman Phillip Sack.

The interdict ordered workers to leave the building and refrain from interfering with customers using the banking hall, said Mr Sack.

But they refused to leave the building and allegedly crumpled up the order and threw it back at the court officials.

"They are still here ... we have not enforced the order yet because we are not keen to involve the police until the situation becomes critical," he said.

The company would meet representatives of the Transport and General Workers Union this afternoon to discuss the strike by general workers and security staff.

About 350 workers went on strike over wages and conditions of service on Monday after voting for industrial action in a strike ballot.

Attempts at resolving the dispute through mediation and a conciliation board hearing failed.

Workers were demanding a 12.5 percent average monthly increase, with management offering about 10 percent, a union spokesman said.

A company spokesman said the offer amounted to an increase of R120 a month.
KWV locks out workers as wage deal fails

SHARON SOROOG
Labour Reporter

Workers at KWV in Paarl, Worcester, Vredendal and Upington have been locked out by the company after wage negotiations failed to produce an agreement.

Members of the Food and Allied Workers' Union (Fawu) and the National Union of Food, Wine, Spirits and Allied Workers (Nuwsw) were locked out yesterday, the company said.

KWV chief personnel and communications executive Theo Pegg said it was "unfortunate that we were forced to take these steps, because we have had amicable relations with our trade unions since their inception.

"Employees who accept our offer will be allowed to resume their duties and the others have the opportunity to consider it," said Mr Pegg.

The lock-out affected 217 employees at the organisation's distilleries in Paarl, Worcester, Vredendal and Upington.

"KWV instituted the step to give employees who were not represented by the trade unions, and who accepted the wage offer, the opportunity to carry on with their duties.

KWV had been involved in wage negotiations for the past four months, but the dispute could not be settled. A conciliation board hearing last Friday also failed to resolve it.

Various offers made by the KWV were rejected by the unions, which led to the breakdown.

"The KWV offer included a minimum wage increase of 9.7 percent, while the two unions' demands varied between 15 and 20 percent, said KWV.

A Nuwsw spokesman said KWV's increase amounted to R95 a month, while union members were demanding R150 a month."
Union has ‘saints and sinners’ awards for bosses

SHARON SOROUR
Labour Reporter

IN a labour relations first, the Southern African Clothing and Textile Workers Union has, through a series of awards, recognised the behaviour — and misbehaviour — of the industry’s employers.

At an “award evening” recently, Sactwu said employer Saphi Lambert — voted ‘Employer of the Year’ — surprised the union with its constructive attitude.

In a statement, the union said workers who were staging a sleep-in protest at a Saphi Lambert factory, were surprised when their employer, a Mr Kraaamwinkel, arranged heaters and food for the workers.

This was not a one-off incident, Sactwu noted.

On another occasion, Mr Kraaamwinkel arranged a tent and other facilities for workers’ children who accompanied their parents to work on childcare day. He also provided refreshments for workers when union meetings were being held.

“This is very unusual and highly commendable,” said the union.

However, other employers, 14 in all, were nominated for the “Obstructive Employer of the Year” award.

“Two companies were head and shoulders above the rest. They were an East London-based factory, National Converter Industries, and a Newcastle company, Apollo Industries.

“In the end, it was decided to make them joint winners, or was it losers?” said Sactwu.

Both employers would receive their awards, a book on trade unionism, soon.

Apollo allegedly mistreated workers, held back wages, penalised them for talking while working and bringing union pamphlets on to the premises, while NCI allegedly repeatedly dismissed shop stewards, fired workers for taking part in stayaways and refused to pay industrial council rates.

The “Branch of the Year” award went to the Atlantis branch, while Liz Chetty, the union’s national administrator, received the award for the most dedicated staff member.
Mines, unions in Aids and wages deal

The agreement is part of a broader effort to address the impacts of AIDS on the mining industry and to ensure fair wages for miners. Under the agreement, no employee would be required to undergo HIV testing without the agreement of the employee. The agreement outlines the procedures for testing and the protections for employees and unions. The agreement also addresses the rights of the unions and the responsibilities of the employers to ensure that the testing does not lead to discrimination or exploitation.

JOHANNESBURG — South Africa's
Cosatu denies causing delay in offer to GATT

MARCIA KLEIN

Cosatu did not intervene to delay the Department of Trade and Industry's (DTI) tariff reduction offer to GATT, it said yesterday.

An article in this week's Financial Mail (FM) alleging Cosatu had made a last-ditch effort to keep tariffs high by apparently intervening to delay the DTI's offer was incorrect, Cosatu said.

The FM said that "a last-ditch effort by Cosatu to keep tariffs as high as possible may have prevented government from meeting its August 31 deadline to submit a final tariff-reduction offer to the GATT in Switzerland".

"According to the FM, Trade and Industry Minister Derek Key's had approved the DTI's final tariff offer last weekend, but Cosatu, "trying to protect its members", had apparently intervened," Cosatu said.

It said the trade task force in the National Economic Forum and sectoral task forces in the motor, electronics and clothing and textile industries had been considering the offer and working under time pressures to submit it. The time constraint had been a problem, but the FM had misread what had happened.

Substantial reductions in tariffs were being proposed off the motor and clothing and textile industries—where Cosatu unions formed part of the task forces. The motor industry task group had proposed a 50% tariff reduction while the electronics had proposed 60%. The Cosatu executive would consider a full report on the GATT offer tomorrow, but this would not delay the offer, which had been sent to GATT.

LINDA ENSON reports from Cape Town that parties to the National Economic Forum were close to finalising an agreement on proposed tariff reforms to submit to GATT. NEF convenor and Cosatu negotiator Jayendra Naidoo said yesterday.

He told a Western Cape economic development forum that yesterday agreement had almost been reached on tariffs for all industries.
Violence at Old Mutual

Staff Reporter

MOTOR car tyres have been slashed, property damaged and catering staff assaulted during a sit-in by striking workers at Old Mutual's head office at Pinelands. (T 2.9.72)

Early this morning a contingent of police were monitoring the situation as union representatives were locked in talks with management over wages, job security and housing bonds.

The sit-in is in defiance of a Supreme Court order on Monday, when the demonstration started.

Transport and General Workers' Union organiser Mr Thami Mabekeni said the workers would not leave until their demands were met.

Last night workers at the building were awaiting a decision from management on whether a subsequent contempt of court order issued would be acted on by the company.
Naidoo set to top Cosatu poll list

By PAUL BELL
LABOUR CORRESPONDENT

Jay Naidoo, general secretary of the Congress of South African Trade Unions, will head the movement's approximately 20 representatives for inclusion on the ANC's election list, sources say.

A high-ranking post for Naidoo in government — including a position in the first Cabinet of national unity — is a possibility not excluded, but not in the area of manpower.

Sources say Naidoo apparently feels that if he were asked to assume any high-ranking post in labour, this might represent a conflict of interest, given his background. Naidoo has been Cosatu's chief executive, and its most prominent figure since the federation's formation in 1985.

Naidoo would therefore prefer, if anything, to be close to the new government's socio-economic reconstruction programme, to which he and Cosatu have devoted considerable energy.

Congress

Sources said that while Naidoo would leave Cosatu with regret, it has been widely accepted in Cosatu circles that he would be ideally positioned to encourage a convergence of views and policy between the federation and the ANC around the reconstruction accord.

Cosatu's executive committee will finalise its proposed list of parliamentarians this weekend for presentation to its special congress which opens on Friday next week.

Among others considered likely to be on the list are Naidoo's deputy Sam Shilowa, Cosatu first vice-president Chris Dlamini, National Union of Metalworkers' general secretary Moses Maseko and its education officer Alice Erwin, National Union of Mineworkers' assistant general secretary Marcel Golding, and Clothing and Textile Workers' Union general secretary John Copelyn.
Cosatu to pick aspiring MPs

They will stand on an ANC platform in April elections:

By Ike Motsapi

The Congress of South African Trade Unions (Cosatu) is to confirm a list of 20 of its members who are to stand on an African National Congress platform during the first democratic elections next year.

The 20 will have to resign their positions from the union federation.

Mr Jay Naidoo, general secretary of Cosatu, yesterday said the federation's special congress next week would be deciding on whom to send to Parliament.

This would put their members in a better position to serve the federation which is expected to increase its membership by 300 000 to 1.5 million next year.

Naidoo said the trade union federation would also re-affirm its commitment to ensure an ANC victory in the April 27 1994 elections.

This would be achieved by making sure that millions of people who have not voted before went to the polls to support the ANC.

Naidoo said "Cosatu is going to make sure that the ANC wins the elections because it is the only organisation that has the capacity to change our society which has been catering for the needs of whites only."

"It is time that this is changed so that people who have been denied their basic rights have access to housing, electricity, jobs and that the question of poverty is addressed once and for all."

"Cosatu also wants workers rights to be entrenched in the constitution," Naidoo said.
By Ike Motsapi

FIVE of the six suspended officials of the South African Commercial, Catering and Allied Workers’ Union will return to their offices on Monday whether or not the national executive approved of the action.

This is the latest in a saga that appears to have divided Saccawu into two factions.

A spokesman for the six suspended Western Cape branch officials said the action imposed on them in July ‘‘constitutionally expires on Sunday’’.

Those saying they will return to their jobs are Mr Theo Xulu (chairman), Mr Mike Mpembe (vice-chairman), Mr Mike Tsotetsi (branch secretary), Mr Seward Nhlapo (treasurer) and Mr William Lesabe, an NEC member.

Professor Ndivu, an NEC member, is away on an overseas study grant.

However, Mr Papi Kgamane, general secretary of Saccawu, said yesterday the suspensions of the six expire next month.

He said the union was aware that three of the suspended officials were defying the orders imposed on them.

The union had written to them advising them of the impending disciplinary action.

Meanwhile, a committee comprising 10 members of the union has been formed to ‘‘fight for democracy and proper financial control of the union’’.

Some of the members of this group have launched an urgent interdict in the Rand Supreme Court seeking an order to dissolve Saccawu because of ‘‘gross financial maladministration’’.

One of the applicants, Mr Stuart Nhlapo, said the union was unable to function according to its constitution as a result of this.

Kgamane said the union was not paying off its debts. He said Saccawu had just held a national congress which cost it R1.5 million.

‘‘The union’s monthly income is R1.2 million,’’ he said.
Labour briefs

Election list

The Congress of South African Trade Unions will hold a special congress next weekend to discuss its planned Reconstruction Accord with the African National Congress. The federation is also likely to unveil the list of members who will be put on an election list to be forwarded to the ANC. Media reports this week suggested that both Cosatu general secretary Jay Naidoo and assistant general secretary Sam Shilowa could be on the federation's mooted lists.
JOHANNESBURG — The Food and Allied Workers' Union (Fawu) has threatened to mount an international boycott of KWV wine over a wage dispute which has seen more than 200 production workers locked out of KWV premises at Paarl, Worcester, Vredendal and Upington.

The lock-out began on Monday when the union and the co-operative failed to agree on wages at a meeting. Fawu said it had not threatened a strike and accused KWV of locking out workers without cause.

The union warned it would begin an international boycott and seek Supreme Court action if KWV continued the lock-out.

A KWV spokesman said the co-operative had acted in terms of the Labour Relations Act. Yesterday 33 of the 217 workers locked out had accepted a minimum wage increase of 9.0% and were allowed to return to work, he said. — Sapa
Saccawu in financial chaos

One of the country’s biggest unions is in crisis over allegations of corruption and financial mismanagement, reports Ferial Haffajee

EMBERS of the South African Commercial, Catering and Allied Workers’ Union (Saccawu) will bring a ‘court of appeal’ to the Supreme Court of South Africa to dissolve the union this month because of gross financial irregularities.

But members bringing the action say “the question of dissolution is not high on our agenda. We want accounting.” They say the issue was not adequately dealt with at the union’s July national congress.

This week members of the union issued a pamphlet alleging that the union has not paid its annual fees to the Congress of South African Trade Unions for four months, that the rent on numerous Saccawu branch offices is outstanding and that the union’s staff provident fund has not been paid for four months.

General secretary Papi Kgnare this week acknowledged the union had financial problems but said the union had employed a private investigator and was restructuring its financial unit.

The court action is being brought by a suspended member of the union who claims the union has not adequately dealt with the serious problems raised by the union’s auditor earlier this year and that provisions of the union’s constitution, dealing with finances, have been breached.

“This could place the independence and even the existence of the union in jeopardy,” one of the unionists bringing the application has alleged.

The union’s auditors, Dou- glas and Velchock, earlier this year said they could not audit the union’s books and said that if correct measures were not taken within 30 days of delivery of the report, they would have to report to the union to the Public Accountants and Auditors Board.

The auditors also reported problems with the collection and banking of subscriptions, the authorisation of accounts, the keeping of employee accounts, the retention of accounting records and the regular provision of statements of income and expenditure.

The union’s records “are in so poor a state that it is not feasible to quantify the amount lost”, the auditors said.

Instead of dealing with the auditor’s report on the union’s financial accounts, the union’s financial administrator, Peter Mohlala, reverted to an emotional statement that had been made by the auditors.

He accused them of deliberately omitting details from their report “to portray a negative picture of the leadership of the respondent (the union).”

He said banks had the right to close accounts in order to charge for more hours of their own labour in order to benefit from workers’ subscriptions without performing adequately what their services are employed for.

He ended his report to congress on the auditor’s finding, which plagues could have done a better job than the auditors.

According to the court papers, his suspension may be defini- tively ‘the paper says’ the appli- cants and the suspended office- holders still think the Witwa branch is concerned that the reckless allegations made by Mohlala could further worsen the situation and result in possible criminal action against the respondents by its auditors.

The court action comes on top of a damning commission of inquiry into the union’s finances earlier this year and the subse- quent suspension of the entire executive of the Witwatersrand branch.

The branch executive was charged with failure to report the union after it was alleged that they had leaked details of the commission and of other instances of suspected corruption in the union to the press in the court papers, the suspended members of the union claim they were suspended to prevent thorough discussion of the “financial turmoil” in the union.

Another section of the affida- tives claims the suspensions are unconstitutional and that the Witwatersrand branch is suffering as a result of its suspension. Union sources say numerous financial irregularities have been taken against the union.

In the Rand Supreme Court last week, for example, a default judgement was taken against the union in a case against Wimpy because nobody appeared on the union’s behalf.

An inquiry into the union’s affairs in June this year found that Saccawu had defrauded Saccawu of R60 000 by diverting the money to a number of bank accounts, that the state of the union’s accounts meant an audit could be done because cash books, bank state- ments, returned cheques, bank statements and other documents were missing.

The union’s special fund has not been paid for four months, that unemployment fund deductions had not been paid, that the union’s credit card was revoked and that模numisation of Saccawu’s offices by the government had not been paid for four months and that there was no long-term outstanding on various Saccawu branch offices.

Other union sources alleged Saccawu was running on a bank overdraft of R1.5 million, track- ments and other union memora- bilia worth thousands of rands had disappeared from Saccawu’s office, that the union was paying a computer company last month equivalent to Saccawu for non-payment of money owing for equipment.

Papi Kgnare ...

Hampered

Nobody can split the present Saccawu in two. Nobody wants the trials to do that will pay very heavily. They can form another union, but they can’t split this union.

He said he had been ham- pered in the past in taking action against staff who did not fulfil their duties because such action was usually followed by allegations of “witch-hunting” and of being “bureaucратc union boss” from different political factions.

He said Saccawu staff were drawn from the entire political spectrum and the union had to grapple with ways of accommodating different views as other unions had dealt with the same problem in the Eighties.

Kgnare this week said the union would be challeng- ing the application for dissolu- tion in the courts because people do not dissolve the union “We said the problem should be dealt with through the union’s structures — as similar problems at Cosatu and the National Union of Metalworkers of South Africa showed. We dealt with the in past “They did not sound a trumpet,” he said.

Kgnare added that the allega- tions of corruption and malad- ministration were exaggerated and that the first applicant in the court case, Stuart Nhlapo, had been suspended from the union and had no right to bring the application. The union had financial problems, acknowl- edged Kgnare, adding “the union is dealing with these problems.”

He also said the union’s audi- tors were assisting with the restructuring of the financial unit department that Saccawu had employed a private investigator to probe the allegations of corruption.

He said that the missing docu- ments pinpointed by the audi- tors had been found in the union’s office after being wrongly filed.

Most of the financial problems had arisen because of the chang- ing of the financial department during March, April and May this year.

Union ‘will not split’
Calm returns to Wits campus
KATHRYN STRACHAN
CALM returned to Wits University yesterday as students went back to class and workers resumed duties.

The only activity which set the day apart was a protest by hundreds of students joining hands to form a chain across the campus at noon to mark national peace day.

The SA Students' Congress (Sasco) protest, which had the campus in disarray over the past two weeks, was suspended on Wednesday to give regulations a chance.

Negotiations over the transformation of the university's council were revived on Wednesday after the intervention of the ANC/Cosatu/SACP alliance, the National Education Coordinating Committee and others.

A follow-up meeting is to be scheduled and Sasco leader Pemel Meshle was optimistic an "acceptable package" would soon be found.

Meanwhile, the University of Cape Town administration responded to student demands for the immediate dissolution of the council, promising to hold a special meeting next week. Students accused the council of being racist, sexist and out of step with the process of democratisation in SA.

Council chairman Ian Sims said the council had, for some time, recognised it was not representative.

"We have very few women members, and most of us are white. We are committed to changing this and to changing the nature and composition of the council." He would propose at next week's meeting that a fully representative education and transformation conference be arranged.

On the demand for a moratorium on fee increases and financial exclusion, Sims said a publicly funded, constitutional financial scheme was needed urgently.

Cosatu wants top posts in new govt
KATHRYN STRACHAN
Cosatu wanted key government posts in the manpower, trade and industry, mineral and energy affairs and parastatals portfolios, Cosatu general secretary Jay Naidoo said yesterday.

Naidoo said he was likely to head a list of 20 senior Cosatu office bearers who would be placed on an ANC election list for the April 27 poll.

Speaking on Cosatu's preparations for a special congress next weekend, Naidoo said Cosatu was working for a "massive election victory for the ANC" and wanted to be in a position to ensure reconstruction was implemented.

"Part of the process of preparation has been to identify the team Cosatu is prepared to release onto an ANC list and so far we have identified about 20 senior people. But the congress will make a final decision.

"Certainly my name has been raised as possibly the person who should lead the team into the ANC Constituent Assembly," Naidoo said.

Asked whether he would accept a post as minister of labour, Naidoo said, "Part of Cosatu's calculations is that it would seek to occupy some key positions in government. It is being debated with the ANC."

Naidoo said a second list of Cosatu officials was being compiled to take over the leadership positions vacated by those Cosatu officials going to Parliament.

Naidoo said the special congress, which would be attended by 1,600 delegates representing 1.2 million workers and 14 national industrial unions, would look at four broad areas - Cosatu's future relationship with the ANC, a programme of reconstruction, workers' rights in a new constitution and the role of Cosatu in an election.

Naidoo said Cosatu would not allow itself to be turned into the labour wing of any political party.

He expects Cosatu to have tensions and differences with an ANC-led government but it wanted mechanisms to mediate these tensions.

Strike-hit schools return to normal
PATTY BULGER
BLACK schooling across the country was gradually returning to normal after the suspension of the SA Democratic Teachers' Union (Sadtu) strike, the Department of Education and Training (DET) reported yesterday.

Although the strike was lifted a week ago, teachers continued to stay away to attend union meetings.

DET spokesman Corne Rade- meyer said schooling in some areas, particularly the East Rand, was still disrupted. Soweto Education Coordinating Committee spokesman Jolly Matongo said teachers had returned but about 20% of pupils were staying away.

The strike was continuing in Lebowa where the government had failed to pay striking teachers.
Saccawu in wage disputes

THE South African Commercial, Catering and Allied Workers Union (Saccawu) is seeking conciliation board hearings in its wage disputes with the Metcash and Diners groups, and plans to ballot its members at CNA-Gallo on strike action.

In the CNA-Gallo dispute, now several months old, the company made what it considered a good offer of R183 across the board, or 12 percent. Saccawu is demanding R230, says organiser Lee Modiga, and its 5,000 members will begin a strike ballot — which the union first threatened three months ago — next week.
Union backs action at Wits

NATIONAL Education, Health and Allied Workers Union (Nehawu) members at the University of the Witwatersrand went on strike on Tuesday in support of the South African Students Congress (Sasco). Students have engaged in mass action and class boycotts since August 19 to demand the dissolution of the university council, the lifting of a court interdict prohibiting Sasco activities on campus, an increase in the quota of black students to be admitted in 1994 and a moratorium on fee increases.
Cape union men tipped to fight polls

By NAZKEM HOWA

Several leading Cape trade unionists are being considered as candidates for South Africa's first democratic elections on April 27.

This is in terms of an agreement between Cosatu, the SA Communist Party and the African National Congress that will allow the union federation to nominate 10 percent of the alliance's candidates.

Tipped to be among Cosatu's Western Cape candidates are John Ernstzen, of the SA Municipal Workers' Union; Mandla Gxanyana, of the Food and Allied Workers' Union; and Danny Ollian, of the National Union of Metalworkers.

Among the Cape unionists being considered are Cosatu's national office-bearers Jay Naidoo, Sam Shulow and John Gomoh, of the SA Clothing and Textile Workers' Union, is also said to be high on the list.

Workers' rights

According to a well-placed source, particular attention has been given to ensuring that the nominations process does not rob unions of their leadership.

He said the "10 percent" agreement had been negotiated because unions wanted to ensure workers' rights were protected in a new dispensation.

"The agreement means that if the ANC wins 50 percent of the 200 national seats, the unions will have 20 representatives at that level," he said.

Lists compiled by Cosatu's regional affiliates are to be tabled at its national congress.

The ANC would finalize its list of candidates at a nominations conference, but still had a long way to go, its secretary for information and publicity, Dr Pallo Jordan, said in Cape Town this week.

He expects the ANC to announce its election manifesto on January 8.

(140A)

Cosatu to look at ANC alliance

BY PAUL BELL
LABOUR CORRESPONDENT

The Congress of South African Trade Unions (Cosatu) opens its special congress on Friday to begin debate on its relationship with the future government.

With the first democratic elections approaching, Cosatu needed to evaluate the current stage of transition and to begin defining the content of the ANC-led tripartite alliance after the elections, general secretary Jay Naidoo told The Star.

Cosatu-relation has been the subject of considerable debate since the National Union of Metalworkers proposed two months ago that Cosatu withdraw from the alliance after the elections.

This congress will also focus on Cosatu’s programme for socio-economic reconstruction, a draft of which has been agreed on with the ANC as part of the alliance’s electoral platform.

Naidoo said the programme had yet to be quantified and time-tabled but that he expected it to happen between the congress and the election.

Cosatu’s role in the elections will provide a third important focus for discussion.

The congress will be asked to approve about 20 Cosatu and, other union officials to be included in the ANC’s parliamentary list.

Cosatu expects to bring most of its 4.2 million members to the polls for the ANC, and believes its ultimate constituency to be as large as 7 million, taking into account workers’ families.

Approve

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EAST LONDON — The National Council of Trade Unions (Nactu) has rejected a regional stayaway called for by the ANC to commemorate the first anniversary of the Bisho massacre today.

Nactu Border chairman Mr Anthony Fusi said last night that while the organisation supported the commemoration, it could not endorse the stayaway “because it would be against our principles to join a bandwagon as rubber stamps.”

“Also, we were never consulted by the ANC or the Congress of South African Trade Unions about this stayaway. We were not invited to their discussions with the Border Business Action Committee and we did not get feedback from the meetings,” he said.

Forty union representatives from different Border plants met at the weekend for their second meeting in less than four days to discuss the proposed stayaway.

Border ANC spokesman Mr Meebli Mota said it was unfortunate Nactu had decided not to support the stayaway but “we will appeal again to them to come aboard.” — Sapa
Union will push for continuing alliance

ERIC JANKOWITZ

THE Cosatu-affiliated Construction and Allied Workers' Union (Cawu) resolved at its weekend conference to push for the continuation of the federation's alliance with the ANC, in line with the NUM's position.

But the union would be guided by Cosatu on the future of the alliance, Cawu organiser Desmond Mahashi said.

The union intended to mobilise members to support the ANC in the elections, Mahashi said. Cawu proposed southern Transvaal regional secretary Dan Mothoane for the election list. It also resolved not to accept a political solution which allowed a minority party to exercise veto rights, he said.

The Cosatu-initiated reconstruction and development programme was also adopted by the congress.

Cawu would convene a national collective bargaining conference soon to launch campaigns in support of the continuation of centralised bargaining platforms and counter the proposed collapse of industrial councils.

Unions should be more involved in industrial restructuring and Cawu resolved to play a more active role in this arena, he said.

On the issue of public works programmes, Mahashi said Cawu decided to become part of the process to ensure workers' rights were not eroded. Subcontracting was another area of concern and the union resolved to formulate a policy and present it to employers.

Mahashi and Cawu had also looked at building organisations, primarily through forging closer ties with other unions in the sector, such as the Nactu-affiliated Building, Construction and Allied Workers' Union.

Fred Gona was elected president, with former president David Ngobho as vice-president and former treasurer Chris Gladis as second vice-president. George Baloyi was voted in as treasurer and Mathews Olifant and Dumisa Ntshu were re-elected as general secretary and assistant general secretary.

Poll help offers 'pouring in'

PATRICK BULGER

THE ANC has received offers of electoral assistance from political parties around the world, ANC spokesman Carl Niehaus said yesterday.

While firms of most countries prevented governments spending taxpayers' money on foreign political efforts, the opposition parties of those countries were not similarly bound. They had been offering the ANC assistance ranging from money to sending volunteers to conduct door-to-door canvassing.

"We've had so many requests to help us," said Niehaus. "ANC president Nelson Mandela, on a recent visit to Taiwan, met that country's opposition leader, who had offered volunteers to do canvassing and propaganda work.

A diplomatic source confirmed that while the Taiwanese government could not provide electoral assistance to the ANC, there was nothing to prevent the opposition from doing so.

Niehaus said the ANC was examining the offer, along with several others.

More offers had come in from all over Europe, Scandinavia, Canada, the US and Australia. The ANC was assessing them and would decide which it would accept, he said.
JOHANNESBURG — More than 1,000 municipal employees in Sandton, north of Johannesburg, downed tools yesterday morning, demanding a 12.5% across-the-board wage increase.
Rethink on election list

ERICA JANKOWITZ

CONCERN in both Cosatu and affiliate circles that the federation could not afford to lose both general secretary Jay Nkoo and his assistant Sam Shilowa to the ANC election platform had led to a serious rethink on the list, sources said.

A Cosatu spokesman confirmed discussions had been held recently on the issue, but said it had not been resolved.

Cosatu would meet again on Thursday, prior to the special congress starting on Friday, he said.

Affiliates believed Cosatu would be disrupted and damaged if both Nkoo and Shilowa took up Cabinet positions.

Another source said Shilowa would stay and Enoch Godogwana, Numsa border regional secretary, would become assistant. However, he said, "nothing has been finalised."

Other unions said to be on the list included SA Commercial, Catering and Allied Workers' Union president Duma Nkosinathi and his Post and Telecommunications Workers' Association counterpart Kgabusi Mosunkutu.
General refuses to reply at Goniwe probe

PORT ELIZABETH — Military Intelligence chief Gen Jojoel van der Westhuizen yesterday refused to tell the Goniwe inquiry what he meant when he wrote that former Ciskei leader Lennox Bebe should be "removed" or "disposed of".

Cross-examined by senior counsel for the Goniwe family, George Bizos, on the documentation on Operation Katzen, an SADF plan to topple Bebe, Van der Westhuizen took refuge in his statutory right not to answer questions he believed might incriminate him.

While he admitted he was the author of much of the documentation on Operation Katzen and that he put his signature to it because he supported the ideas behind it, he refused to say what the terms used in the documents meant.

The documents, read out in part by Van der Westhuizen to the court, said Bebe was an "embarrassment" and it had become necessary to "get rid of him". The documents said Bebe would have to be "disposed of" and "replaced", possibly by means of a coup d'etat.

It recommended that Bebe and his "colleagues" be "removed from the political scene" through covert SADF action and that Charles Bebe be sprung from jail by similar means.

Van der Westhuizen's legal counsel, Anton Mostert, also claimed privilege on his client's behalf on questions on what Bizos termed the similarity between the "veiled speech" used in Operation Katzen and that used in the military signal recommending the "permanent removal from society" of Matthew Goniwe and other eastern Cape anti-apartheid campaigners.

The signal was sent on June 7 1983, 20 days before Goniwe and three other campaigners were murdered.

Van der Westhuizen's name appeared on the signal, which was allegedly transmitted to the State Security Council on his instructions.

Bizos suggested that the veiled speech used in the signal and Operation Katzen documents had sinister meanings, and that the words used in the Operation Katzen documents meant Bebe and the others should be killed.

"I submit that the words used in the signal had the same meaning, and that the intention of the signal was that Matthew Goniwe, (his brother) Mthulio Goniwe and Fort Calata (a United Democratic Front campaigner) be killed," Bizos said.

After lengthy argument, Judge Neville Zetman ruled that Van der Westhuizen was also entitled to refuse to answer questions on sections of his affidavit in which he claimed he "never planned or approved" the killing of anyone.

Van der Westhuizen made the affidavit before Operation Katzen papers were produced as evidence. Bizos argued that he should not be allowed to claim privilege because evidence which contradicted his affidavit had come to light.

The inquest continues today. — Sapa.

Rethink on election list

Soweto (Erich Jankowitz)

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Mines, union seal wage deal

JOHANNESBURG.—The Chamber of Mines and the Council of Mining Unions (CMU) yesterday reached "full and final settlement" in their lengthy negotiations on the 1963 review of wages and other conditions of employment.

The chamber said the agreement affected nearly 20,000 artisans and miners on gold mines and collieries.

One of the matters now agreed upon is the continuation, or introduction, of profit-sharing and gold price-linked bonus schemes on most of the mines. As a result of the delay caused employees will receive a lump sum payment. — Sapa
NEWS  Trade unions may come together • Saccawu

Cosatu wants merger with other federations

Soweto, 8/9/93

By Ike Motsapi

The Congress of South African Trade Unions is engaged in talks with other federations to form a single labour movement.

Mr. Jay Naidoo, general secretary of Cosatu, said that there had been unity talks between the National Council of Trade Unions and the Federation of Salaried Staff Association (Fedstaff).

In an interview with Sowetan, Naidoo said, "Trade union unity is Cosatu's top priority."

"I can confirm that the talks and co-operation between Nactu and Fedstaff that will serve the workers of this country irrespective of their colour, race or creed.

Special congress

"Trade union unity will be one of the topics that will be discussed at the federation's special congress to be held at Vista University in Soweto this weekend," Naidoo said.

He said that the objective had been achieved, the duty of the new federation would be to focus on workers' rights at the workplace.

Naidoo said, "We have to get agreement with white trade unions and those outside Cosatu and Nactu to join us in achieving this objective."

"We all have to work together to shape the new Labour Relations Act in the envisaged democratic South Africa.

"This new LRA should cater for the right of trade unions to exist, organise and function."

"This should give trade unions a legal right to fight for their members," Naidoo said.

Meanwhile about 1 600 delegates are expected to attend Cosatu's special congress which starts on Friday.

International and local organisations have been invited to attend.

Among those attending are the African National Congress, the Azanian People's Organisation, the Pan Africanist Congress, Fedstaff, the South African National Civic Organisation, Nactu and the South African Communist Party."
Union fund 'a winner'

TOM HOOD, Business Editor

THE trade union controlled Community Growth Fund claims it is beating almost all other unit trusts hands down.

And it has the potential for outstanding investment returns, according to a study commissioned by the National Union of Mineworkers, which claims its investment in socially acceptable companies is paying far better than any investment in the companies it rejected.

The study by NUM, a large investor, compared the shares approved for the one-year-old CGF with other funds over three and five years.

The national CGF portfolio beat all the others over three years and all but one of them over five years, says NUM.

CGF is too young for meaningful comparisons, so a theoretical portfolio was constructed and tracked back five years to 1988.

The returns of this portfolio were then compared with two other unit trusts — the market leader in terms of performance, and the market leader in terms of size.

The study produced startling results:

- The national CGF portfolio beat the top performer fund over three years and came close over five years.
- It beat the unit trust industry's largest fund every time over one, two, three, four and five years.
- It also beat the JSE Overall Index and the JSE Industrial Index as well as inflation over three and five years.

Researchers also compared the shares approved by the CGF with those that were rejected by the participating unions.

Again, the socially responsible portfolio won hands down, said CGF. The controlling unions approved 21 shares making up the national portfolio and rejected 10.

Over five years, the approved shares would have returned 32.9 percent a year while the rejected shares achieved only 26.8 percent, says CGF.

NUM general secretary Kgaile Motlanthe said the five-year study must give comfort to investors.

"We always believed it was possible to combine good performance with social responsibility. The unions participating in the CGF have been tough on companies that failed to meet their standards. But they have been responsible enough to select a good range of well-managed companies that satisfy CGF requirements."

Mr Motlanthe said there was a perception the unions would go for companies with "soft" managements.

Some critics believed profitable companies were those which squeezed the workers hardest.

"The study has proved these perceptions wrong. Good management today must also mean good industrial relations and good relations with the union."

CGF is managed by Syfrets Managed Assets and Mr Motlanthe added "We must give Syfrets credit for selecting our initial portfolio."
Union is in financial crisis

The document is addressed to Saccawu’s regional, local secretaries, staff members and national negotiating team.

It is dated September 1, 1993.

Kganare and Rantsolose said in the document that the expenditure of the union was more than the income it received and that this had resulted in Saccawu asking for a bank overdraft monthly.

“We are suffering from a national congress which cost us more than one million rand,” they said.

Both officials could not be reached for comment yesterday.

Kganare last week told Sowetan that the national congress, which was held in Durban last month, cost the union R1.5 million.

He said the union was working on a monthly income of about R1.2 million and that it was busy repaying its debtors.
Premier, Fawu in 'model deal' 8/19/93

ERICA JANKOWITZ

A REDUNDANCY support agreement signed yesterday by the Food and Allied Workers' Union (Fawu) and Premier Food Industries was aimed at retraining retrenched staff for placing in the group once the economy had picked up and the company had expanded its interests, Premier CE Willem de Kok said yesterday.

De Kok said a redundancy support fund would be established from a compulsory 1% deduction from all employees, topped up by double that amount from the company. The fund, "which could add up to millions of rand by the first few months", would be administered by eight elected and eight company-appointed trustees.

If the fund was still in excess, accumulated monies would be repaid to contributors. Company contributions, however, would remain in a fund to cover future training requirements, he said.

Premier was considering reducing its 36 000 workforce by about 1 200 over the next few months and giving certain of them the option of taking the negotiated severance package -- a minimum of two weeks' pay for each year of service -- or joining a labour pool. Those in the labour pool would be trained for vacant positions. If reabsorbed, their service would be considered unbroken.

Fawu general secretary Mandla Gunyanana said the union viewed the fund as a model for other agreements in the food sector and had approached ICS with a view to negotiating a similar arrangement.
Cosatu call for the signing of pledge

By Ike Motsapi and Glenn McKenzie

THE Congress of South African Trade Unions will ask political parties involved in negotiations to sign a pledge that they will accept results of next year's election.

Mr Sam Shilowa, Cosatu assistant general secretary, said this was intended to expose parties that may be planning a civil war.

He said: "All political parties should sign this pledge that they will not pursue a Savimbi option."

Shilowa expressed concern that South Africa may be plunged into chaos as Angola was after Dr Jonas Savimbi lost the elections there.

This pledge will be discussed by Cosatu representatives at a special congress in Soweto this weekend.

Also on the agenda will be the role of Cosatu and its leadership in the coming elections.

More than 1 700 Cosatu delegates meet at Vista University tomorrow and Sunday (1409).

Shilowa said the congress will also discuss:

- The role of trade unions in the transition process,
- The content of reconstruction and development programme as a mechanism to address the legacy of apartheid,
- A platform of worker rights and legislative framework to empower workers to participate fully in reshaping society, and
- The role of Cosatu and its leadership in the coming elections.

Mr Jay Naidoo, general secretary of Cosatu, said: "Our primary concern is to ensure that the African National Congress wins the election by a wide margin."

"But we also have to decide exactly what our contribution will be to the transition and the future government."

Cosatu leaders said the names of 20 candidates who will contest next year's elections would be handed to the ANC.

Sowetan can reveal that the names of Naidoo, Shilowa and James Mofokate, president of the National Union of Mineworkers, are on the list.

Naidoo said Cosatu had expertise in four areas but was not necessarily demanding four cabinet positions.
Shilowa set to step
into Naidoo's shoes

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu is discreetly letting it be known that assistant general secretary Sam Shilowa will remain with the federation and not go on to the ANC's parliamentary list. (LOA)

Instead, he will be proposed as general secretary to Jai Naidoo's stead, to ensure continuity in Cosatu's transition to new leadership, and to a new era in its relationship with the ANC-led tripartite alliance.

This is likely to be made known at Cosatu's special congress, which on Sunday will approve Cosatu's entrants to the parliamentary list and elect a transitional team which will operate alongside the present team until at least the elections — and possibly until Cosatu's next congress a year from now.

Until recently as a fortnight ago, Shilowa, who has been among the SACP's delegates to the constitutional negotiations, seemed a shoo-in for a place on Cosatu's list of about 20 trade unionists to be included among the alliance's parliamentary candidates.

But debate on the list inside the federation and its major affiliates has become increasingly intense as the deadline for finalisation — that is, presentation, to the special congress which begins tomorrow — has drawn closer.

That intensity has been in large measure a reflection of the trade union movement's concern that it might weaken its structures by releasing too many of its heavyweights to the political arena.

It is in that context that Shilowa's position has been reconsidered. He is said to be content with the decision that he should stay.

Naidoo, too, appears to be beginning to say his farewells — with considerable nostalgia — to the federation he has led since its inception in 1983.
Cutting the bull

Ferial Haffajee

Employer awards with a difference made their way on to the labour scene in August when the Southern African Clothing and Textile Workers' Union (Sactwu) handed out its "Bull of the year" and "Employer of the year" awards.

The "Bull of the year" — bull for bullshit — prize went to the owner of the Kingsgate Clothing company in Durban who retrenched workers saying the company did not have any orders on its order books. Soon afterwards, however, Sactwu discovered Kingsgate had just secured an export order for R30-million. When asked about his prize, the company's owner, Sadek Vahed said the order had been filled from existing stock.

Saphil Lamberet in Pretoria walked off with the "Employer of the year" award for providing heaters and food for workers on a sleep-in at the factory. The owner of the company had previously put up a tent and provided other facilities when their parents brought their children to work on "Child-care day" in June and also provided refreshments when workers held meetings at the factory.

The union called the company's actions "very unusual and highly commendable."

Union members sent in 14 nominations for the trade union's "Obstructive employer of the year" award, which was won jointly by National Convertor Industries in East London and Apollo Industries in Newcastle.

National Convertor Industries won the dubious honour for consistently dismissing shop stewards and union members and for not paying industrial council wage rates, even after a court case.

The union claims the owners of Apollo Industries had on different occasions "assaulted an organiser, tortured workers with electrical shocks, physically stopped workers from bringing union pamphlets into the factory, deducted wages from workers for talking while working and also denied access to Department of Manpower Inspectors."

Other innovative awards — which were presented at the union's congress — were also given to workers at the Da Gama textile factory for "the most significant struggle" after they went on a 47-day strike earlier this year.

Clothing negotiators in the union won kudos for the "Most significant agreement", while Solly Sachs, who used to be the general secretary of the old Garment Workers' Union, received a posthumous award.
Anger at reappointment of top manpower official

Weekly Mail Reporter

The extension of the contracts of existing senior public servants is set to become a burning issue on the brink of elections. This week, the Congress of South African Trade Unions came out strongly against the extension of the contract of Manpower director general Joel Fourie for three years. The federation complained that neither it, the National Manpower Commission nor business had been consulted about the re-appointment of the most senior official in the Manpower Department.

Fourie and Cosatu have been at loggerheads for many years and he has been the focus of charges of intransigence levelled at the department.

Cosatu general secretary Jay Naidoo this week said the two had "a very uneasy relationship". The federation claims Fourie was instrumental in trying to force through the 1988 amendments to the Labour Relations Act and "has not

Cosatu representative Neld Coleman stressed it was not only the person but the policy of renewing public officials' contracts that the federation opposed. Cosatu expected to be consulted about the renewal of contracts of the minister of manpower and the head of the NMC too.

Coleman said the positions of key officials across government were being renewed. He suggested this was a "deliberate process to make it difficult for a new government to remove them". It would be legally difficult to remove them from office and it would be financially difficult as their golden-handshakes would be very costly.

"All renewals of key positions must be negotiated," said Coleman.
Cosatu lays plans to recover tax

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu is planning a campaign at offices of the Receiver of Revenue and businesses to protest against Government stalling on repayment of SITE to workers who have been overtaxed.

Cosatu will present proposals for its campaign at its special congress, which opens at Vista University in Soweto this morning.

General secretary Jay Naidoo says the Government "illegally" deducted the money and must pay it back before the next government takes office.

"Where the Government gets the money is their problem," Naidoo said yesterday. "They must pay it back now, and not try to delay it to the first democratic government."

SITE — Standard Income Tax on Earnings — is deducted by employers and is paid by workers who earn less than R50 000 a year. They are not expected to submit tax returns.

Cosatu claims tens of thousands of workers have been overtaxed through miscalculations. The overtaxation originated mainly through the application of incorrect tax status to affected workers.

SA Clothing and Textile Workers' Union official Connie September, who led Cosatu's discussions with the Commissioner for Inland Revenue (CIR) on this issue between April and July this year, recalled that a joint working group had initially agreed that workers be refunded back to 1990.

The Government has refused to confirm the agreement and is offering to refund workers only for the last tax year.

Cosatu had initially offered estimates that anywhere between R700 million and R1 billion might have been overpaid. Yesterday, it was not prepared to commit itself to an estimate, and said, in any case, it was the principle that was important.

September said Cosatu would begin immediately drafting its shop stewards into the campaign for refunds by helping workers establish their rights. It also wanted employers to help the process along.

A spokesman for the CIR said the commission would make no comment before discussing the matter with Deputy Finance Minister Theo Alant.
Talks on key leaders lost to politics

VIGOROUS debate is expected at Cosatu's special national congress at the weekend as the powerful labour federation grapples with the prospect of losing some of its key leaders to politics.

Within months some of South Africa's most prominent unionists are expected to have places on the ANC alliance's national list of candidates for the April 27th election.

But there are reservations within the federation about the ability of unions, and the federation itself, to cope with the loss of key officials. This has prompted a rethink on Cosatu's delegation.

More than 1700 delegates and hundreds of observers are expected to attend the congress.
Lockout: Union tilts at KWV

Supreme Court Reporter

A UNION locked out by KWV in Worcester because of a wage dispute has challenged the wine giant in the Industrial Court. The Food and Allied Workers Union claim the lock out, which began on August 30, is an unfair labour practice.

Workers were locked out of KWV premises in Worcester, Paarl, Upington and Vredendal after negotiations on wage-increases reached a deadlock on August 27. More than 200 workers were affected but about 100 have now accepted a 9.7 percent minimum increase. By agreement, the application has been postponed until Wednesday.
Union declares fight

THE Transport and General Workers Union has declared eight different disputes against Springbok Patrols.

Brief

the largest security company in the country. In a statement yesterday, TGWU national organiser Ms Jane Barrett said the disputes included the unilateral cancellation of union facilities, treating full-time employees as "casuals", dismissals and retrenchments. The Department of Manpower had been asked to investigate the company's employment practices urgently, she said. The disputes were declared on Wednesday and the Department of Manpower had been approached for conciliation boards on behalf of the company's Transvaal branch.
Cosatu may launch bid for SITE refunds

CHARLOTTE, March 1

COSATU is considering a VAT campaign to secure SITE refunds in view of government's rejection of proposals by a Cosatu/Inland Revenue working group. Spokesmen said yesterday that the issue will be discussed at Cosatu's special congress, which begins today.

"We will make the VAT campaign look like a Sunday school picnic," said Cosatu general secretary Jay Naidoo.

The congress will also debate training employers' support for submitting claims forms and the holding of demonstrations at workplaces and the Receiver of Revenue's offices.

Naidoo said about R1bn could be needed for refunds, although the scale of the problem was essentially unknown. A random sample of Cosatu members had indicated that some workers were owed refunds of up to R1200.

Cosatu said the Cosatu/Inland Revenue working group had agreed that workers would be refunded any excess tax paid since 1990. However, government's response had been to offer no automatic rights to refunds until the scale had been assessed. It offered possible refunds only for the last financial year, with no entitlement to refunds for previous years.

"This offer removes workers' rights to much of the money owed and implies that repayment would be delayed until after April next year so that the new government will have to foot the bill," Inland Revenue declined to comment.
Cosatu congress looks to the future

A reconstruction pact with the ANC, candidates for elections, and a Workers' Party will all be under consideration at Cosatu's special congress this weekend, reports Ferial Haffajee

The Congress of South African Trade Unions will hold a milestone congress this weekend as it plots a new role for itself in the run-up to elections and beyond. Almost 2,000 delegates will decide whether the federation should strike a Reconstruction Accord with the African National Congress, the form this accord should take and how it should be implemented.

Delegates will also decide which Cosatu leaders will run for government office in April next year and will determine the rights and principles they would like to see enshrined under a new government.

The ramifications of the decisions they take will be felt on the policies and practices of the federation for many years and is probably one of the most important congresses in the federation's short, but tempestuous history. It is also the first time that the federation has called a special congress.

“The Cosatu executive has taken the exceptional step of calling this congress because of the momentous decisions which have to be taken in the coming period,” the federation said in a statement.

In essence, it is a congress which seeks to ensure “democracy will mean more than a vote for a different constitution.” And the way the federation plans to do this is through a Reconstruction and Development Accord to be signed by the ANC, trade unions, civic and other organisations.

It is a way of catching votes for the ANC (Cosatu's 1.2-million members is not a constituency to be sneezed at) and of ensuring a programme of catering to basic needs like jobs, housing, health and pensions, through state-funded national health and pension schemes.

It also provides for a national skills development programme, the restructuring of state institutions as well as for the enshrinement of workers rights in a new constitution. The foundation for reconstruction had already been set in place through the plethora of negotiating forums in the country and the challenge is to ensure that anything negotiated in such forums is implemented by a new government.

“Our programme must mean something real to everyone — from literacy groups in the Natal Midlands, village committees in Transkei and street children projects in Hillbrow,” the Cosatu secretariat report says.

The federation added that Cosatu must fight to prevent labour standards as well as infrastructure development such as the provision of electricity, water and sanitation becoming regionalised.

But the federation knows its Marshall Plan will need a driving force under a new government and will submit 20 names to be put on the ANC's election lists.

On Sunday, congress delegates will make the final decision on which leaders will be seconded and will also elect a transitional team to replace those national office-bearers who are released.

There is also likely to be discussion on whether other Cosatu leaders should be appointed to local government structures.

Other issues likely to be discussed at the congress are the future of Cosatu's alliance with the ANC and the South African Communist Party.

A Workers' Party — first called for by the National Union of Metalworkers of South Africa earlier this year — has elicited some debate and is also likely to be thrashed out at the congress.

But Numsa is concerned about the impact of this on the union, because its general secretary Moses Mayekiso as well as its president Mthuthuzeli Tom are said to be on the lists.

The National Union of Mineworkers has put forward its assistant general secretary Marcel Golding and its president Elijah Manayi to the lists. There is a chance that NUM president James Motlatsi — who heads Cosatu's election list committee — could also be on the lists.

Some possibilities for the lists include South African Clothing and Textile Workers' Union general secretary John Copelyn and the presidents of Cosatu's commercial and postal affiliates, Dumisani Nkosi and Kgabisi Mosunkutu.

The federation has been drawn up carefully to ensure that the biggest affiliates are represented and that there is a spread of popular leaders, who are vote-catchers, and policy makers, who have shown their mettle in negotiations and in policy formulation.

Lining up for the election lists

Ferial Haffajee

WILL Jay leave, will Sam stay? ... Will Sam stay, will Jay leave? ... What? ... Moses is on the lists too? ... And who are the women?

Cosatu's election lists have kept everyone guessing in the past month, but delegates to the federation's special congress will decide finally on Sunday on the 20 trade unionists who will stand for national election.

The federation is particularly interested in the state departments which oversee labour, trade and industry, mineral and energy resources and the parastatals and it is likely top positions in these departments will go to former trade unionists.

This week Cosatu said: “The process should ensure we send a winning team into the election campaign representative of our key constituencies ... that will ensure that the constitution, workers rights and Reconstruction and Development programme we want are implemented.”

Many union presidents — elected worker leaders who have come up the ranks — are on the lists and so are a number of general secretaries, suggesting that Cosatu is drawing from the senior ranks of its affiliates.

Early speculation suggested that Cosatu's general secretary Jay Naldoo and assistant general secretary Sam Shilowa were both on the list but fears have been expressed about the impact on the federation of the loss of both dynamic leaders.

The federation's president, John Gomomo, is also likely to leave for parliament as is its treasurer, Ronald Mofokeng. Shilowa may now stay on as general secretary and may be joined by the National Union of Metalworkers of South Africa's (Numsa) secretary for the Border region, Enoch Godongwana, who may come in as an assistant general secretary.

But Numsa is concerned about the impact of this on the union, because its general secretary Moses Mayekiso as well as its president Mthuthuzeli Tom are said to be on the lists.

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Other possibilities for the lists include South African Clothing and Textile Workers' Union general secretary John Copelyn and the presidents of Cosatu's commercial and postal affiliates, Dumisani Nkosi and Kgabisi Mosunkutu.

The lists have been drawn up carefully to ensure that the biggest affiliates are represented and that there is a spread of popular leaders, who are vote-catchers, and policy makers, who have shown their mettle in negotiations and in policy formulation.
COSATU and its affiliate unions are running into resistance in the ANC on how labour nominees should be included on the tripartite alliance’s parliamentary list.

The question of who from the ANC-aligned movement should be released for nomination to the list has preoccupied the unions for weeks.

The list of labour nominees is believed to have undergone several revisions as the unions and COSATU have become increasingly concerned that they might lose too much skill to the political arena.

Now, with the list about to be finalised — meetings were still being held last night — differences have emerged in the ANC leadership over whether members of COSATU and its affiliate unions should be accorded special consideration in the manner of their inclusion in the alliance’s electoral list.

COSATU sources said an element in the ANC — led, it was said, by secretary-general Cyril Ramaphosa — had been arguing that COSATU’s nominees be subjected to the same process as the organisation’s own nominees and that their names be submitted to the ANC’s regional and branch structures for approval.

At least some of this is said to relate to perceived tensions between Ramaphosa and COSATU general-secretary Jay Naidoo.

Observers noted an apparently slighting reference to Naidoo by Ramaphosa when he addressed a special COSATU congress yesterday, seemingly implying that Naidoo had not been shown in his mode of address to ANC president Nelson Mandela the respect accorded to an elder.

According to one leading unionist, Mandela has assured COSATU of his backing, and the federation’s leaders are said to be confident that their argument for special treatment will prevail.

Those in the ANC opposed to special treatment for unionists have apparently argued that this will create an anomaly in regard to members of the Patriotic Front. The Inkandla movement from Kanngwane, for example, or the Labour Party might demand that they too be offered special treatment in securing places for their leaders on the electoral list.

Democratic

COSATU central executive committee members who met on Thursday night apparently unanimously reaffirmed the federation’s intention to stick to its guns on the matter as it played a special role in the alliance, and would play a special role in the campaign to ensure the ANC’s election to government.

It has already subjected its nominees to a democratic nomination process via the structures of its affiliates.

Their names will be submitted to the congress for approval during tomorrow’s final session.

A COSATU source indicated that the federation was not insensitive to Ramaphosa’s viewpoint and was prepared to do the necessary public relations with ANC structures.

“We’re not prepared to have our nominations subjected to, say, the Hillbrow branch, for its approval. But we will ensure that we motivate and introduce our candidates to the ANC structures,” the source said.

At yesterday’s opening session Mandela pitched strongly for the continuation of the alliance after the elections — a matter on which at least two major COSATU affiliates have expressed degrees of reservation in recent months.

Mandela left little doubt of his view of the unions’ contribution to an ANC victory. “We count on the unqualified support of COSATU to ensure that the ANC-led election front wins the election decisively,” he said.

Mandela also cautioned workers not to rely solely on the ANC to defend their rights. There were many examples of how political movements had betrayed workers’ interests.

While he believed the ANC would never do this, he said, “Support the ANC only if it delivers the goods. If (it does not), you must do to it what you did to the apartheid Government.”
5% wage freeze ‘smashed’

THE recent nationwide municipal strike smashed the unilateral 5 percent public sector wage freeze imposed by President De Klerk, the South African Municipal Workers’ Union (Samwu) has claimed.

After a recent Samwu national executive council meeting in Cape Town, the 70 000-member union said the strike led to an average 10.5 percent pay increase for its members.
Cosatu to Help Popcru

By THEMBA KHUMALO

THE Congress of South African Trade Unions yesterday decided to help the Police and Prisons Civil Rights Union recruit more members.

This was one of six resolutions taken at a three-day special congress in Soweto to prepare the federation for April 27 elections.

"Cosatu encourages all peace-loving police to join Popcru," Police should be drawn from the communities in which they live and should work with communities through joint structures," a resolution read.

This is in line with recent calls by the ANC that community policing be done by policemen from local communities instead of the Internal Stability Unit whom the ANC blames for fuelling township conflict.

Delegates also decided that reconstruction and development initiatives aimed at reducing the causes of violence must be considered with a view to establishing a peace corps, youth service corps and redeveloping hostels.

The congress proposed an inclusive peace conference to bring all organisations, including the right, into a single peace process.

Cosatu reaffirmed that the Constituent Assembly be completely sovereign.

A campaign was also launched against unilateral restructuring, especially in the renewal of contracts of the civil service, the restructuring of government departments, particularly education and health, the public tender system, cellular telephones, state pensions, privatisation and transport.

Cosatu nominees for the ANC's 1994 election list were headed by Jay Naidoo.

Also named on the national list for the national assembly were Cosatu first vice-president Chris Dlamini, National Union of Metalworkers general secretary Moses Mayekiso and National Union of Mineworkers assistant general secretary Marcel Golding.

Cosatu listing committee secretary Musthame of Chemical Workers' Industrial Union said the 20 names on the national list had been guaranteed by the ANC-led tripartite alliance.

Also named were: NUMSA education officer Alec Erwin, Post and Telecommunication Workers' Association president Kgabisi Mosonkutu; former Transport and General Workers Union general-secretary Nathie Nhleko; former CWIU president Don Gumede, SA Commercial, Catering and Allied Workers Union president Duma Nkosini, and National Education, Health and Allied Workers Union general-secretary Phillip Dexter.

Those named for the regional list to the National Assembly include Sipho Gebechwe (Cosatu Southern Natal), Salie Manie (SA Municipal Workers Union), Danny Oliphant (NUMSA) and Godfrey Oliphant (Cosatu).
Cosatu boss set to quit his post for election

By RAY HARTLEY: Political Reporter

COSATU general secretary Jay Naidoo and 19 other union officials were last night nominated to the ANC's election list at Cosatu's special congress in Soweto.

The nominations mean the 20 will vacate their Cosatu positions, a move that will significantly alter the federation's top leadership.

Mr Naidoo, who has served as general secretary since Cosatu was launched in 1985, was carried to the stage on the shoulders of workers amid loud singing and dancing after his name was read out. He said: "We are going with the mandate of the biggest organisation in the country, and obviously we are carrying forward the tradition of militancy that has emerged out of the growth of Cosatu."

"It is a nostalgic moment, it is a sad moment. Cosatu has been my life."

Among the other senior Cosatu officials who will vacate their posts for the election are first vice-president Chris Diston, general secretary of the National Union of Metalworkers of SA, Moses Mayekiso, and the National Union of Mineworkers assistant general secretary, Marcel Golding.

Replacement

At the meeting, Mr Mandela assured the Cosatu leadership that the federation's 20 nominations would be included in the ANC's election list.

The Cosatu congress will today decide who will replace Mr Naidoo as SA's most powerful trade unionist. Cosatu assistant general secretary Sam Shikowa, whose name was removed from the list at the last moment, is expected to replace Mr Naidoo.

Earlier, the congress adopted a resolution calling for a constituent assembly with the power to "reverse any provision contained in the interim constitution."

The resolution warned technical committees at democracy talks not to "tamper with hard-won worker rights."

On Friday, Mr Mandela said the federation could not take it for granted that an ANC government would take the side of labour.
COSATU has objected to the reappointment of Manpower supremo Joel Fourie, believing it should have been consulted.

Fourie, who is heartily disliked by Cosatu and cited as a major obstacle to the legislative labour reforms it seeks, received special attention throughout Cosatu's special congress at the weekend.

Fourie's unsuitability with Cosatu stems from what the federation regards as his stalling on the extension of rights to farm-workers and his alleged prejudice to right-wing farming interests.

Outgoing general-secretary Jay Nahlroo faulted against Fourie, saying Cosatu would "make his seat too hot for him to hold."

Although the federation has yet to lay out its line of attack, non-co-operation with Fourie seemed to senior officials the most likely place to start.

Cosatu is demanding that the powers of the technical committees serving the multiparty Negotiating Council be reined in.

The federation regards the committees' "wide-ranging terms of reference" as unacceptable and has warned them not to tamper with "fundamental worker rights."

This is among the major points of a Cosatu special-congress resolution on constitutional negotiations.

It reflects a concern generally held among Cosatu's rank and file that — as one metalworker put it — "concessions to the negotiating process have been overreactions that will see us ending up with far less than we bargained for."

It also reflects labour's unhappiness over the handling of workers' rights at the World Trade Centre (WTC).

In an effort to wrest back control over a negotiating process that labour fears is slipping away from it, the congress also instructed its executive to demand a meeting of national executive committees of the ANC-led tripartite alliance.

Demand

The manner in which alliance representatives are to proceed in the Transitional Executive Council and general negotiations would be discussed.

Cosatu also reiterated its demand that a constituent assembly be able to reverse any provisions in the interim Constitution.

Delegates, clearly anxious that strong powers for regional governments will frustrate Cosatu's proposed reconstruction and development proposals, also resolved that these governments should have limited powers.

These should "not include provision of services and infrastructure such as water, electricity, policing and correctional services, telecommunications, health, education, transport, roads, housing and jurisdiction over local government."

Nor should regional governments have jurisdiction over labour legislation, collective bargaining and economic planning.
Wider support needed

Cosatu drops plan to pin down ANC in writing

The Argus Correspondent

JOHANNESBURG — Cosatu has changed plans to bind the ANC in writing to the implementation of a Reconstruction and Development Programme (RDP) being developed by the Tripartite Alliance.

Instead, it has resolved to describe the RDP as a "fighting platform" that will underpin the alliance's ANC-led election campaign, but which will need to be supported by all elements of society.

This position emerged after debate on key issues at Cosatu's special congress at the weekend. The RDP, now in its fourth draft, was adopted as a working document, still to be fleshed out in detail.

It focuses on democratising the state, building a new economy, attacking poverty and deprivation, human resources development and the rights of women, workers and young people.

"The decision not to bind the ANC to a written agreement effectively shifts the burden of responsibility for implementation from an ANC-led government alone, to a nation-wide initiative involving unions, civic associations, non-governmental organisations and the private sector.

Some affiliates had initially favoured a signed agreement, but the big unions were understood to be concerned that efforts to bind the ANC were impractical. They are also understood to fear that a binding Cosatu-ANC

agreement might later be damaging to Cosatu as well as the next government, were implementation to run into difficulties.

Delegates also expressed alarm at a section in the RDP proposal — written by the ANC's department of economic planning — on the need to maintain macro-economic stability while implementing the programme.

The section would have committed Cosatu against jeopardising "the success of the RDP by short-sighted, expedient and ineffective actions that might lead to excessive inflation, the dislocation of the financial system, misuse of savings and unsustainable balance of payments deficits".

It concludes "Macro-economic stability is vital to the success of our programme. For this fundamental reason, coherent, strict and effective monetary and fiscal policies will be a cornerstone of our RDP."

This was too rich for most delegates' blood, who feared the inclusion of this section would undermine Cosatu's drive for socialism by offering the next government a get-out clause should it be reluctant to implement the programme to workers' satisfaction.

The congress resolved that references to macro-economic stability should be "substantially reworked."

Cosatu is also to press for a distinct agreement with the ANC on workers' rights, to be incorporated in the RDP, possibly as a signed accord with the ANC.
New Bosvane air base

Cosuar Recognition Programme

ANC agrees in principle to adopt

1st September disruption
ANC to adopt Cosatu plan

JOHANNESBURG — In return for support at the polls, the ANC has agreed in principle to adopt Cosatu's reconstruction and development programme after details have been thrashed out by the alliance partners.

The programme — Cosatu's contribution to the ANC's election drive — is an ambitious plan to eradicate poverty and secure workers' rights.

It was the main item on the agenda when about 1,700 Cosatu (Congress of SA Trade Unions) delegates met in Soweto at the weekend for a special national congress.

Cosatu wants its 20 senior nominees, including former general-secretary Mr Jay Naidoo, to be included in the top 51% of the ANC's list of candidates for the national assembly elections on April 27 next year and has committed them to push for wide-ranging social reconstruction.

Mr Naidoo, who stood down after eight years as executive chief of the 1.2 million-member body, was succeeded by his former assistant, Mr Sam Shilowa.

The congress resolved that Cosatu's reconstruction programme should be put to the ANC as part of its election platform, while binding it to a legal framework that guaranteed unions the right to fight around key principles.

Delegates warned against allowing market forces and World Bank and IMF-related programmes to decide the extent of change.

In his opening address to the congress, ANC president Mr Nelson Mandela said the success of restructuring depended on close co-operation between the ANC, Cosatu and its communist allies.

"We have to broaden the defeat of apartheid into a process of empowerment and reconstruction. If an ANC government does not deliver the goods, you must do what you did to the apartheid regime," Mr Mandela said.

Cosatu resolved to call on the Transitional Executive Council to ensure that workers were repaid excessive SITE tax deductions, plus interest, before the April elections.

It also pledged its opposition to regional government and unilateral restructuring, demanding a moratorium on the renewal of all civil service appointments until a democratically-elected government was in place.

Cosatu reaffirmed its commitment to peace initiatives and condemned "irresponsible utterances such as the call to civil war, attacks on communities and a boycott of elections." — Sapa
Worker leaders in Cosatu secretariat

The prospective political careers of senior officials forced Cosatu into an extensive reshuffle yesterday. 

Cosatu's newly elected secretariat consists of two worker leaders, with former assistant Sam Shilowa becoming general secretary and Cosatu organizing secretary Zwelusemza Vavi assuming the post of assistant general secretary.

The elections were held yesterday after a special congress at the weekend named 20 union officials, including general secretary Jay Naidoo, as Cosatu candidates for the ANC's national election list.

Both Shilowa and Vavi have come up through the ranks as blue-collar workers and neither purports to be an intellectual.

Vavi was an NUM shaft steward fired in the 1987 strike. Shilowa, previously a security guard, became Transport and General Workers' Union president before moving to Cosatu about three years ago.

Shilowa will step into Naidoo's shoes from today.

The list includes general secretary Moses Mayekho from the National Union of Metalworkers of SA (Numsa), John Coeplyn of the Southern African Clothing and Textile Workers' Union (Sacitwu), Philip Dexter of the National Education, Health and Allied Workers' Union, the NUM's Marcel Golding and Transport and Gener-

Cosatu

al Workers' Union's Nathile Nhleko

Cosatu lost its first and second vice presidents to the list — Chris Dlamini for the national assembly and Godfrey Oliphant to the regional national assembly list. Dlamini was replaced by the NUM's George Nkademang and Oliphant by Cosatu's first woman national office bearer, Consie September of Sacitwu.

The remaining candidates for the national ANC list were SA Commercial, Catering and Allied Workers' Union president Duma Nkos and the Post and Telecommunications Workers Association president Kagiso Mosimkuru, former president of the Chemical Workers' Industrial Union Don Gumede and Numsa education secretary Alec Erwin.
20 unionists for election

BY PAUL BELL
LABOUR CORRESPONDENT

The Congress of SA Trade Unions (Cosatu) has reaffirmed its commitment to a socialist economic programme for the next government.

At a special weekend congress, the federation also nominated 20 trade union leaders to stand for the new parliament and elected a new general secretary and assistant general secretary.

The personnel changes, which include the election of the first woman, Clothing and Textile's Constance September, to Cosatu's executive as second vice-president, are the most sweeping in the federation's eight-year history. The new team will work alongside the existing executive until the elections.

Cosatu's new general secretary is former assistant general secretary Sam Shilowa, who was elected unopposed. His nomination was an off-safe shuffling, which involved a minor crisis of confidence over how he should be deployed to labour's best advantage.

Shilowa has been a member of the SA Communist Party's negotiating team since the outset and knows the ins and outs of the constitutional process well, and several unions thought he might serve better in parliament.

Cosatu nominees for top political positions

These are the Cosatu nominees to be included in the top 51 percent of the ANC's list for the national assembly:

National list:
- Jay Naidoo — general-secretary, Cosatu
- Chris Dlamini — first vice-president, Cosatu
- Moses Mayekiso — general-secretary, National Union of Metalworkers of SA
- Alec Erwin — education officer, Numsa
- Kgabali Mosunkutu — general-secretary, Post and Telecommunications Workers' Association
- John Copelyn — general-secretary, SA Clothing and Textile Workers' Union
- Nathie Nkoko — former general-secretary, Trade and General Workers' Union
- Marcel Golding — general-secretary, National Union of Mineworkers
- Don Gumede — former president, Chemical Workers' Industrial Union
- Duma Nkosinathi — president, SA Commercial, Catering and Allied Workers' Union
- Phillip Dexter — general-secretary, National Education, Health and Allied Workers' Union.

Regional list:
- Sipho Gcaba — Cosatu, Natal
- Salihe Malinga — SA Municipal Workers' Union, W Cape
- D Oliphant — Numsa, W Cape
- F Mshwedi — Potwa, N Ts
- Joyce Mabudafhasi — Nehawu, N Ts
- A Leuw — Potwa, OFS
- Elizabeth Thabethe — CWU, Wits
- Susan Shabangu — TGWU, Wits
- G Oliphant — NUM/Cosatu, N Cape.

Saturday saw them off the parliamentary list, then on, then off again — all in a matter of hours before the matter was finalised.

The parliamentary list produced no surprises. Its top 10, led by outgoing Cosatu general secretary Jay Naidoo, includes four other union general secretaries, a former general secretary, an assistant general secretary, one president and one former president. Three women have also been included — all as nominees for the national assembly's regional list.
Costly Subcommittee talks curbs on industry

Wage agreement signed in tyre industry

Costly Senate Special Committee

The Senate Special Committee on the tyre industry has signed a wage agreement with the industry, which is expected to reduce the cost of production.

The agreement covers the following aspects:

1. Wage increases

2. Benefits enhancement

3. Working hours reduction

4. Safety and health measures

The agreement also includes provisions for the establishment of a tripartite body to monitor its implementation.

Source: Senate Special Committee on the Tyre Industry.
After observing the debate at the Congress of SA Trade Unions congress at the weekend, Labour Correspondent Paul Bell concludes that a showdown between a socialist Cosatu and the new, possibly ANC-dominated, government is inevitable.

The Star / Tuesday September 14 1993

And when the kissing stops?

Cosatu's special congress at the weekend was a model of organisation, compromise and apparent unanimity. For all that, there could not be too much wonder when the clash between workers and the Government will come. For once it must, and government policy.

For all the excitement and expectation that surrounded Cosatu's 20,000-strong to the ANC national but, the really important part of the weekend's debate concerned Cosatu's Reconstruction and Development Programmes (RDP) Worker rights soldiers of a cause that could conceivably fit into a political universe whose ground rules may in policy must surely be foreseeable.

On the other hand it's too easy to dismiss this collective rhetoric the commitment to socialism evince by leading unionists, however much they may be family estrangements to the ANC and policy for the future, anachronistic in a society with the programme need to build the confidence of local content and assess the international investment community.

The top unions don't push the word too much. Their aspirations rough edges have been smoothed by the half and half of their engagement with Government, the private sector and the multilateral financial institutions.

They have developed more original thinking, like reconstructionism, which is at the centre of the SACP chief Charles Nqakula was said to be so far he told delegates during his address on Friday, 'I have not mentioned a particular word. Someone, I am sure, is going to point it out. This word is socialism.'

And it's by no means dead. On the contrary, it's going to get a huge shot in the arm when Cosatu's 20,000-strong present themselves to Parliament as the vanguard of the workers.

When the ANC-aligned trade union movement meets as a federation, its position undergo a distinction that distinguishes its deliberations quite markedly from those of its affiliate unions.

Cosatu's congress delegates are drawn from the affiliates' upper rank of shop stewards, teachers, the content of the debate is workable rather than merely oratory, and so position paper memos more dogmatically given to the tone of alliances.

"To their credit, delegates quickly reassess their roots. Philip Doherty, general secretary of the National Education, Health and Allied Workers Union, and one of Cosatu's parliamentary nominees, stood up in the RDP debate on Saturday and pointing at the programme, said outright: "This is Cosatsu's an in favour of socialism."

"Let's not beat around the bush. We want socialism. We don't have to apologise for that."

For the socialists, at least those who are less compounding about it, the most serious sticking point was Section 8 of the RDP — on the need, while implementing the programme, to maintain a macro-economic balance by, inter alia, avoiding "pump priming", and not laying "what's left of the national savings."

That was the section drawn up by the ANC's department of economic planning and included barely bones in the RDP proposal. It was the central and ensuring workers who flagged it first. Section 8 was straight from the structural adjustment philosophy of the World Bank/IMF, "our principal enemies!"

"The shopfloor workers teased Section 8 because it is essentially a cautionary tale on the financing of the RDP, and in their view "those responsible for apartheid (are that, read the white) must be compelled to pay for reparation of their debt," the metaphor is. 'If we accept Section 8 there will be no RDP. When the workers want that, the Government will say, 'Remember macro-economic balance'. When we want that, the Government will say, 'Remember macro-economic balance'."

Eggdace

They're not wrong, they're not satisfied, and they're not likely to get satisfaction either.

From the floor, Clothing and Textile's Graham Pellicci, one of Cosatu's most impressive thinkers, says "It's a sham". His arguments are marinated in a warm-as-a-meat soup, pillared of the organs and the leadership of the various unions, with a few local crumbs.

Cosatu's management structures for the general secretaryship. The men and women of Cosatu have shown themselves unwilling to be coerced by the authority of the platform. They don't take backroom deals and they will not be coerced by a new government.

When that government, however "allied" to working class interests, says no, there is every likelihood that they will carry out their threat and rise to the streets in defence of their rights.

Business and the investment community should not suffer under the illusion that the relations between the ANC and the unions will be a "family business".

The shortage of funds, especially in the underground economy, that has seen the emergence of Sam Shilowa as the new general secretary and the power struggle that has followed it, have not been unexpected. The idea that the ANC will not suffer the same fate is naive.
Depleted Cosatu faces testing times

IN RELEASING 23 unions to contest the elections on an ANC ticket, Cosatu has severely depleted its ranks at a critical time. The new leadership must position the federation in the new political era against a background of economic recession, with rank-and-file expectations running far ahead of the leadership's ability to deliver.

The aspirant parliamentarians are not leaving Cosatu simply to enjoy the Curency. They will have a crucial role defending and advancing labour's interests which many believe would otherwise, at best, be neglected by an ANC caucus. But their departure will be sorely felt.

Some unions believe it will take the federation and affected affiliates years to recover from the blow, both in terms of union administration and strategic vision. The leadership shake-up may well also result in a noticeable, if nuanced and possibly temporary, shift to the left in Cosatu.

Some argue that Cosatu has a substantial depth of leadership talent, including 30,000 trained shop stewards. Whether these players are able to replace the experience lost remains to be seen.

Jay Naidoo, the federation's general secretary since its formation eight years ago, will head the list of candidates. He is followed by three affiliates' general secretaries (the pivotal post in any union) and NUM assistant general secretary and chief negotiator Marcel Golding.

Three of Cosatu's six national office bearers were voted onto the list, leaving the posts of general secretary and first and second vice-presidents vacant. Assistant general secretary Sam Shiwola was elected unopposed as Naidoo's successor, although the possibility of his being included on the political list remained unexplored until the last minute.

The effect on individual affiliates will be uneven. Of the major unions, worst-hit is the NUM, which in the space of just more than two years will have lost former general secretary Cyril Ramaphosa and now Golding to the ANC Golding's attributes and style are very different to those of his likely successor, national organiser Gwede Mantashe. For example, Mantashe is said to be opposed to profit-sharing schemes. The NUM will be hard-pressed to continue as one of the most clear-sighted unions in Cosatu, and the Chamber of Mines may find next year's wage talks very different to this year's.

In contrast, the SA Clothing and Textile Workers' Union, whose Ethempi Patel is likely to succeed John Copelyn as general secretary, will probably carry on without a hiccup. Patel has been taking over Copelyn's tasks as the latter focused on a cooperative manufacturing venture.

The National Union of Metalworkers (Numsa), too, will probably survive Mayekiso's departure with equanimity. Mayekiso's activities in the SA National Civic Organisation have left him little time for union administration, and his political eccentricities have not won the union acclimatisation out of or out of the labour movement. His likely replacement, Enoch Godongwana - who was a contender for the top Cosatu job - is highly thought of in the federation.

For Cosatu as a whole, Naidoo, Golding, Copelyn and Numsa education secretary Alec Erwyn - all on the ANC list - have been in the forefront of strategic and economic thinking. Their input will be missed, although their absence will be mitigated by the range of intellectuals outside the federation and the think-tanks whose services Cosatu uses.

But it is widely acknowledged that there has been a growing gap between the leadership - mainly those leaders involved in sophisticated deal-making at the national economic forum and elsewhere - and the rank and file.

This came to the fore during debate on the proposed reconstruction accord with the ANC. A consistent complaint, which was voiced by several speakers, was that Cosatu documentation was inaccessible to ordinary workers.

Some unions argue, in this light, that the shift in the balance towards "organic" leaders (like Shiwola and his new assistant Zwelenzima Vavi) and away from university-trained intellectuals could have a salutary effect. They will be more attuned, it is argued, to the mood on the ground and better able to avoid the "constituency problems" that have begun emerging. "This is an important and positive development," says one Cosatu insider.

On the other hand, Shiwola may not be as "organic" a union leader as he may superficially appear. Most previous Cosatu leaders, even those from an intellectual background, have been grounded in years of trade unionism more than politics. Thus applies, too, to those who wear their politics on their sleeves Mayekiso and former Cosatu vice-president Chris Dambo's SACP membership is no secret.

In contrast, Shiwola - also an SACP central committee member - has enjoyed a meteoric rise to the top of the labour movement from political activist origins. It is too early to say whether, or how, this may affect his style.

Today, Cosatu is a more mature organisation, better able to deal with destructive debate. But the new challenges facing the weakened leadership will be as great a test.

**ERICA JANKOWITZ**

and ALAN FINE

**SHILOWA**

**REVIEW**
Negotiations as usual at Saccawu’s offices

THE SA Commercial, Catering and Allied Workers’ Union (Saccawu) was involved in several labour disputes and negotiations with companies despite the Rand Supreme Court application to liquidate the union.

Yesteryard was set down as the return date for the application but the union requested a postponement to give it time to respond, said Saccawu general secretary Papi Kganare.

Last week, Saccawu brought an urgent application to have its six suspended executive members evicted from their offices, but this failed as their suspension had lapsed. However, the union would conduct an internal disciplinary inquiry on Sunday against four of the six suspended members, Kganare said. The four were accused of “defying a national congress decision”.

Meanwhile, it was business as usual at Saccawu, and plans had been made to conduct a strike ballot at Metcash Trading Limited today, spokesman Jeremy Daphne said. The dispute was connected to wages, with the union demanding a R200 a month increase in response to the company’s R150 offer.

About 5 000 Saccawu members at CNA/
Cosatu will check ANC's power — DP

Political Correspondent

The trade union federation Cosatu will help to check the "rampant authoritarianism" of the African National Congress parliament has been told.

Democratic Party spokesman Robin Carlisle predicted in debate yesterday that Cosatu would soon be called upon to defend democracy and human rights in the new South Africa "in the same way as the DP is having to do now".

He said that while, economically, the "burgeoning power" of Cosatu was "bad news" — with many unions failing to work positively for economic growth — it had emerged politically as the most powerful player in the country and it would "help to check the rampant authoritarianism of the ANC."
Cosatu wants 'exclusive powers' for regions limited

SHARON SOROUR, Labour Reporter

UNIONISTS at a special Cosatu congress resolved to limit the powers of the technical subcommittees at the World Trade Centre, saying their wide-ranging terms of reference were "unacceptable."

Delegates said technical subcommittees should not "tamper with hard-won worker rights."

In a resolution on constitutional negotiations, Cosatu reaffirmed its previous position that the Constituent Assembly be completely sovereign.

"It should have the right to reverse any provisions contained in the interim constitution — including the question of regional demarcation — except in respect of the constitutional principles," said Cosatu.

Referring to regionalism, Cosatu said a democratic state could not be based on a system which entrenched regional powers "to the detriment" of local and national government.

Exclusive powers for regions should be limited
A first — woman for top post in Cosatu

By Staff Reporter

In a boost for women in the trade union movement, leading local trade unions, Ms Connie September has become the first woman on Cosatu's national executive committee.

Ms September, 34, of Lotus River, was unanimously elected second vice-president at the union's special congress in Soweto last Sunday.

Ms September, who is a shop steward and national treasurer for Sactu (Southern African Clothing and Textile Union), has been active in trade unions since 1986.

Before that she was involved in a number of local community organisations.

She said she was excited about her appointment and hoped it would give more women the confidence to pursue roles in the trade union movement.

"Office positions are not only for men — women have got to play an equal role," she said.

Ms September said while the number of women joining trade unions was increasing there was still a lack of women in senior positions.

The unions and employers needed to work together to stabilise the clothing industry, which has seen severe retrenchments recently, she said.

This transitional period was a critical one for unions which needed to be strengthened so that in the future workers' rights would continue to be protected, Ms September said.

A FIRST FOR WOMEN... Ms Connie September has become the first woman on Cosatu's national executive committee. Picture CLIVE SMITH
Cosatu fires first election salvo

Ferial Haffajee assesses some of the key unionists released by Cosatu to stand in the elections.

The Congress of South African Trade Unions (Cosatu) fired the first election salvo last weekend when it released 50 unionists to stand for election. It is an open secret that the federation wants its nominees included in the top half of the African National Congress' election lists for the national assembly. The mixed bag of nominees will start work almost immediately.

Choosing them was no easy process and James Motulsky, the president of the National Union of Mineworkers, who headed the lists committee, said he could not do it again.

Cosatu's special congress last weekend put the finishing touches to the list amid nail-biting tension. Sam Shilowa, for example, was on, and off, the various lists for a matter of hours.

Replacing the nominees in union ranks will be no easy task. They include general secretaries, union presidents and secretary officials, each of a calibre of its own. But observers say it is testimony to Cosatu's internal education and training that a new layer of leaders is ready to take up the slack.

The federation elected a caretaker body of national office-bearers who are all worker leaders (as opposed to appointed officials) last weekend. Zwelinzima Vavi—a mineworker who moved up the federation's ranks—was the first Cosatu negotiators co-ordinator and heads hands down in the race for the post of assistant general secretary.

Some suggest this may herald a hardening of attitudes and a leftward swing away from the pragmatism of appointed officials more in tune with the compromises inherent in Cosatu's co-determinist direction.

Key unionists who will stand for election include:

Jay Naidoo: Having steered the federation since its formation in 1985, Naidoo stood down to head his election list. He is widely tipped for a ministerial appointment but this may not be the manpower portfolio, as pundits suggest.

He is rumoured to be more interested in the trade portfolio, considering the labour post too much of a comfort in his past. Naidoo would also use such a position to drive the industry restructuring initiatives he has helped formulate.

Moses Motshekga: Motshekga has concentrated his energies on building the civic movement in the past few years, sacrificing his union work for this purpose. His greatest strength, say observers, is in building and maintaining coalitions. He also has grassroots support and is a vote-catcher, carrying with him the support of the 270,000 National Union of Metalworkers members and of the national civic movement. Some consider his often strictly radical stance on civil issues—such as his bond boycott call—and strong socialist beliefs a drawback.

Marcel Gelding: Gelding's nomination to the lists came at the right time for the National Union of Mineworkers assistant general secretary, who has become restless as number two in the country's largest union. The pony-tailed wirewires brings with him many hundreds of hours of negotiating experience across the table from tough mining magnates. In addition, his combative and feisty personality, combined with an ability to think on his feet, will make him a boon on election platforms and in parliamentary debates.

His time at NUM (combined with numerous trips abroad) could secure for him a senior position in a future ministry of mineral and energy affairs.

Alice Erwin: Erwin was among the white unionists who spearheaded the 1973 general strike in Durban was general secretary of Cosatu's predecessor, Fosatu, and has remained a labour mower and shaker ever since. He was close to Cosatu's National Union of Metalworkers of South Africa's national education officer for a career in politics.

An architect of Cosatu's economic policy, Erwin is said to be "articulate and a sharp thinker." He is also a controversial figure. As president of the Postal and Telecommunication Workers Association (Powa) and continues to work at a Telkom depot.

Dexter Key: A devout ANC member and also heads the southern Transvaal branch of the South African National Civic Organisation. Powa colleagues say that he did not become embroiled in the worker/populist debate, which kept the union a few years ago. Heeding instead to concentrate his energies on fine-tuning the union's structures.

They say his biggest strength is his ability to consider any proposal before him almost dispassionately and to "not get emotional about things."

John Copelyn: Copelyn's nomination was the only contentious one at the special congress. But delegates condemned media reports that he was being removed as general secretary of the Southern African Clothing and Textile Workers Union (Sactu) for his anti-ANC sentiments, and endorsed his nomination.

A lawyer by training, Copelyn also cut his union teeth during the 1973 strike.

Sactwuh was once called his "engine brain," pointing to the "visionary" recognition agreements he negotiated 10 years ago. He was also part of the team which drafted the Peace Accord.

When asked about his weaknesses, one source said: "It's not idol-worship, but I can't think of any."

Mathio Nthebe: The former general secretary of the Transport and General Workers Union. Nthebe is likely to play a formative role in future transport policy as well as in peace negotiations.

As a member of the Transport Forum, he has negotiated and lobbied on issues of passenger transport, specializing in buses, taxis and subsidizations. Nthebe keeps close links with the Natal home and plays a key role in peace efforts there.

Colleagues describe him as "personable and not imperialist." He came into the union as a student activist and "has a strong commitment to reflecting grassroots interests."

Philip Dexter: Dexter, youth general secretary of the National Education Health and Allied Workers Union (Nehawu), hailed his colleagues' colour choice for the slate at the Cosatu congress. 'Is Cosatu sly to show it is in favour of someone?' he asked.

Let's not beat around the bush. We want socialism. We don't have to apologise for that."

Dexter took over the reins at Nehawu last year, after a particularly difficult period for the union when it had lost its Cosatu affiliation after failing to pay subscriptions. Elected general secretary after a secret ballot, he said he had the difficult task of damage control during last year's hospital strike.

Siphiwe Mabizela: The national administrator of the Transport and General Workers Union, Mabizela sees herself in a women's ministry if she is elected to parliament.

"But she says she will not forget her labour background and will concentrate on 'labour issues affecting women.' Her best traits, say colleagues, are her 'independence of thought,' coupled with a great sense of humour."

Elizabeth Thabethe: Thabethe is likely to bring attention to the gender details of any election campaign. In 1991, thus clerk and national executive committee member of the Chemical Workers Industrial Union said of the draft workers charter for women, there was only one sentence for women, and we argued that one sentence cannot cover all the issues that are important to women."

A fortnight campaigner for labour rights, since the early 1990s, she turned her attention to women in the unions.

Thabethe couches her understanding in the simple terms that her constituency can understand and her lay style of leadership could make her a popular choice.
First woman on Cosatu executive

Connie September (right) became the first woman Cosatu office-bearer when she was elected as second vice-president at the trade union's special congress in Soweto at the weekend.

September, 32, is national treasurer of the Southern African Clothing and Textile Workers Union (Sacwru).

She was first elected as a shopsteward at Rex Trueform in Cape Town in 1988 and the following year as vice-chairperson of the Western Cape region of Sacwru.

She was elected unopposed and replaces Mr Godfrey Olifant.

September was one of four new additions to the Cosatu national executive which will form a transitional team to head the federation until next year's national congress.

General secretary Mr Jay Nadoo now heads Cosatu's elections list for the constituent assembly and is replaced by assistant Mr Sam Shulowa, who was elected unopposed.

Cosatu's elections list includes Mr Moses Mayekiso, from the National Union of Metal Workers of South Africa, Mr John Copelyn of Sacwru, Mr Philip Dexter of the National Education, Health and Allied Workers Union and Mr Marcel Golding of the National Union of Mineworkers.

Cosatu's first vice-president Mr Chris Dhlarum, who was recently deposed from the Food and Allied Workers Union presidency, is also on the national elections list.

The trade union giant resolved that the names of the 20 unionists be included in the top 51 percent of the ANC list for the National Assembly elections.

In another development for the Western Cape, Mr Sale Masoe, the South African Municipal Workers chairperson in Cape Town and Mr David Oliphant, the National Union of Metal Workers of South Africa's first vice-president have been named on Cosatu's regional list to the National Assembly.

The congress was attended by more than 1,600 delegates.

The Cosatu office-bearers are: president: Mr John Genomo, first vice-president George Nkudimeng, second vice-president Connie September, general secretary Sam Shulowa; assistant general-secretary Zweliinzima Vayi; and treasurer Ronald Mofokeng.
The duty of a guard in Coastal's hot seat.

Normal operating procedure. Casualty checklist.

General position of the secretary of the.

With any luck to permanent, Sam Shumway.

10/10. 12/12/12.
Cosatu campaign must be resisted

Cosatu has renewed its noisy and irresponsible campaign to obtain refunds from Revenue of portions of Site payments made in past tax years by alleging that employers based their deductions on inaccurate particulars of taxpayers' marital status and number of children.

Revenue is negotiating with Cosatu while taking full account of the administrative problems for employers, and the large potential loss of revenue through refunds, if it allows employers to reopen Site files.

For current tax years, employers are required to advise employees of their personal particulars on record. The employee must update or correct them to make the appropriate Site calculation.

Cosatu's campaign smacks of opportunism at its worst. The Income Tax Act requires employees to provide personal information so that employers may refer to the correct tax table to determine the final Site tax deduction.

If an employee fails to submit a completed form, the employer is obliged by the Act to base the calculation on the default basis, which assumes a male taxpayer to be single without children and a female to be married — the bases which generate the highest tax rates.

Consultants have been drumming up business by suggesting to employees that they may have failed to fill in the personal particulars form. That default might even in some cases have been the result of the climate of civil disobedience in fiscal matters promoted by Cosatu itself.

While both the ANC and Cosatu are in opposition, this sort of campaign might just pass as good populist politics. When the ANC forms a major component of government, its perspectives ought to — and surely will — be very different.

The large sums that might be involved (possibly running to billions) and the overwhelming paperwork for employers in reopening Site files from previous tax years make it unreasonable to propose that Revenue should concede the principle of refunds from completed years of assessment.

At the appropriate time, the ANC will have to read both to Cosatu as such and to former Cosatu officials who will form part of its parliamentary caucus a stern lesson in responsible administration — that Revenue should stand firm on the Site refund issue.

Indeed, this is but one of many policy areas where the same point will have to be made.

This stand will cause severe stresses within the ANC/SACP/Cosatu political alliance, perhaps leading to significant loss of support. However, to govern is to choose, and the alternative is to relinquish the reins to innumerable interested groups — with catastrophic economic and other consequences.

The ANC’s developing attitudes to this type of irresponsible agitation — even before the establishment of an interim government — will therefore be watched closely.
A talent to organise

Ferial Haffajee

THE Congress of South African Trade Unions’ new assistant general secretary, Zwelinzima Vavi, doesn’t know how old he is.

"Vavi was born on a farm in the eastern Cape — the 10th of 12 children. He says "getting birth certificates wasn’t important in those days" and deciding on his birth date was left to a church clerk at his baptism who took a guess. Vavi says he feels about 30 years old.

Until last week, he was Cosatu’s national organiser when he was elected second in command to Sam Shilowa. Like Shilowa, he is a worker leader who has risen fast through union ranks.

All who speak of him, speak of his ability to organise. Vavi became a mine clerk in 1984 after matriculating and quickly joined the National Union of Mineworkers. He was influenced, he says, by the slogan of the day "Wherever you are, build an organisation."

He took the slogan literally and began the task of building a union out of the ashes of the Induma system at Vaal Reefs mine. Then came the 1987 miners’ strike, during which he was dismissed. The NUM snapped up the forlorn young man, making him national organiser and charging him with rebuilding an emasculated union.

"This was a mammoth task," Vavi said in a recent interview. "The union was almost destroyed. Shop stewards, who were the backbone of the union, were the first to leave the mines."

"The union was left without leadership. We had to build the union and train new shop stewards from the start."

His efforts won the attention of Cosatu and he was elected the federation’s secre-

Zwelinzima Vavi: Grassroots connections

PHOTOGRAPHER: RUPH MOTAU

tary for the Western Transvaal — a particularly difficult area to organise because many workers fall under the Bophuthatswana administration — and last year he was appointed Cosatu’s national organiser.

"His organising skills are a treasure to Cosatu," a unionist remarked this week, adding: "he has strong connections with the grassroots."

Cosatu has gained 100 000 members since 1991 and carrying out the federation’s plan to have 1,5-million members by its congress next year will fall almost squarely on his shoulders.

He will concentrate his energies on organising the public sector and farmworkers, improving the servicing of affiliate unions and consolidating the regional and local structures of the federation.
Whistle stop

DELEGATES to last weekend's Cosatu special congress were threatened with expulsion for whistling at women delegates who got up to speak. (ILAA) WM 17-23/9/1B

The last straw came when unionist cosatu September was greeted by a chorus of wolf-whistles.

The national organiser for the Transport and General Workers' Union, Jane Barrett, said: "This congress objects to the response a respected leader has got from the men in the hall. They must be called to order."
Labour briefs

(Papers) 23/7/91

Saccoawd trouble

FRAPF KGANARE, the general secretary of the South African Commercial, Catering and Allied Workers' Union, last week sought an interdict in the Rand Supreme Court barring suspended members of the union from Saccoawd's Witwatersrand branch.

His action failed — and legal costs were awarded to the suspended members — on the grounds that their suspensions had expired.

The members against whom Kganare brought the interdict are part of a parallel committee established at the end of August.
Top echelon’s ‘defection’ a test for Cosatu

LABOUR NEWS IN BRIEF

SHARON SOROUR
Labour Reporter

WHILE Cosatu’s special congress last weekend effectively stripped the federation of its top echelon by releasing 23 union leaders to the ANC’s electoral list, unionists are confident the move will not cripple labour.

The pack of aspiring parliamentarians, led by charismatic Jay Nando, 50, at the helm of Cosatu since its inception in 1985, includes national office bearers, three general secretaries and one assistant general secretary.

It was a conscious decision and a question of sharing, or rather sacrificing, (human) resources, says Conrie September, newly-elected as Cosatu’s second vice-president and the first woman to hold national office.

Congress adopted a resolution that said it was the federation’s duty to make sure the elections were free and fair.

“We are giving our resources to a new kind of Constituency Assembly arrangement. This includes human resources.”

Cosatu’s nominees are not leaving the federation to blindly pursue political positions. They are being sent with a clear, specific mandate of the workers they served, embodied by the Reconstruction and Development programme, which includes a workers’ rights mandate.

Ms September says the trade union movement will not disappear after the election. Worker rights have to be included in the new constitution.

“But, undeniably, the federation is losing valuable strategists and their departure will be sorely felt.

Cosatu resolved to second 11 nominees for the national list to the National Assembly, another nine to the National Assembly regional list, and three for the regional parliament.

Three of Cosatu’s six national office bearers were elected to the list, leaving the posts of general secretary (Jay Nando) and first (Chris Dlamini) and second (Godfrey Oliphant) vice-presidents vacant.

Enter Conrie September, a prominent Western Cape unionist and Southern African Clothing and Textile Workers’ Union (Sactwu) national treasurer.

Charismatic and unpretentious assistant general secretary Sam Shulwa (once a security guard) was voted unopposed to Nando’s hot seat.

His new assistant is Zwelenzima Vavi.

The effect on unions of losing their general secretaries (Moses Mayekiso of the National Union of Metalworkers, John Copelyn of Sactwu and Phillip Dexter of the National Education, Health and Allied Workers’ Union) and one assistant general secretary (Marcel Golding of the National Union of Mineworkers) is debatable.

Certainly Sactwu, one of the Cape’s leading unions, will not suffer unduly as assistant general secretary Ebrahim Patel has been running the union superbly for some time.

Patel, prominent on National Economic Forum structures, is surely one of the brightest unionists around and highly regarded even in government circles.

The effect on the rest remains to be seen.

Pesto Philip Dexter (one of the youngest general secretaries) has revived Nehawu remarkably, while Num’s Golding has skillfully led the union through difficult, testing wage negotiations with the Chamber of Mines.
Calm, shy Connie
Wielding power at the top of unions' male milieu

For the first time since its inception in 1985, Cosatu has elected a woman to national office — and she's a Western Cape unionist.

SHARON SOROUR
Labour Reporter

STRONG women have played a pivotal role in the life of Connie September, a trade union leader making her mark in a traditionally (and tenaciously) male milieu.

I met her on her home ground — the Salt River offices of the Southern African Clothing and Textile Workers' Union.

She was small, taciturn. The claim pervading the empty offices where we sit down to talk falls to shut out the screaming of taxis in Victoria Road in protest against the petrol price.

Connie is modest about her coup — the quiet clinching of a sought-after position on Cosatu's executive which makes her the first woman to hold national office since the federation's inception in 1985.

She replaces Godfrey Oliphant, voted by the special congress on to the National Assembly regional election list, as second vice-president.

In fact, she has bagged several top union posts lately. Recently re-elected as Saftu's national treasurer (the second woman on the union's national structure), she also chairs the shop stewards committee at Rex Transfer where she has worked for the past 13 years.

She is dressed in a grey suit, but a blazing sky-blue shirt (on which a peace button is prominently pinned) adorns the severity of the lines. Ditto the glass chips on her small, flimsy sensible black shoes.

Connie was born in Grassy Park 44 years ago. After matriculating from Grassy Park High School, and a long list of odd jobs later, she joined Rex Transfer.

"I started on the production floor, and then moved to the warehouse where I am now a clerk, overseeing two ranges of clothing," she said.

Does she enjoy her job?

Lighting a cigarette — and asking if I mind her smoking — she says, "Yes and no. Obviously I enjoy working with women. That gives me happiness. But I am one of the victims (of apartheid) as I was not given opportunities to further my self or move on what I am doing now."

"The problem still exists in South Africa. If you matriculate and do not have a university or technical education you are left to the mercy of job hunting, with opportunities never materializing but remaining unfulfilled dreams."

"The idea of roaming the streets looking for a job has kept her at Rex Transfer"

"Things changed in Connie's life after a victorious three-week strike in 1998 at Rex Transfer which she describes as a key development in the industry."

"It changed the perception of workers. They realized they had rights and could stand up for them. They were prepared to hold out and fight for what they argued was rightfully ours — higher wages."

The issue of women's rights and worker rights are inseparable in Saftu, she says and agrees that they should be treated exclusively. The same applies to race.

"This approach has actually strengthened women in the union and changed the attitude of men that problems experienced by workers are not theirs alone, but to be shared."

The does not mean that it is seen which directly affect women, like maternity leave, equal wages and opportunities are not being addressed.

A very religious person she uses words like "shy" and "soft spoken" to describe herself, but quickly adds that other people disagree because she "talks a lot."

"I see myself as a strong person, but even from my mother that it is important for a woman to be independent and assert herself."

VICE-PRESIDENT CONNIE: Cosatu's new second vice-president, Connie September, "I learnt from my mother that it is important for a woman to be independent and assert herself."
O'Kiep management meets NUM

NABABEEP - Mediation in a strike by about 500 employees at the O'Kiep copper mine here was discussed at a meeting between mine management and the National Union of Mineworkers yesterday.

Mine manager Julian Ayres said production had not been affected by the strike which was called in support of wage demands.

A union spokesman, speaking from Springbok, said a magistrate and the town council had turned down a request to hold a protest march today. — Saps
End of an era as Jay moves on...

By Themba Khumalo, Political Reporter

A HUSHED silence fell through the massive hall as the mass, credited with having built the Congress of South African Trade Unions (Cosatu) into the giant labour movement it is today, told 1,700 morale delegates that he was stepping aside to make way for a new leader.

Although, ironically, Jay Naidoo and 19 others were nominated by delegates to the ANC tripartite alliance's list of candidates who will contest next April's first national elections, they could hardly reconcile themselves with the fact the man who epitomised their fighting spirit would be lost to parliamentary politics forever.

Sad Naidoo, cuddling his son Kamu: "I've struggled so that my child and your children too can grow up in an atmosphere free of apartheid."

The scene marked the end of Cosatu's three-day special congress at Vista University in Johannesburg, which was specifically meant to reshape the federation in preparation for the forthcoming general elections (GEC).

Businessmen, most of whom loved to hate him for his uncompromising stance on workers' rights, must have had a sigh of relief at the news of Naidoo's departure from the labour scene.

A BSc drop-out at the University of Durban-Westville in 1975, Naidoo came to Johannesburg soon after his election as Cosatu's general secretary in 1985.

This was a culmination of four years of unity talks among various unions in Durban in the same year. Initially, he was the organiser of the Federation of the South African Trade Unions (Fousat), a loose conglomeration later renamed Cosatu.

Cosatu diligently mobilised workers in the mines, factories and supermarkets with the efforts of the dynamo Cyril Ramaphosa, now general secretary of the ANC. Moses Mayekiso, president of the SA National Civic Organisation and Sydney Mufamadi, member of the ANC's national executive committee.

"The loss of comrade Jay is a blow not only to me, but to the workers too," Naidoo told his former comrades. "I will pull up my sleeves and continue from where he left," Shilowa said.

Shilowa's assistant, Zwelizima Vava, an equally tough fighter, credited for his efforts in restoring relative peace in the troubled Vaal townships.

His first vice-general secretary is George Wkadumeng, a former shop steward with the National Union of Mineworkers and the nephew of unionist John Wkadumeng.
COSATU SEeks Election Vow

Go to the polls when unionists

SUNDAY TIMES, September 19, 1993 *
Sam faces a stormy ride at Cosatu's helm

By RAY HARTLEY, Political Reporter

"If it was a horse race, I would say I was really a dark horse," Sam Shilowa says of his appointment last week to the most powerful position in the SA labour movement — Cosatu general secretary.

Mr Shilowa was chosen as the successor to Jay Naidoo who, along with 10 other key Cosatu officials, was mandated by the union to stand for election on the ANC's list next April. The Sunday Times

Mr Shilowa's modesty is unfounded. The strong featured and animated unionist has assumed a high profile as Mr Naidoo's assistant and as an SAPC negotiator at democracy talks. In reality, his election was a foregone conclusion once it became clear he would not be seconded to the ANC election list in 1993.

Mr Shilowa, who was fired after leading a strike at Anglo-Alpha Cement in 1986, has worked as a security guard and served as president of the Transport and General Workers' Union. He was elected Cosatu assistant general secretary in 1991 and represented the union on the National Peace Committee.

Mr Shilowa used his employment as a security guard as cover for underground work for the SAPC while the organisation was still banned.

The election of Mr Shilowa, of Zwelzenza Vavi to assistant general secretary and of George Nkadumeng to first vice-president represents a sea-change within Cosatu. For the first time since its formation in 1985, all the federation's national office bearers will come from the ranks of workers.

Mr Shilowa will have to steer Cosatu through complex territory when its principal ally, the ANC, assumes a major role in government next year.

"There will be a tendency for unionists to say that in defence of the revolution, Cosatu has to support the ANC," he says. But he is under no illusion that Cosatu will have to fight for the rights of workers as an independent movement, even under the rule of a transitional government.

To this end, he identifies as a key goal the recruiting of another 500 000 paid up members to the federation by September next year, swelling its ranks to a formidable 1.5-million members. With an all-worker leadership at the helm, the union will expend more energy on communicating to ordinary workers the complex debates taking place in the National Economic Forum.

The departure of many sophisticated intellectuals, who have charted the federation's way through negotiations with business and government, could mean the federation will be less flexible in joint forums.

The federation would end up in conflict with a new government — ANC-led or not — if it does not act on its capacity to improve workers' rights, Mr Shilowa says.
Cosatu's election pledge on farm and domestic workers

SHARON SORO
Labour Reporter

COSATU is to ensure that the plight of farmworkers and domestic workers will be high on the agenda of the alliance in the run-up to the elections, and when an interim government is in place.

Commenting on the tabling of the Bill on the protection of farmworkers and domestic workers, Cosatu said although the rights were limited, if they were to be implemented effectively workers would need organisational protection.

The Department of Manpower should be restructured to ensure the “proper enforcement” of hard-won labour rights, Cosatu said.

The 1.2-million strong workers' federation said the extension of the Basic Conditions of Employment Act (BCEA) to domestic workers would be an important step towards their full protection in law.

"While the provisions in the BCEA are very limited, they are important in that they provide for protection around working hours, overtime, annual leave, sick leave and public holidays, deductions, and use of child labour.

"The BCEA also prohibits employers from victimising workers for union membership or activity," Cosatu said in a statement.

Ultimately workers would be covered by the Wage Act, which provided for minimum wages, and the Labour Relations Act, which provided organisational rights.

The Agricultural Labour Bill, the product of negotiations between Cosatu and the SA Agricultural Union, extended labour rights to farmworkers in the form of the BCEA and the Labour Relations Act.

"While farmworkers will now be covered by compulsory arbitration in the event of disputes, Cosatu regards the definition of agriculture as an "essential service" as an interim arrangement subject to further negotiations."

Key issues yet to be negotiated include:

- The details of trade union access to farms, which the SAU had agreed to in principle.
- The extension of the Wage Act to farm workers within a specified time frame.
- The setting up of a bargaining forum or forums in the agricultural sector.

Cosatu did not believe that a separate statute for the agricultural sector should become a permanent feature of labour legislation.

Cosatu was compiling a programme to ensure that farmworkers were fully informed of their rights.

"Formal recognition of these rights in itself will not have any impact unless farmworkers organise themselves to enforce these rights."
The political parties in South Africa are echoing the fragmentation found in the nation. All have dissident groups which may pull out after the elections, argues Political Correspondent Ismail Lagardien:

**Sowetan 2019/93**

The only two parties likely to make it to the elections in April next year relatively unscathed are the ANC and Azapo. Beyond that lies great uncertainty for all.

The political parties in South Africa are echoing the fragmentation found in the nation. All have dissident groups which may pull out after the elections, argues Political Correspondent Ismail Lagardien:

**Sowetan 2019/93**

The only two parties likely to make it to the elections in April next year relatively unscathed are the ANC and Azapo. Beyond that lies great uncertainty for all.

Across the floor, in the National Party, there is dissent. It is widely believed that if another whites-only poll of any sort were called today, the National Party would lose to the Conservative Party.

Its traditional support base is almost completely eroded and it is trying hard to build up black support. On another level, there is a serious attempt by far-rights in the NP to seek closer links with the Inkatha Freedom Party.

The Labour Party has announced that it would contest the election under the banner and leadership of the ANC — that is if the Hendriekse dynasty actually makes it to April 27.

**Barrel of a gun**

Most of the LP Members of Parliament have either already joined the ANC or are on the verge of doing so.

The leader of the Labour Party, Mr Allan Hendriekse, has already said that he would not be available for re-election as party leader at the end of the year when the party meets for its annual congress.

The Conservative Party is dead on its feet and has declared that its options lie through the barrel of a gun and the Afrikaner Volksraad's founders all resigned from the party over the past weeks.

The parties in the (Indian) House of Delegates are incipient to the process.
Saccavu’s future
Sowetan 2014/9

Court to rule on
FARE of union to be decided by Rand Supreme Court tomorrow

News

Monday, September 20, 1993, Sowetan
Municipal Reports

A CONGRESS of South African Trade Unions delegates wanted the press to report only an approved official version of the founding of the Cape Metropolitan Negotiating Forum.

Cosatu delegate, Russel McGregor, shortly before the founding meeting ended, said the co-chairpersons elected at the meeting should prepare an official press statement. The Press should be told to use only this, and should not be allowed to put its own interpretation on events, he said.

Mr McGregor's proposal was not put to the vote.
Union aims at empowerment

JOHANNESBURG — The SA Commercial Catering and Allied Workers Union is implementing an internal campaign to centralise bargaining and empower women (U.O.R).

In a statement yesterday Saccawu said a programme had been drawn up to achieve industrial councils in each of the union's sectors by December 1994.

"A commission to investigate the empowerment of women in Saccawu has also been set up."

Sapa CT 22/9/93
1,000 hospital workers may strike tomorrow

Staff Report

NEARLY 1,000 workers at Tygerberg Hospital could go on strike from tomorrow as two days of talks between the CPA and the union have failed.

Nehawu members last week occupied the administration buildings in protest against "corruption", wage discrepancies, and alleged "intimidation" by senior hospital officials.

Mr. Wilfred Alcock, Nehawu regional treasurer, said a strike decision would be taken today.
Consumer boycott in Springbok in support of strikers

DENNIS CRUYWAGEN, Political Staff

THE National Union of Mineworkers (NUM) is to begin a consumer boycott in Springbok tomorrow to pressure businessmen to use their influence in ending a strike at the O'Keefe Copper Company.

But Springbok Town Clerk Johan Nortje was sceptical, and said "I'm waiting to see if the boycott materialises because the union has little support here. I don't believe there will be a meaningful consumer boycott."

And he questioned the union's decision to boycott business in Springbok.

"Why don't they boycott businesses in Nababeep, where the company owns stores?"

Announcing the boycott yesterday, a NUM spokesman said the strike began nine days ago.

About 800 workers at a rally resolved to continue the strike and to negotiate with the company, or to go to mediation.

The business community was also requested "to play a meaningful role in obtaining a speedy resolution to the wage dispute."

Police were also asked to drop charges against all workers within 24 hours or face mass action directed against them, Springbok and the company.

Mine manager Julian Ayres said about 300 workers were out on strike, while about 1,600 were working.

"Production is going ahead."

He said workers were demanding higher wages, and "We have not given any increases this year because we don't have any money. If we gave them increases the future of the mine would have been in danger."

"I have not had an increase," he said.

He said the consumer boycott in Springbok, about 24 km away from the mine, had nothing to do with the company.
IN ITS ALMOST eight-year history, the Congress of South African Trade Unions (Cosatu) has experienced ups and downs under the extraordinary repressive laws of the government.

Its offices were bombarded, some of its officials and members of its affiliates were harassed, detained and murdered, some even went into exile.

However, despite all this systematic attempt to destroy Cosatu, the federation, its affiliated trade unions and its members remained resilient. Cosatu emerged stronger, even after crisis.

But in the light of the latest “novice leadership” crisis faced by the federation, it remains to be seen if Cosatu will exhibit the same resilience it used to display after each crisis.

The current leadership crisis in Cosatu is caused by the departure of some of the cream of its leadership to join the ANC’s election list. But before I discuss what I consider to be the implications of that exodus, let me look at what might be the reasons for the alliance to allow that “great trek”.

Since its inception in November 1985, Cosatu has done so much in transforming our society — especially from the labour and trade union point of view.

Because of its gigantic contribution to the struggle, Cosatu needed a special place in the new non-racial dispensation in which the ANC will be inevitably the dominant party.

It is because of this acknowledgment that the ANC has so far agreed to include in its election campaign list 23 top trade unionists from Cosatu and its affiliates.

At the same time we cannot overlook the fact that Cosatu has a treasure of experience and expertise that is coupled with the more than a million paid-up membership and thousands if not millions of supporters.

No sane organisation wishing to be a future government can ignore harnessing such important resources on the eve of a crucial election. In order to win that election easily the ANC needs Cosatu’s organisational experience, expertise and its human resources.

Irrespective of whatever reasons are forwarded for abandoning the organisation, Cosatu is crippled by the departure of its tried, tested and tempered leaders.

The implications of this for the labour movement vary. Some say this move will benefit Cosatu in future and make it stronger than before, while others suggest it is the beginning of a downward spiral. Time and events will prove which is correct.

I do not have qualms about the inclusion of some of the top brass of Cosatu in the ANC campaign list for the forthcoming elections, but the manner in which it was done leaves much to be desired.

The delegates should have been tied to the federation in a way which ensures they are accountable to their constituency.

The aspiring parliamentarians from Cosatu are not obliged to be accountable to Cosatu since they have broken formal ties with the organisation. They can completely ignore Cosatu and its aspirations.

In the event of this Cosatu would have been dealt a double blow — first the loss of the cream of its leadership and then the bitter memory of having been used by its celebrated leaders as a launching pad to parliament.

Under this arrangement, it is hard to see how Cosatu will benefit from the inclusion of its members in the ANC election campaign.

We can only hope that when the worker leaders are in parliament they will continue expressing vigorously the views they held when they were in the trade union movement.

At the very least, workers can expect sympathy from them — but what a regression from celebrated trade union leaders to trade union sympathisers.

Cosatu candidates should not have been stripped of their positions in the federation because they have to be made accountable to the union for their parliamentary performance and continuity in their contribution to the life of the unions they helped to build.

Accountability to Cosatu could have been a precondition for their candidacy. Being in parliament is more attractive than being a trade union leader, so they would probably not have opposed that precondition.

However, in the short term, there is every reason to believe that some of these candidates, if not all, would be the voice of the working people in parliament, but this could evaporate in the long term as they become part of the system.

It is not extremism to suggest that Cosatu has entered uncharted waters by releasing their leaders in the manner it did.

Under the leadership of Sam Shilowa and his associates, Cosatu will thrive and remain the giant it was under Jay Naidoo and his colleagues, irrespective of how long it will take.
Unionists clash with govt over petrol price increase

UNION federations Cosatu and Nactu yesterday warned government to review its position on the petrol price or face the mounting anger of the masses. A delegation representing unionists and transport and business organisations met Mineral and Energy Affairs Minister George Bartlett in Johannesburg yesterday. They accused him of "lying" when he told taxmen that the National Economic Forum (NEF) had agreed to keep petrol at the increased price while a task group was investigating the situation.

Cosatu and Nactu denied that their NEF representatives had agreed to this when Bartlett and the forum met last week and decided to hold a summit on October 4 to get a report from the task group.

Bartlett also met a delegation of taxmen led by Nafo chairman Peter Rabali in Pretoria yesterday. The meeting ended with Bartlett sticking to his guns on the increased petrol price, but agreeing to meet the delegation again with Finance Minister Derek Keys and Transport Minister Piet Welgemoed.

At the Johannesburg meeting Cosatu's Chris Dlamini said a labour delegation and the taxi industry would attend the first meeting of the NEF task group today to begin negotiations.

'We will demand a 10c reduction in the price of petrol and diesel and a review of all the subsidies, protection and profit margins which presently make up the fuel price," said Dlamini. The meeting decided that "all the forces" would attend the October 4 summit.

Government was warned against taking further "irresponsible and repressive" action against protesting taxi operators. "If this action by the government continues and the petrol price is not reviewed, we will consult with our constituencies about forms of national action," the groups said.

Sapa reports from Kroonstad that police and traffic authorities removed taxis which were blocking the central business district yesterday.

A police spokesman said negotiations were taking place between police and the taxi drivers, who were protesting against the petrol price increase.

Our Cape Town correspondent reports Transport Minister Piet Welgemoed yesterday announced the formation of a new task group to investigate the problems of the minibus taxi industry.

He said his department had been considering subsidising minibus taxi commuters in much the same way as bus passengers were subsidised. But one difficulty was that the taxi industry was fragmented.

Government hopes to enable commuters to use a single subsidised ticket for a multimode journey, using buses and taxis.
Cosatu vote plans face opposition

By Ike Motsapi

The Congress of South African Trade Union's voter education programme is facing strong opposition from business groups and rightwing unions, according to South African Labour News.

The bulletin quoted a top business source as saying that industry was unlikely to go along with Cosatu's plans which include demands for paid time off for shop stewards to be trained in voter education. Employers are also opposed to Cosatu's idea that voter education should take place on the shop floor during working hours.

"Other business spokesmen have indicated that they will be reluctant to go along with the time-off proposals and that they have doubts about the neutrality of the plan given Cosatu's deal with the African National Congress," says the bulletin.

Rightwing unions are quoted as saying that they are "really opposed to the Cosatu plan" and that their members would not be subjected to "communist inspired" education.

The Cosatu programme, which was unveiled on July 27, pledges its support for the ANC during the election campaign but says that workers must be fully educated in the democratic process regardless of who they vote for.

It calls for a "joint venture" between trade unions and employers to ensure that workers are properly educated.
Foreign jobs driving up

Labour transport and General Workers Union seeks financial self-sufficiency

Payment of their salary instead of Rs:

SELF-SUFFICIENCY Workers' Union

©1993 Soviet
Cosatu squabble over candidates

Paul Stober

THE African National Congress leadership is backtracking on a guarantee by president Nelson Mandela that the Congress of South African Trade Unions will have 20 nominees in the top half of the ANC's list of constitutional assembly candidates.

This is causing tensions within the tripartite alliance.

At Cosatu's special congress last month, the federation resolved that "the names of the 20 trade unionists should be included in the top 51 percent of the ANC list for the National Assembly elections". This was endorsed in a speech at the congress by Mandela. Despite his assurance, there is increasing dissatisfaction with his decision in the ANC National Executive Committee, which will have the final say on who goes where on the list.

This week the head of the ANC's elections commission, Popo Molele, confirmed that the Cosatu nominees were not guaranteed prime positions. "This matter is the subject of discussion between the ANC and Cosatu. There is no finality on this matter," he said. "Because this is essentially an ANC list, it will be subject to certain democratic principles and all the who will be supporting the ANC will also be directed by this democratic process. A significant majority of the NEC would have to agree if names are to be shifted."

Molele pointed out that the commission had proposed a process through which the list would be drawn up.

The commission envisages local ANC branches forwarding nominations to regional conferences, which would take names to a national conference. The latter would draw up a consolidated list for submission to the NEC, which would finalise it.

There have been persistent reports that senior Cosatu officials twisted Mandela's arm into supporting the federation's resolution or allowing Cosatu more than 20 nominees. Cosatu's support is vital to the success of the ANC's election campaign in terms of votes and material support.

Head of the South African Communist Party's publications department Jeremy Cronin did not believe the tensions around the list ran along organisational lines but rather between individuals. "There are tensions around the elections and obviously individuals will be competing to get on the list. When individuals feel slighted they make allegations. We (the alliance) experienced wobbles around the nominations process, but it has basically sorted itself out. I don't see major problems for the alliance — we are more united now than we were this time last year," he said.

At least 14 of the 20 Cosatu nominees have been listed as SACP members. Cosatu has made it clear that its candidates, who will be standing on an ANC ticket, are expected to adhere to the ANC line in the constitutional assembly, although they will be expected to represent the federation's interests in ANC caucuses. The SACP has also accepted that its nominees will be accountable to the ANC.
Workers digging in at UWC

SHARON SOROUR
Labour Reporter

Workers at the University of the Western Cape are up in arms over alleged maladministration, "subtle" retrenchments and the victimisation of union members.

Rejecting the claims, a UWC statement said there was no "crisis" or retrenchments and blamed the trouble on a small group acting outside union agreements.

Last week, cars were delayed at the university entrance as protest action by the National Education, Health and Allied Workers got underway.

Lunch-hour protests and pickets continued this week.

Wage negotiations, affecting more than 1 000 non-academic staff, are in progress, but workers said the "crisis" did not involve only salaries.

Nehawu members at the university said although there was a moratorium on retrenchments, workers were being "subtly" laid off because of "encroaching privatisation".

"More than 20 people, from the campus's security section and gardeners, have been retrenched in the past six months alone. The union has not been consulted on these issues," a worker said.

Workers also complained that the term "serious offence" had not been defined, and any "so-called breach of conduct is defined as a serious offence".

There was religious discrimination at the university as Indians and Muslims had to take leave on their religious holidays but Christians got paid leave automatically.

Workers also wanted the structures of the university to be "democratised" so that all constituencies on campus were represented, and called for a commission of enquiry into the university's financial position.

Workers said one of the biggest problems was the absence of a code of conduct for the university.

There was also a need for induction programmes to train personnel.

Responding to the allegations, UWC said in a statement it had an extensive recognition agreement with the union, which made provision for procedures of dispute resolution.

UWC said it was "confident" it was a fair employer.

There could be no talk of a "crisis" as a dispute had not been declared regarding wage negotiations.

"The pickets and actions by small groups of workers are clearly outside the agreement, and must be understood in the context of putting pressure on wage negotiations," a university spokesman said.

There had been no retrenchments and the university had an agreement with Nehawu that there should be a moratorium on retrenchments.

Nehawu could take the university to the Industrial Court if it were to engage in an unfair labour practice, but the union had "made no move to clarify its position in this regard".

"All other matters mentioned as statements of UWC Nehawu members are a blend of vague allegations and half-truths. They could be addressed formally if they were defined and put on the table in terms of the agreement."
Women takes top Cosatu post

By NOMVULA KHALO

No sexist jokes and rough language, please. That could be the warning to members of Cosatu's National Executive members at their next meeting.

For the first time a woman colleague will be sitting down with them as an equal. And Connie September is not a woman to be trifled with, for she has been active in unions for a long time.

September, a clothing company shop steward, was elected second vice-president of the federation at the congress held at Vista University in Soweto last month.

She is also national treasurer of the SA Clothing & Textile Workers Union.

"I enjoy being involved in the trade union movement because I am committed to protecting the interests of workers," she told City Press.

"I am very excited about my new appointment. These positions were never meant for men only, and I would like to see more women get involved," she said.

September believes that it is a good time to be with workers as they help shape the new SA.

September said she would make sure that workers' demands were met and their rights protected.

She said employees and employers should work together and create a pleasant working relationship to prevent retrenchments.

"Helping people in every way I can drives me and enables me to do a satisfactory job," she said.

BREAKTHROUGH... "I am very excited about my new appointment. These positions were never meant for men only, and I would like to see more women get involved," said new Cosatu second vice-president Connie September this week.
Cosatu: Drop petrol hike

THE government should "heed" the National Economic Forum's recommendations and suspend the recent petrol price increase, a Cosatu spokesman said yesterday.

Mr Bhelu Nkosazana said a moratorium should be placed on further increases until mid-December. Cosatu was keen to see what the government's decision would be when the cabinet met today to discuss the forum's proposals, he said.

Meanwhile, traffic authorities said no taxi blockades took place yesterday despite recent threats that last month's taxi strike action would resume on October 4 if the petrol price increase was not scrapped.

CT 6/10/93
Saawu to support the ANC

THE SA Allied Workers' Union is to throw its lot behind the African National Congress in next year's April 27 election.

General secretary of the 285,000-strong independent Saawu, Sam Kikane, told a Durban news conference yesterday his union would "join forces strictly with the ANC".

"We foresee a landslide victory (for the ANC) that day," he predicted.

Kikane said Saawu had been at the forefront of the campaign to release ANC president Nelson Mandela and had been instrumental in founding the Congress of SA Trade Unions.

It was, therefore, natural for his union to back the ANC, adding "most of our members are ANC supporters anyway". 

After the election, Saawu would support the SA Communist Party as it embarked on the second phase of its fight for socialism. — Sapa
Cosatu piles up the issues

COSATU's convenes a three-day meeting from next Friday to discuss wide-ranging topics — including the possibility of a general strike to force government to reverse the petrol hike.

Media spokesman Neil Coleman said the committee was the only structure authorised to decide on "major issues" like a general strike.

This week Cosatu and two other labour federations, the National Council of Trade Unions (Nactu) and the Federation of South African Labour Unions (Fedsal), agreed to embark on mild protest actions as the first phase of opposing the petrol increase.

These measures include demonstrations, pickets and marches aimed at government and oil companies.

Cosatu secretary-general Sam Shilowa said the Nats were refusing to admit that its Mossgas and Sasol projects had failed.
Survival of Cosatu is at stake, warns union publication

□ Improved service to members seen as urgent

SHARON SOROUR
Labour Reporter

COSATU's survival as a union federation is at stake unless it improves its service to members. An article in Cosatu's publication, The Shopsteward, says few Cosatu organisers have the skills to help workers on issues of the day.

"Workers are demanding greater skill and professionalism from their organisers. The demand will grow as new categories of workers, mainly white-collar workers and professionals, join Cosatu," said Shopsteward writer Sakile. Bululwe.

Cosatu had tripled in size since its formation in 1985 because workers saw it as part of the "struggle", but membership was now static. "The giant has stopped growing." Up till now Cosatu's reputation has meant organisers have been able to afford to sit in the office and wait for members to join the union. But this will not necessarily be the case once democracy has been won.

"Unless service to members improves, survival is at stake," Zwelitzima Vavi, former Cosatu organising secretary and now deputy general secretary, said the federation received "dozens" of letters every week from members complaining about lack of service.

The matter was serious enough to be a common thread running through affiliates' national congresses this year. The National Union of Metalworkers (Numass) noted that in some areas members had left to join other unions while the South African Commercial, Catering and Allied Workers' Union (Saccawu) said it was a "known fact" that members were not happy with the union's service.

The Transport and General Workers' Union said: "This poor quality service has resulted in death threats, withdrawals of subscriptions, sit-ins and head office interventions. But, above all, it has led to resignations by disillusioned workers.

Cosatu's organising department also noted that disillusioned workers were no longer attending union meetings, which meant the leadership was working without a mandate from the membership.

The department blamed weak union structures for poor service.

Unions had not been able to adapt speedily enough to changing times. Shop stewards also needed more sophisticated training now, but no proper system of consistent shop-steward training was in operation."
Extinction

Never mind Wacko Jacko,

Here comes his Saucy Sister,

Cosatu calls shock strike
ANC leaders have announced a general strike for next month in response to the government's security laws. The strike is expected to affect all workers in the public and private sectors. The strike is set to begin on the 1st of next month and will last for seven days. The government has warned that the strike will be illegal and that those who participate will be arrested. The ANC has called on all workers to support the strike and to place pressure on the government to withdraw the laws. The strike comes as the country faces economic difficulties and high unemployment rates. The government has been criticized for its handling of the economy and its failure to create jobs. The strike poses a significant threat to the government's stability and could lead to further protests and unrest.
Labour body rejects referendum plan

Cosatu briefs allies on national strike

UNION alliance will call for a November 15 strike if its key demands about the election and workers' rights are not met

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu will begin briefing its allies, the ANC and the SACP, today on its decision to call a national strike from November 15 if certain of its key demands - among them that a general election be held as planned on April 27 without the intervening stage of a referendum - are disregarded.

Cosatu had taken note of the reasons advanced by the Government on why it might be better to hold a referendum before an election, the violence, the little time left, the massive voter education task yet to be done, and so on. "But," said general secretary Sam Shilowa yesterday, "we reject it."

The other demands involve workers' rights, for which Cosatu demands further protection in the interim Bill of Rights, and a diminution of the job security that constitutional negotiators envisage extending to members of the civil service.

Cosatu made the strike decision at a central executive committee (CEC) meeting which ended on Saturday. The duration of the strike will be decided in consultation with Cosatu's 10 regional congresses, which will meet this weekend to deliberate the matter, Shilowa said.

A final decision will be left to the CEC on November 5. Cosatu will hold mass rallies in all major centres on November 6 and 7 as a prelude to the strike.

The federation will today also seek a meeting with the multi-party planning committee this week - possibly tomorrow or on Wednesday - to discuss its objections to the interim Bill of Rights and have them discussed at a full meeting of the Negotiating Council, Shilowa said.

While there had been no formal response to the strike plan by the allies yesterday, SACP general secretary Charles Nqula is believed to support it.

Shilowa told The Star the 1.2 million-member federation would proceed with a strike, regardless of damage to the economy.

Shilowa denied the strike announcement was an attempt by Cosatu to show it could "differ with its allies."

He rejected a claim by the Government's chief negotiator, Constitutional Development Minister Roelf Meyer, that having been recently appointed to succeed Jay Naidoo as general secretary of Cosatu he was "trying to make a name for himself."
Cosatu: Strike to be decided on

Own Correspondent

JOHANNESBURG - Cosatu's call for a national strike on November 15 is to be ratified by members this week.

Cosatu spokesmen said yesterday the strike decision had been considered because of concern about legislation now being discussed at the negotiating council.

Among the clauses Cosatu objects to is part of the interim constitution granting civil servants blanket security of tenure after the April 27 elections.

A blanket guarantee would restrict future restructuring of the civil service and the elimination of "waste inherent in the apartheid bureaucracy", Mr Ebrahim Patel, deputy secretary general of the SA Clothing and Textile Workers Union (Sactwu) said.

"It would also seriously affect affirmative action unless the future government had an infinite capacity to swell the number of public servants," he said.

The National Education, Health and Allied Workers' Union particularly opposed "discriminatory action" whereby security of tenure had not been guaranteed for civil servants in the TVBC states and self-governing territories.

Outgoing deputy general secretary, Mr Philip Dexter said:

"White workers are assured their positions, black workers are not. Cosatu obviously will not accept this," he said.

Cosatu's other concern is the proposal to enshrine an employer's right to lock employees out.

Mr Patel said the right to strike, which was contained in the draft bill of rights, merely served to counter employers' property rights. If these were bolstered by the right to exclude workers, it would fundamentally "distort the balance of power".

Strike action was described by Mr Dexter as Cosatu's last resort. He said Cosatu's demands were alliance positions and had been put forward at negotiations by the ANC but had not been taken into account in the drafting of proposed legislation.

Action

A special Cosatu executive committee meeting was scheduled for November 8 to discuss feedback and whether the negotiating forum had responded.

Meanwhile, Cosatu has scheduled a programme of action at workplaces, including meetings, factory occupations and sit-ins. Also on the agenda are a march to the World Trade Centre on October 28 and mass rallies.

Cosatu would also meet as soon as possible with the ANC and would request a meeting with the negotiating council, Mr Patel said.
Cosatu ‘to blockade city and airport’

By PETER DOWNEY

COSATU in the Western Cape announced plans yesterday to blockade the city, the waterfront and the airport separately over three days — starting today — in protest against the petrol price hike.

Mr Xolile Nxu, leader of Cosatu in the Western Cape and a co-chairman of the Western Cape Fuel Crisis Forum, announced this yesterday at a “mass meeting” attended by about 400 people at Athlone Stadium.

“We are going to blockade town, and see what Keegan is going to do,” said Mr Nxu, referring to a remark by the mayor of Cape Town, Mr Clive Keegan, that anyone engaging in a blockade of the city could expect the full force of the law to be used against them.

“On Tuesday (tomorrow) we will be blockading all the oil industries, and also the beautiful harbour,” Mr Nxu continued.

“On Wednesday there will not be any planes flying, because we will be blockading the airport. This is the programme of action.”

He stressed that no stayaway from work had been called.

In a blow to the fuel crisis forum, however, the township taxi association Codeta stayed away from yesterday’s meeting altogether, and did not support anyone to it either.

A man at the meeting who defined to be named but who said he was from the Belville Taxi Association, said he would report back to his organisation, which would then decide whether to take part in the proposed action.

Asked if the poor attendance did not reflect community disapproval of proposed taxi protest action, Mr Nxu said there had been problems with transport to the meeting, which had not been well publicised.

Mr Nxu said a motorcade would start from 10am in Watton Road, Watton, and drive slowly into Cape Town’s central business district, where the taxis would conduct a “rolling blockade” by driving slowly around the city centre.

The general secretary of the ANC in the Western Cape, Mr Tony Yengeni, referred to his speech to the absence of “one of the taxi associations”, and added that “we don’t know why. We hope that in the forum meetings that will take place, we will get an explanation about their reservations about this rally today.”

Mr Morris Nomale, general secretary of Codeta, said earlier this month his organisation wanted whatever action was decided on to cause “minimal disruption to the community.”

Apart from Codeta, the taxi associations that belong to the Western Cape Fuel Crisis Forum are: The Mitchells Plain transport forum, Wynberg Interchange, Belville, and Belhar/Delft. Representatives of Mitchells Plain and Belville were the only taxi leaders who spoke at the meeting.

A national spokesman for Cosatu could not be reached last night for comment.
Threat referred to alliance leaders

ANC and Cosatu at odds over strike

By Paul Bell
Labour Correspondent

After an all-day meeting with Cosatu yesterday, the ANC issued a distinctly thin-lipped statement on its labour ally's threat to call a national strike next month.

Its tone, in referring the matter for discussion by "the broader tripartite alliance leadership", suggests the federation has found itself at odds with its alliance partners.

Cosatu said at the weekend it would call for a week of demonstrations culminating in a national strike on November 13—an announcement that took the ANC by surprise.

The federation is demanding that the constitutional negotiators scrap a clause in the interim Bill of Rights allowing employers to lock out workers, and reverse the Bill's guarantees of job security for civil servants.

Cosatu is also demanding that the negotiators not attempt to substitute a referendum for the planned April 27 election.

Yesterday, after a meeting of senior alliance leaders at ANC headquarters, the ANC confined itself to saying that reports and proposals arising from Cosatu's central executive committee at the weekend (meaning the strike) had been discussed.

Specifically, worker concerns over a clause in the chapter on fundamental human rights of the Interim Constitution, and the future of the civil service, had been discussed.

"The meeting agreed to refer these matters for the attention of the broader tripartite alliance leadership."

There were indications of distinct differences between Cosatu and the ANC on the strike threat, and that the ANC believed Cosatu had acted on the basis of "incorrect information."

The ANC is clearly asking Cosatu to reconsider.

Meanwhile, the South African Chamber of Business has added its voice to the chorus of opposition to the strike call.

Sacob manager Janet Dickman called it "very inappropriate — especially since they have a forum, the National Manpower Commission, in which to raise such issues."

Dickman said the call had taken Sacob by surprise, and that the chamber was worried about the possible effect on the economy, when investment confidence was so fragile.

Brian Angus, chief executive of the Steel and Engineering Industries Federation of South Africa, used similar language, and said Cosatu had not raised these issues through the appropriate channel, the NMC.
On strike action 19/10/93
Cosatu to decide
Holomisa wins the day as relations improve • Federation rejects FW's proposal

**NEWS**

*By Lie Mosepi (1409)*

SOWETAN Tuesday October 19 1993

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*Note: The text is a news article about labor relations in South Africa. The text is not clearly legible due to the quality of the scan or the image provided.*
Cosatu to forge ahead on strike

Own Correspondent

Johannesburg. - Cosatu insisted yesterday that it would forge ahead with plans to hold a general strike and added to its list of grievances the Freedom Alliance's "disruptions". It opposed a referendum to resolve the negotiations impasse and the granting of unspecified regional powers.

Cosatu Secretary-General Sam Shikowa said Cosatu could not allow the Freedom Alliance to hold the country to ransom.

* Cosatu set to strike * - Page 5
No rift with ANC on strike – Cosatu

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu general secretary Sam Shilowa has denied a rift with the ANC over the federation’s strike call but acknowledged it had taken them by surprise.

He said yesterday there was no difference on principle and that the threat had been made to strengthen the ANC’s hand against the right wing in negotiations.

In an interview with The Star Shilowa said it might be necessary, however, to “repackage” for workers the reasons for a strike.

The strike issues centre largely on the position of workers under the proposed interim Bill of Rights.

A repackaging would concentrate on what Shilowa described as the Freedom Alliance’s “threat to democracy” and on President de Klerk’s growing inclination to hold a February referendum rather than an April election, which Cosatu firmly opposes.

There was also the extent of regional powers under the constitution to be considered.

Cosatu had looked at these issues and the threats to the ANC’s position, and decided strike action was appropriate.

“Experience tells us if you do not have a programme of action running parallel with a negotiations process, it takes months of mobilisation before there can be action,” Shilowa said.
Cosatu set to defy ANC in call for strike

Cosatu yesterday vowed to forge ahead with plans for a general strike, adding the Freedom Alliance’s “disruptions” to its list of grievances justifying the action.

Cosatu leaders said the federation retained the right to act independently of its alliance partners, and the strike would go ahead even if opposed by the ANC.

The federation’s central committee last week proposed a three-week campaign culminating in a general strike in protest against clauses in the proposed interim constitution entrenching employers’ right to lock out workers and security of tenure for public servants.

Yesterday they also accused the Freedom Alliance of attempting to delay the transition to democracy.

If these issues were not addressed by November 5, the strike would go ahead with its campaign planning was underway and other union federations were being consulted.

“We are not bluffing,” said Cosatu general secretary Sam Shulowa. Although the ANC was consulted only after the decision had been taken, he was “pretty confident” that the ANC would “come on board” if no settlement was reached.

Cosatu president Thabo Makgoba, who attended a meeting with the ANC on Monday, said he did not think the ANC was against the action. The ANC’s only reservation was that Cosatu should have informed it before telling the Press. But “the ANC is not there to tell us what to do, that is clear. Cosatu is an independent organisation, which takes its own decisions.”

Shulowa said Cosatu’s alliance with the ANC “must be understood to mean that we have an alliance between independent partners.” If the ANC could prove that the strike was badly timed, the decision could be changed, but this did not mean Cosatu was giving up its independence. It retained the right to act on its own and had a mandate to plan the campaign.

“We have learned in negotiations that the only ones that have delivered are the ones backed up with a plan of action.”

Cosatu also opposed a referendum to resolve the negotiations impasse and would not allow national government to be paralysed by granting unnecessary power and functions to regions.

It could not allow the Freedom Alliance to hold the whole country to ransom. “Part of our actions around November 15 is also an indication to the Freedom Alliance that they should be aware that they can’t make unrealistic demands,” Shulowa said.

Cosatu rejected charges that the strike was a bid by its new leadership to flex its muscles, saying the decision had not been taken by the leadership, but by affiliates.
Cosatu threatens protest

Johannesburg — The Congress of South African Trade Unions, proclaiming a "life or death campaign" against a lock-out provision in the Bill of Rights, said yesterday it would muster 50,000 members for a demonstration on Thursday at the World Trade Centre.

"It's a matter of life or death for the trade unions," said Cosatu's Northern Transvaal regional secretary Mr Joe Selau.

Cosatu has accused negotiators at the World Trade Centre in Kempton Park of trampling trade union rights by incorporating a clause on employers' rights to lock out workers in a labour dispute.

The 1.3-million-member trade union congress has announced a programme of protests, culminating in a general strike, to compel the negotiators, including its ANC ally, to throw out the clause.

Cosatu has been trying to win the support of the ANC in its campaign. — Sapa
Cosatu, taxi industry discuss protest plans

The Argus Correspondent

Johannesburg — Cosatu is meeting the taxi industry today to discuss action to press the government to withdraw the remainder of the 7c/litre petrol price rise

The government's decision last week to reduce the increase by 2c/litre comes into effect at midnight on Saturday, but it has failed to silence the taxi industry and Cosatu affiliates.

Cape Town taxi organisations did not implement planned blockades of petrol stations yesterday.

Cosatu assistant general secretary Zwelethini Vavi said the federation would accept no less than the withdrawal of the whole 7c/litre increase, and would continue preparing for protests until the government acceded to this demand.

Plans included taxi blockades, pickets, sit-ins and the occupation of government buildings.

Cosatu is also organising protests from Thursday as a build-up to the November 15 strike to demand the withdrawal of the clause in the draft Bill of Rights which entitles employers to lock out striking workers.
Mixed response to Cosatu strike call

COSATU affiliates appeared divided yesterday over the national strike call.

Two of the largest affiliates issued differing statements about their plans of action. Last week’s strike came in response to entrenched a lock-out clause in the Interim Bill of Rights and constitutional protection of public service jobs after the election.

The National Union of Metalworkers of SA (Numsa), representing about 240,000 members, said its central executive had discussed the strike call. "The committee resolved to ask Cosatu urgently to seek a resolution to the problem with the National Manpower Commission and the alliance in order to ensure that workers’ rights are protected."

Numsa officials refused to say if this meant Cosatu’s second largest affiliate was not wholeheartedly behind the proposed strike. "It is a thorny issue and we cannot disclose more details," a source said.

Other union sources said some affiliates had expressed reluctance to the decision, but would abide by it as it had been ratified by Cosatu’s central executive committee.

The Southern African Clothing and Textile Workers’ Union (Sactwu) was unequivocal in its support of the strike. As Cosatu’s third largest affiliate, representing more than 160,000 members, Sactwu said objections to an employer’s right to lock workers out and protection of public service jobs after the election had to be taken seriously. "The Cosatu call for a national strike on November 15 has been fully endorsed by the national executive of Sactwu," the union said.

Sactwu committed itself to mobilizing support for the strike and adopted an action programme starting yesterday. Included in the plan are sending faxes to the ANC calling for the lock-out clause to be scrapped, asking employers to sign a declaration distancing themselves from the clause, workplace meetings, a march to the World Trade Centre on Thursday, pickets, rallies and sit-ins.

The NUM, Cosatu’s largest affiliate, said it had yet to evaluate Cosatu’s proposal.

Sapa reports Cosatu’s four Transvaal regions said they would attract 50,000 marchers on Thursday. They said regional ANC structures had expressed support for the campaign.

Cosatu’s other alliance partner, the SAPC, aligned itself with Cosatu’s stand. The SAPC supported scrapping the lock-out clause, but said current negotiations on the future of the public service did not include entrenching individuals in existing posts.

DP’s Ainslie joins the ANC

DURBAN — Natal DP executive committee member and prominent unrest monitor Roy Ainslie yesterday defected to the ANC.

He said he had always hoped the DP would form an election pact with the ANC but this had become less likely over the past few months.

“I believe the ANC needs a huge and decisive victory in the elections and it appears there are people in the DP whose sole purpose is to deny them this,” he said.

He would be co-ordinating the ANC’s monitoring campaign in southern Natal in the run-up to elections. There was “no doubt” the ANC would win a majority in Natal, but a peaceful climate was needed so people would vote.

Natal DP chairman Kobus Jordaan said Ainslie took with him a commitment to transform SA into a country where the liberal, democratic values of the DP would be imbued in all its citizens. He hoped Ainslie would achieve this in the ANC, although the DP believed its commitment to democracy was unquestionable. — Sapa.

Guns held by members

POSESSION of firearms by Police and Prisons Civil Rights Union (Popcor) members was “worrying” because the organization’s loyalties did not lie with professional policing, Law and Order Ministry spokesman Craig Kote said yesterday.

Law and Order Minister Hermus Krone met top SAP generals yesterday to discuss Popcor activities and “politicisation of the force” by the union and the ANC, Kote confirmed.

He declined to divulge details of the meeting, but said police grievances had also been discussed. Krone would issue statement “in due course”.

Referring to the dismissal for mutiny
Nearly 13% more foreign visitors arrive.
Cops to keep watch on Cosatu march

THOUSANDS of members of the Congress of South African Trade Unions will march on the World Trade Centre in Kempton Park today in what is expected to be the biggest ever demonstration at the centre.

Police said they would maintain a strong presence during the march, which is in support of workers' demands.

Police spokesman Lieutenant Deon Peens said members of the Internal Stability Unit would be deployed at the centre, while policemen and SA Defence Force personnel would be on standby to maintain law and order.

Dogs, water cannon and razor wire would be used to prevent marchers from "getting out of hand", he said.

Cosatu last night condemned "in the strongest possible terms the provocative statement of SAP spokesman Lieutenant Deon Peens."

It said the statement bore "eloquent testimony to the need for us to take action against the apartheid bureaucracy."

Cosatu said marchers would proceed to the centre at noon.

"Let us send a clear signal to those backward apartheid forces inside and outside the World Trade Centre who are trying to delay democracy that they will meet with the wrath of all patriotic South Africans."

=Sopo
Cosatu strike threat remains

BY PAUL BELL and BROWNE WILKINSON

The constitutional negotiators will refer the controversial worker lock-out clause in the proposed interim Bill of Rights back to the National Manpower Commission (NMC), but Cosatu remains unsatisfied and is maintaining its threat of a general strike.

The ANC and the SAPC say they agreed to the clause because they "had been given to understand" that it had already been agreed to by the Government, labour and business in the NMC.

But, they say, they now accept that this was not the case and their negotiators will now fight that clause with all (their) power. SAPC national chairman Joe Slovo told 10,000 Cosatu members yesterday that the workers had massed peacefully outside the World Trade Centre to press for the scrapping of the clause and other demands.

Slovo said the clause "must go back to the NMC where it can be cleared up" — a suggestion that found favour with Government negotiator and Manpower Minister Leon Wessels Wessels, when asked to comment at the World Trade Centre, said "That's where it should be sorted out. Let the professionals deal with it."

**Denial**

Wessels accused Cosatu's general secretary Similoa, however, of bad faith, saying the Cosatu leader had been present when the clauses were discussed by the negotiators. Similoa denies this, saying his and the SAPC's opposition to them had been made known from the beginning.

The proposal appeared at first to be a tidy one in that it would boot the issue out of the negotiations process for the moment and demonstrate that the ANC tripartite alliance was wholly in support of Cosatu's demands (140A).

Later in the afternoon, however, Cosatu — which has threatened mass action and a general strike if the clause is not removed and other demands are not met — warned the Negotiating Council that it would not abdicate from dealing with the issue.

The clause would force employers to lock out workers Cosatu also opposes another clause that would guarantee the jobs of civil servants after the election. The federation is also using its mass action threat to try to kill off the possibility of a pre-election referendum.

Similoa and other Cosatu leaders emerged grim-faced from a meeting with a delega-

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Cosatu’s strike threat

**From Page 1**

The Cosatu delegation, which arrived for the meeting in a bullish mood, came out clearly disappointed that the committee had not been ready to respond there and then.

Before returning to address his supporters, who were waiting at the gates under the watchful eye of the Internal Stability Unit and uniformed police, Shilowa said the Cosatu delegation had told planning committee members Colin Eglin and Stella Sigeau that they expected a reply by Monday on how negotiators intended to deal with the issue.

"We have no solution as yet and we have made it clear the programme of mass action (which could include a general strike from November 15) remains in place until such time as our demands are met. We want a decision taken here. If nothing has happened by November 5 (the deadline for the conclusion of negotiations) then we'll announce the duration of the strike."

Earlier in the day, workers had gathered for the march on a field near the Isando railway station. Those who arrived by train streamed over a pedestrian bridge to the field, many carrying homemade weapons. These had been stowed under clothes by the time the march, which began shortly after 2pm, reached the centre's gates.

Hundreds of young men broke through marshals at the front and sprinted the kilometre to the gates, chanting "One settler, one bullet!"

More than 20 speakers addressed the restless crowd during their three-hour wait.

Police and soldiers, who spent the morning playing soccer on a field inside the grounds, stood at attention outside the gates all afternoon.
Union in demo at WTC

By the Mocha

MEMORANDUM

Workers demand that

Right to withdrawal labour be entrenched.
Call for safety for bus drivers

Staff Reports

THE Transport and General Workers' Union has called for attacks on bus drivers to stop and claims the crisis which has prevented buses from operating in townships since mid-September may cause the collapse of bus services in the Western Cape.

This comes after attacks in Khayelitsha on Wednesday where buses were sprayed with bullets and a passenger was wounded. The crisis could close the bus service and mean loss of jobs, said the union.
Sam Shilowa, general secretary of the Cosatu, explains why his organisation rejects a number of clauses contained in the draft Interim Bill of Rights and the draft constitution:

"Those who are part of the present corrupt regime must go with it, while those with open minds and the will to ensure social change through a successful implementation of restructuring programmes have nothing to fear."

On Worker Rights:
We want to ensure that the present draft Interim Bill of Rights and Constitution for the transition neither undermines worker rights nor perpetually entrenches the present bureaucracy who for years have faithfully ensured a smooth implementation without fail of apartheid policies.

Those who are part of the present corrupt regime must go with it, while those with open minds and the will to ensure social change through successful implementation of reconstruction programmes have nothing to fear.

On Regions and the CA:
We reject any attempts by the regime and its rightwing allies (PA) to entrench powers, duties and functions in a manner that leaves the national government without any real powers to govern issues such as health, economics and education should be the domain of a national government. Cosatu needs to ensure that our Special Congress positions prevail relating to the sovereignty of the CA and powers of the regions.

On Peace:
We agreed to increase our participation in the peace structures as well as establishing viable co-ordination within the Federation. We also agreed to prepare our structures and to earmark monitors in preparation for the April 27 elections. While applauding Comrade Madiba for the Nobel Peace Prize, the executive rejects the award being given to De Klerk as well. We do not believe that De Klerk is a man of peace.
TENS of thousands of Cosatu members converged on the World Trade Centre yesterday to protest against entrenching a lockout clause in the interim Bill of Rights and against the constitutional protection of public servants.

The march was peaceful but started late, despite Cosatu's assurances to employers that it would not disrupt production. Protesters — in buses, cars and on foot — were still pouring in at 2pm when the march had been due to end.

SACF chairman Joe Slovo told protesters their presence "makes a bigger contribution to advancement towards democracy than anything else." Now that the ANC and the SACF were aware workers were angered by the lockout clause, they would fight it with everything we have.

Moving to counter claims that the march was not warranted as the ANC and SACF had agreed to the clause's inclusion, Slovo said there had been a misunderstanding. The clause had been agreed to by the negotiating council on the understanding that it had been agreed to by the National Manpower Commission, on which workers, employers and government were represented. Slovo said the SACF would now press for the clause to be removed back to the commission.

SAPA reports Slovo also said there had been a misunderstanding on the public servants clause. Endorsed by the negotiating council last week. Nothing had, in fact, been agreed. "We cannot go into a new SA if the face of the civil service is the same as it was under apartheid."

Cosatu general secretary Sam Shikwasa said his organisation was not in favour of the clause being referred back to the commission as the aim was to "disempower negotiators" and to have it shelved forever.

Cosatu expected the matter to be dealt with by the negotiating council on Monday.

Cosatu's central executive committee would meet next Friday to see if demands had been met. If not, they would work out details of a national strike, scheduled for November 15. He said the lockout clause would cause continuous strikes, thereby "dismantling" the ANC government.

ANC Women's League secretary-general and negotiator Bathabile Kugwanto said the clause was under "intense discussion" between the ANC and government.

ERICA JANOWITZ reports that the Confederation of Employers of Southern Africa called on employers to persuade workers that they had the right to work on November 15, and the right to protection should they want to work. Director Hein van der Walt said "constructive alternatives to a stayaway which do not interfere with production" should be explored.

Protest Blday 29/10/98 from Page 1

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Picture Page 3
ANC ALLIANCE

Flexing of muscles

Cosatu’s threat of a general strike is the first real sign of the union striking out its independence and telling the ANC not to take its support for granted.

At issue are proposed lock-out rights for employers being entrenched in a new Bill of Rights and job guarantees for “apartheid” civil servants beyond the April general election. A union protest march to the World Trade Centre at Kempton Park is planned this week as part of a campaign meant to culminate in a national strike on November 15.

The chances of the strike going ahead are evenly poised, according to Cosatu spokes-
man Neil Coleman. It all depends on the union’s central executive committee, which meets on November 5. At its last meeting, which announced the possibility of a strike, the committee said the matter would be discussed with affiliates and regions as well as with allied organisations, such as the ANC.

Aside from the lock-out clause and supposed guarantees to present civil servants, some in the union see the strike threat as a means to stiffen the resolve of the ANC in the negotiations not to make further concessions to the Freedom Alliance. “So far and no further” is the current slogan.

Cosatu says it is inappropriate to connect the right to strike with the right of employers to a lock out, and that nowhere is the latter constitutionally enshrined — unlike the right to strike, which is recognised internationally as part of freedom of association. Lock-out rights would undermine the process of good-faith bargaining, says Coleman.

Nor can Cosatu see the benefits of entrenching present civil servants. “There has to be restructuring,” Why should SA be held to ransom by the patronage of the National Party?” asks Coleman.

The strike is the first independent decision of Cosatu, in that it was not made in consultation with the ANC. It is also comes under the leadership of Cosatu’s new general secretary Sam Shilowa, who stepped in following the union nomination of Jay Naidoo and 19 others as candidates for the ANC’s prospective list of MPs.

Any perception that Shilowa might be

thumbing his nose at the ANC is misplaced. As leader he only conveyed the decision of affiliates, led in this case by the SA Clothing & Textile Workers’ Union (Sacitw) which made the original proposal to strike.

The feeling in Sacitw, which has closely followed the talks in Kempton Park, is that the ANC has not stood up strongly enough for worker protection in a Bill of Rights. It argues that Cosatu should have been more involved in the talks, but lost out to a group which argued that allies the ANC and SA Communist Party) would take care of these concerns.

This debate goes back a long time, says Inner Labour Brief publisher Duncan Innes, who points to a speech given by Sactw general secretary John Copelyn at a workers’ rights conference earlier this year.

“A Bill of Rights can be a great source of empowerment of our rights,” said Copelyn. “We can improve our right to strike without fear of dismissal. We can strengthen industrial councils and central collective bargaining and we can stop legislative attacks on our right to a closed shop.”

This is part of a simmering process whereby Cosatu is indicating to the ANC that it will not let it simply override the unions. For example, observe Innes, if the ANC were to concede that the proposed regions should be allowed to draw up their own constitutions, this would apply to union-bashing homelands like Bophuthatswana.

Unless there’s a shift away from the lock-out provision, says Innes, chances are that the strike will take place — though there are reservations on the part of Cosatu’s biggest affiliate, Numsa, as a result of its failed strike against the metal industry last year.

Nor would he expect the miners in the NUM fully to join in.

Just as Cosatu is showing signs of asserting its independence, so too is the ANC.

It is interesting, in its proposals for selecting candidate MPs, announced this week, the ANC reserves a third of the places for women, without any special quota for Cosatu or the SACP.

There is clearly resistance within the ANC to any special quota for union MPs, the argument being that since they would be part of the ANC ticket they will have to tow the line. It could become messy in the constituent assembly.

The SACP has thrown its weight behind Cosatu’s stand, saying that any clauses in the interim constitution which blocked democratisation of the civil service would be absolutely unacceptable. It adds, however, that much of the concern about this issue seems to be based on a misunderstanding, as the ANC has not accepted a five-year job security guarantee for incumbent bureaucrats.

“The relevant clauses in the draft interim constitution (yet to be discussed) concern themselves with continuity in the functioning of civil services after April 1977 next year. This continuity is explicitly subject to rationalisation and to any legislation passed by the newly elected national assembly.”
14TH

Labor marching at the Palace of Suits

See editorial on Page 8

Chief Reporter John Prodanian

Our new series: Staff focus on issues that matter this week, but also issues that could have been raised last week or the week before.

Talk down in suits and ties...
Cosatu nominees get death threats

Paul Stober  \(\text{Wit. } 23-29/12/93\)

A CAMPAIGN of harassment, involving repeated death threats and attacks on houses, is being waged against two Congress of South African Trade Union nominees for the constitutional assembly.

Salle Manie of the South African Municipal Workers' Union and Danie Oliphant of the National Union of Metalworkers of South Africa — both on Cosatu's regional list — have received death threats over the telephone and in unsigned letters.

Last Thursday, Salle's former wife was assaulted by balaclava-clad men who had broken into the house in which he used to live.

Manie is convinced the threats are linked to his nomination for the constitutional assembly. "It's a political thing, they said as much," he said.

At the end of last month, Oliphant's house in Atlantis, on the west coast, caught fire, destroying his front room. The police and the fire brigade said the blaze was caused by an electrical fault.

Two days later, he received a letter, written in Afrikaans, telling him to "pull out of what he was busy with or worse things would happen". The letter did not say what he should pull out of.

A week later he received a second letter, warning him that next time he would not survive and that "we are watching you".

On December 16, Oliphant's former wife, who lives with her three children, woke up to find two men wearing balaclavas in the house. Rooms and even kitchen appliances had been covered in red paint.

She begged them not to hurt her or the children and said she would give them money if they would leave. The men took the R600 she offered them — and then assaulted her. They threatened to kill her children if she made a noise and woke them.

When they left, they took the keys to the front and back doors.

Manie said the incident had been reported to the police who described it as "clearly politically motivated especially because of the letters".

In Manie's case, he was called to a Cosatu meeting a short notice, three weeks ago.

He insisted only four or five close colleagues and family members knew about the trip.

At about midnight on the day he left, his wife received a phone call from a man speaking Afrikaans, telling her about his union activities.

She responded by telling the man that Manie had gone to Johannesburg and he would have to call back if he wanted to speak to Manie.

"The man answered: 'Don't tell me where he is, we know he is in Johannesburg. We know all about him and what he is involved in.' Then, said Manie: 'They threatened to do away with me and my family.'"

Since then the family has been receiving up to 10 calls a day. Sometimes they just wait for us to pick up then they put the phone down. They have never spoken to me directly," said Manie.

More worrying for Manie's wife is the men who watch the house from cars which are parked outside the house for seven to eight hours at a time.

Manie adopted some security measures but has no illusions about how effective they can be. "If they want you they will just wait until they get their chance," he said.
Cosatu ‘must set priorities’ to serve industry and labour

IF Cosatu does not tackle its organisational crisis, it risks becoming a highly straited organisation with a bureaucratic leadership locked into a range of forums, and dependent on the state, while its base increasingly weakens, says the SA Labour Bulletin’s Karl von Holdt.

In a recent edition Von Holdt suggested measures Cosatu needed to implement to avoid these dangers. These were:

☐ Focus resources and campaigns on priorities,
☐ Start a restructuring programme including merging smaller unions and strengthening its centre to benefit weaker unions;
☐ Put pressure on employers and government to back its centralised bargaining campaign Cosatu should also debate how to serve flexible production and small business development;
☐ Tightening up internal management including, perhaps, establishing a staff association for union officials to ensure career-pathing and proper salary scales, and
☐ Developing clear policies on issues such as training, restructuring, productivity, bargaining levels and wage policy.

In the same issue Jan Theron argued that Cosatu should concentrate its organisational drive on small and informal businesses rather than trying to regulate their employment practices through the enforced extension of industrial council agreements.

Theron said new strategies and forms of organisation would need to be explored, including a community-based programme based on community advice offices.

He suggested the Small Business Development Corporation have initiatives could be structured along Italian industrial districts lines.

"Industrial districts consist of similar businesses with a co-operative relationship with one another," he said.

He criticised Cosatu’s proposals for tighter regulation of sectors. Some major sectors were already more informal.

Theron cited the example of the textile industry which had low entry levels as entrepreneurs required only a sewing machine to establish a small business.

He suggested these operators had been encouraged to establish small concerns through government protection in the form of exemptions and SEDC loan facilities.

"It is sad the distinguishing feature of the informal sector is that it is unregulated by the institutions of society. Apart from not complying with industrial council agreements or labour legislation, what this means is that the informal sector does not pay tax."

As the informal sector competed with large manufacturers covered by minimum standard legislation, the composition of the sector was set to change dramatically. "The formal sector could shrink away altogether as, has largely been the case in North America," Theron said.
Labour federation Cosatu says it will oppose South Africa’s application to the International Monetary Fund for an R850-million loan to counter the effects of drought on the economy.

Cosatu secretary-general Sam Shilowa has responded to Finance Minister Derek Keyes’s letter of intent committing SA to a five-year programme of financial disciplines — including budget deficit reductions and wage restraint — and which has been agreed to by all parties.

Government sources say the draft letter was agreed to by the Economic Technical Committee (ETC), a six-party committee which includes the National, Conservative, and Democratic parties, the ANC, PAC and Inkatha Freedom Party (IFP).

The ETC was set up as a precursor to the sub-council on finance in the Transitional Executive Council (TEC).

It has examined financial issues which require a mandate beyond the term of office of the present Government.

A Government source says the draft letter to the IMF has been agreed on. The draft, which will remain confidential, needs only to be updated to change certain figures, such as inflation projections.

But this is disputed by ANC economist Trevor Manuel, who claims there is “no full agreement.”

Mr Manuel, a likely chairman of the sub-council on finance, declines to discuss the issue.

He says “I am not going to discuss this with any journalist until I have a mandate from my principal, which I don’t at this stage.”

Mr Shilowa says the question of wage restraint has not been raised by either the Government or the ANC.

“FW de Klerk has no mandate regarding wage restraint.”

He says Cosatu has stated its opposition to the outgoing Government’s negotiating the loan from the IMF.

Wage restraint will have to be discussed with unions in the National Economic Forum (NEF).

Cosatu favours a high-wage economy, says Mr Shilowa.

Cosatu recently told IMF representatives that it was not prepared to accept loans with conditions attached.

The timing of SA’s application to the IMF is crucial because delays beyond the end of the year will reduce the amount available by hundreds of millions of dollars.

A target date of November 8 has been set for sending the letter of application to the IMF.

A NEF spokesman says it has not discussed wage restraint. The NEF is considering its relationship with the TEC.
Saccawu looks beyond borders

ERICA JANKOWITZ

The SA Commercial, Catering and Allied Workers’ Union (Saccawu) had developed communications structures with unions in other areas of southern Africa, spokesman Jeremy Daphne said.

This was in line with Cosatu’s policy of networking with organised labour in neighbouring territories and developing areas.

The NUM was in constant contact with southern African mining unions and Saccawu recently changed its name to the Southern African Clothing and Textile Workers’ Union. Cosatu also gave financial assistance to its Namibian counterpart earlier this year.

Union delegates from Mozambique, Swaziland, Namibia, Zimbabwe and Lesotho had attended Saccawu’s congress earlier this year at which many issues were discussed and information exchanged, Daphne said.

He said Saccawu had offered assistance and advice to emerging unions in these territories and would continue to do so in future. He hoped ties would be strengthened and contact increased.
Cosatu man calls for election holiday

THE first day of the general election could be a paid holiday to ensure a high turnout for the poll, Cosatu election co-ordinator Jesse Maluleke suggested yesterday.

Speaking at an Inesa Labour Brief seminar, Maluleke also called on business to train election monitors and release them for monitoring duty before, during and after the election.

He said monitors would play an important role in defusing tension in volatile areas in the run-up to April 27. On the voting days, they would ensure voting practices were adhered to and afterwards they would ensure the result was accepted.

He emphasized that monitors should be recruited from management as well as from shop floor as skilled workers could make specific contributions to the process. So far Cosatu had not devised a special training programme for monitors, but was looking into the qualities and skills required.

On workplace voter education, Maluleke and Cosatu itself would not train workers, but trade union representatives and management should jointly select an outside agency to conduct an education programme.

Employers were expected to pick up all costs involved, grant paid time off to enable shop stewards to be involved in the process, preferably allow training during company time and the use of company facilities, and allow mobile voting stations on their premises if their size warranted them.

He also urged business to offer assistance to workers who required identity documents before they could take part in the election. As things stood, Home Affairs would be unable to cope with the demand for documentation of the 4- to 5-million eligible voters without them, he said.

Maluleke said indications were that the election would take place over two days and not three as first suggested.

Speaking at the same seminar, Independent Mediation Service of SA elections project co-ordinator Dries Nupen said indications were that a second ballot would be allowed if a voter spoilt his paper before placing it in the counting box.

He said it had also been agreed in the most recent Bill on elections that an indication of intent to vote for a particular party would be counted even if the mark made were not a cross. A dot, tick or other mark would be accepted.

ANC calls for whites in Popcru

THE ANC's PWV region resolved at the weekend to encourage the Police and Prisoners Civil Rights Union (Popcru) to open its membership to whites "to create further divisions in the SAP".

At its fourth annual conference in Johannesburg, the region also agreed to create "disciplined, community-based policing" that would accountable to communities.

It resolved that the ANC's armed wing, Umkhonto we Sizwe, should increase its profile in local communities.

The conference noted that political violence was encouraged and financed by "government elements" in the SAP and SADF and the black and white right wing.

Violence was also being fanned by government's refusal to remove "instability units" from troubled areas. Delegates also demanded that the SADF be confined to barracks during next year's election.

Shack dwellers swarm into 400 new houses

DURBAN — Shack dwellers from Chesterville, awarded about 400 recently built homes in the nearby Wiggins area of Cato Manor in Durban on Monday night.

Sapa reports that House of Delegates chief housing director Martin van Zyl said about 400 of the houses had been claimed illegally by yesterday afternoon.

The squatters had reportedly grown angry at waiting for years for housing.

Van Zyl said: "We believe we can find a solution and we are getting co-operation from all parties concerned. There is no acrimony."

Our Cape Town correspondent reports that city planner Neville Riley has said all the illegal tenants of Area L in Tafelsig, Mitchell's Plain, should be out by mid-December.

In the meantime, legal tenants would not be evicted. Riley declined to say whether the council would charge them rent.
Worker interests must be guarded - unionist

Cosatu ‘may go own way after poll’

BY HELEN GRANGE

The formation of a single union federation, comprising Cosatu, the National Council of Trade Unions (Nactu), and the Federation of SA Labour is essential if worker interests are to be protected in the new South Africa, according to Cosatu’s John Copelyn.

He was speaking at a conference this week hosted by the Innes Labour Brief on election implications for business.

Copelyn is general secretary of the SA Clothing and Textile Workers Union (Sactwu) and a Cosatu candidate in the coming general election.

He said there was a growing acceptance in Cosatu that it would have to become independent of the ANC after the election.

The ANC and SA Communist Party had so far proved unreliable as political allies. They had supported anti-union proposals in the negotiations and never supported the right for Cosatu to be directly involved in negotiations.

‘Shock troops’

Cosatu’s role had been relegated to that of becoming the “shock troops of the political parties”, he said.

“However, Cosatu has been divided on the political role it should play in the election. While some unions would prefer to allow the ANC to take most of the decisions regarding Cosatu’s political future, Sactwu has campaigned against this within Cosatu.”

On the question of maintaining the political alliance with the ANC and SACP after the election, Copelyn said “the time will come to call for an end to the Alliance as soon as a democratic constitution is adopted. This is necessary to avoid a situation where unions become simply the labour wing of government and to ensure that democratic practices are transparent and not lobbyist.”

A single union federation was essential, but unionists had to put worker unity ahead of political differences, he said.
Civil servants: Cosatu threat

JOHANNESBURG — Labour organisations would not allow a “gravy train situation” or golden handshakes after elections, former Cosatu general-secretary Mr Jay Naidoo said yesterday.

Speaking at a news conference hosted jointly by Cosatu and the Congress of SA Public Service Organisations (Cosaspo), Mr Naidoo said the two organisations would demand from negotiators at the World Trade Centre that the present contracts of civil servants be reviewed.

They would present a document to negotiators regarding the future of public servants in a new government.

Contracts found to have been entered into purely because of an individual’s skin colour or other unacceptable reasons would have to be nullified.

‘Contracts may be nullified’

Mr Naidoo said Cosatu and Cosaspo would ensure a future government did not “inherit excessive wasteful practices, and continue the misuse of resources that the National Party regime has perpetrated over the years.”

Cosaspo mainly represents civil servants based in several homelands.

Reading a joint statement, National Education, Health and Allied Workers Union secretary-general Mr Philip Dexter said although public servants’ fears were genuine, they had to realise their important role in providing services did not mean they were guaranteed more in the way of salaries or job security than other workers.

Some employees holding high positions would not be guaranteed their jobs by a democratically elected government even if contracts extending their terms of office were signed to this end.

Recently-signed contracts would be open to review by the new government which would decide which to honour.

They would also have to support the reconstruction and development programme envisaged by Cosatu and its political allies the ANC and SAPC.

Mr Dexter said active affirmative action programmes would have to be implemented to redress past imbalances and ensure the public service accurately reflected the community it served. — Sapa
Employers urged
to change views

COSATU affiliates would be more likely to opt for union independence in a post-election SA if employers showed a willingness to adopt a co-determinate workplace philosophy. Southern African Clothing and Textile Workers' Union (Sactwu) general secretary John Copelyn said yesterday.

Speaking at an Ithams Labour Brief seminar, Copelyn said Sactwu had called for a split in the ANC/SACP/Cosatu alliance directly after the election.

This was mirrored by the National Union of Metalworkers of SA (Numsa), but for different reasons. The union had resisted pressures to allow minibus taxi owners to operate consumer installations — outlets owned by consumers — and had imposed a moratorium on all consumer installations until the situation had been fully assessed.

These installations could have repercussions for the retail margins of existing petrol sellers, negative implications for the petrol price and lead to the closure of many service stations.

One solution might be for taxi groups to take over existing service stations and operate them with shareholders sharing the profits.

Bartlett suggests petrol plan for taxi groupings

CAPE TOWN — Taxi groups could be encouraged to take over existing service stations in order to provide cheap fuel to their members, Energy Affairs Minister George Bartlett suggested yesterday.

Speaking at the Motor Industries Federation annual conference in Cape Town, he said he had resisted pressures to allow minibus taxi owners to operate consumer installations — outlets owned by consumers — and had imposed a moratorium on all consumer installations until the situation had been fully assessed.

"Much experience has been gained and this option should again be productively explored."

Bartlett said he had been told the retail margins on petrol was under pressure from rising costs.

This issue could not be assessed in isolation, but would be addressed urgently as part of the current evaluation of the fuel price structure.

Bartlett said a factor the government had taken into account in retaining a higher fuel price was that the impact of the increase had already "worked its way through to the economy."

"It would have been very difficult to reverse these impacts and in the end the consumer would be placed in jeopardy should the price have to be raised again in December."

He was convinced that the decision not to accept the original proposal of the National Economic Forum — that the increase be held over to December — was the appropriate course of action.

Motor Industries Federation president Errol Richardson told the conference black petrol station owners would suffer the most if the fuel industry was deregulated.

He said a structured industry was in the interests of the consumer.

Sapa.
Public servants ‘not guaranteed’ their jobs

COSATU yesterday called for close scrutiny of certain sections of the public service, especially white males, and said a new government could not guarantee the jobs of certain people in high positions.

A democratically elected government would not guarantee that some employees retained their top posts, even if they had contracts extending their terms of office. National Education, Health and Allied Workers’ Union general secretary Philip Dexter said:

All recently signed contracts would be open to review by the new government.

Only incumbents who showed themselves to be properly trained and having attained their posts on the basis of merit could count on keeping their jobs. They would also have to support the reconstruction and development programme envisaged by Cosatu, the ANC and SACP.

Active affirmative action programmes would have to be implemented to redress past imbalances and ensure that the public service accurately reflected the community it served. An integral part of affirmative action, training and skills development, would be a major focus of the restructuring process.

A transparent and inclusive representative forum was required to consider who would lose their jobs during the restructuring process. Dexter said.

Cosatu’s ex-general secretary Jay Naidoo said: “We will not allow the public service gravy train to develop any further. Nor will we accept bonuses and golden handshakes being paid to public service bureaucrats who accept early retirement as this would bankrupt the state treasury.”

In a new move, Cosatu was joined by the 120 000-strong Congress of SA Public Service Organisations, which was formed in April, in rejecting the protection of public service posts after the April elections. President Genile Qokweni said his organisation — mostly homeland-based — had thrown its weight behind the Cosatu initiative after discussions on Tuesday when Cosatu clarified its position on the future of rank-and-file public service workers.

Both federations felt there was no threat to blue-collar jobs as staffing levels would have to be increased in many categories.

The Commission for Administration came under specific attack as the “dinosaur of SA’s political and economic scenario”, with Naidoo calling for its urgent restructuring to ensure real changes.
Union demonstration at CPA on jobs for public servants

Staff Reporter

MORE than 100 members of the National Education and Health Workers' Union demonstrated today outside the Provincial Administration offices against some of the agreements reached at the World Trade Centre.

The workers, mostly hospital employees, said they wanted the province, as a public service employer, to voice its disapproval of clauses being entrenched in the new interim constitution.

One was the guaranteeing of public servants' jobs.

Union spokesman Jimmy van Dyk said workers wanted the public service overhauled after the election.

One of the placards carried by the protesters read "Nehawu says no job security for racist and corrupt public servants. No job security for thieves. No lockout of workers and no to regionalism."

Mr Van Dyk said protests would be held daily and there would be a Cosatu rally next Thursday.

In a letter to the union yesterday, the CPA said the body rendered services which were apolitical.

The CPA was not prepared to express an opinion on whether it supported agreements reached at the World Trade Centre, the letter said.

Members of the Internal Stability Unit initially blocked the entrance to the building but left later.
Baby charges dropped

PRETORIA — Murder charges against five National Education, Health and Allied Workers Union members, accused of responsibility for the deaths of 14 babies during a strike at Garankuwa hospital, in 1990, have been provisionally withdrawn.

Sapa 6/1/93
Cosatu's general strike threat is fading

The Argus Correspondent

JOHANNESBURG.—The threat by the Congress of South African Trade Unions to call a general strike from Monday as a result of opposition to the action of many employers and metalworkers to continue to meet at the World Trade Centre may rapidly be a nullity.

By tomorrow, when Cosatu committee meetings in special executive call made in an attempt to have lockout rights enforced, will be held in Johannesburg, the National Manpower Commission will stage a march to the World Trade Centre. That could put the federation in a collision course with the National Manpower Commission. And the National Manpower Commission has been asked to press on with a strike.

Cosatu's intention to refer the controversy back to the courts was made last week. The situation should be fully understood to have maintained their view that if the lockout right is not to be specified, nor should the right of workers to strike.

On the other hand, sources considered it had made progress on three previous issues it had connected to the strike call — regional powers, public service and the election date.
Big unions unlikely to back Cosatu over bosses' lock-out rights

Strike threat crumbles

Union sources say NUM and Numsa, which make up a third of Cosatu's 1.2 million members, oppose strike

UNION sources say NUM and Numsa, which make up a third of Cosatu's 1.2 million members, oppose strike.

By tomorrow, when Cosatu meets in special executive committee to review the strike call — made in a bid to have lock-out rights for employers struck out of the interministerial bill of rights — that threat could be a dead duck.

Union sources indicated yesterday that both the National Union of Mineworkers and the National Union of Metalworkers of South Africa, accounting for at least a third of the federation's 1.2 million members, were firmly opposed.

And if Cosatu is unwilling to accept a National Manpower Commission (NMC) compromise on the lock-out provision, decisive steps will be taken to press on, these unions could offer their members the option of not joining the strike.

Meanwhile, Cosatu's mass action programme, planned to culminate in the strike, has failed to materialise — apart from its protest at the World Trade Centre 12 days ago, from which the NUM was conspicuous by its absence.

The November 5 deadline, 

All eyes on sun rainbow

BY MOKONE MOLITE

A circular rainbow around the sun caused excitement in and around Johannesburg yesterday — with readers jarring The Star's switchboard for an explanation.

While some people planned to take in the new South African flag, John Earle, associate professor of geography at Wits University, said it was a halo caused by the sun's rays passing through ice particles.

"When the light passes through these particles it is refracted to cause a ring of colour around the sun."

A number of colours make up the halo — with a red band on the red and green ends on the outside. It is the opposite of a corona — which occurs in a similar way with the sun's rays in reverse order.

Unlike in Europe, this phenomenon is not accompanied by bad weather, Earle said.

F Nuclear physicist Dr Gordon Sibuya called the halo a "dispersion of light phenomenon" which takes place about 20000m above the ground.
Durban hospital strike 'may spread'

Own Correspondent

DURBAN — The crisis caused by the strike of general assistants at the Prince Mshiyeni Hospital in Umzazi last week looks set to deepen amid fears that it could spread to other beleaguered Durban hospitals.

The 1,200-bed hospital was temporarily shut down and its patients — particularly the emergency cases — distributed among King Edward VIII, R K Khan and Addington hospitals.

The result of negotiations yesterday between the strikers, the Nehawu-affiliated South African Health and Social Services Organisation and Prince Mshiyeni management remained a mystery late yesterday.

The chief medical superintendent at the overcrowded and understaffed King Edward VIII, Dr Lall Dwarkapersad, warned that "problems" were expected today from workers at the hospital regarding salaries and conditions of employment.

Unable to say how many Prince Mshiyeni patients King Edward had treated, he estimated the figure would "run into thousands".

"In every department, our numbers have increased. We are at capacity with about 96% of our beds full. Where possible we are discharging patients earlier."

The hospitals reported they are suffering from a dire shortage of support staff such as nurses.
Hopes of rallying allies’ backing

Strike decision still on table – Cosatu

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu will decide today whether to proceed with its threat to call a general strike, but if it does go ahead — and it will have to explain that decision to its ANC and SA Communist Party allies tomorrow — it might postpone the action.

General secretary Sam Shilowa confirmed yesterday that Cosatu had deadlocked with employers at Monday night’s meeting of the National Manpower Commission on the controversial provision in the proposed interim Bill of Rights which confers on employers the right to take lock-out action against workers.

"The ball has now been placed firmly in the court of the World Trade Centre," said Shilowa.

He added that Cosatu was convinced that at tomorrow’s meeting of the tripartite alliance, the federation would be able to bring its various partners on board in the fight for the "untramelled right of workers to strike".

"The strike decision remains on the table — with the unqualified support of all our affiliates. No one can say we did not give negotiations a chance," said Shilowa, who later told The Star that if Cosatu did proceed to strike action, it might be necessary to postpone it until the necessary mobilisation was complete.

The Star reported earlier yesterday that the National Union of Mineworkers and the National Union of Metalworkers of SA have serious reservations about a general strike, and that Cosatu could find itself divided and on a collision course with the ANC over the issue.

Yesterday afternoon’s press conference was therefore also clearly intended as a show of unity, at which senior members of both unions were to be present.
Sacked car hire workers lose appeal to return

☐ Union accepts Imperial pay offer

SHARON SOROUR, Labour Reporter
IMPERIAL Car Rental workers, dismissed for distributing a pamphlet alleging the company overcharged customers and criticizing the managing director, will not be reinstated.

The company's labour lawyer, Michael Bagraim, said appeal hearings had confirmed the dismissal of 25 members of the Transport and General Workers Union. The workers were part of a group of 33 who were locked out by the company on September 9 following a deadlock in wage negotiations.

Workers demanded an increase of R160 a month for drivers and R140 a month for cleaners, and a 75 percent annual bonus.

But Mr Bagraim said the union yesterday accepted the company's final offer of a R130 a month increase for drivers and R100 for cleaners, backdated to July 1.

The union asked the company to lift the lockout and allow the remaining workers to return. The company would make a decision today, he said.

At the appeal hearings workers accepted that they had drafted and distributed the pamphlet.

Mr Bagraim said the pamphlet, distributed at D F Malan airport and to the managing directors of Imperial's largest clients, was defamatory, "not conducive to a future employment relationship", and went beyond the bounds of industrial dispute.

In the pamphlet, workers alleged Imperial overcharged to "speed up profits" and claimed the company made a "profit exceeding R1 billion".

Workers urged customers to use rival companies and said Imperial paid its employees "minimal" wages in spite of huge profits — and that workers, who lived in shacks and backyards, had not had an annual bonus for eight years.

Workers also lashed out at managing director Carol Scott.

Refuting allegations, Mr Bagraim said the Imperial Group, of which Imperial Car Rental was a subsidiary, had a turnover of R1-billion.

He said Ms Scott was a "hands-on" manager concerned about her employees if workers had grievances they had to follow procedure.

The company obtained a Supreme Court interdict on October 15 restraining workers from further "distributing, disseminating or in any way publishing the pamphlet".

They were also restrained from blockading or obstructing the entrances to the company's premises, intimidating or interfering with permanent or temporary employees, and entering or being on the company's depots at the airport and in Cape Town, Bellville and Stellenbosch.
Cosatu to decide today on calling general strike

The Argus Correspondent

JOHANNESBURG — Cosatu will decide today whether to proceed with its threat to call a general strike. But if it does go ahead, it may postpone the action.

General secretary Sam Shilowa confirmed that Cosatu had deadlocked with employers at Monday night’s meeting of the National Manpower Commission on the controversial provision, in the proposed interim Bill of Rights—which confers on employers the right to take lock-out action against workers.

"The ball has now been placed firmly in the court of the World Trade Centre," said Mr Shilowa.

He said if Cosatu did proceed with a strike, it might be necessary to postpone it until mobilisation was complete.
Cosatu to decide on strike today

COSATU's executive committee will meet today to decide whether the national strike scheduled to start on November 15 will go ahead, general secretary Sam Shilowa said yesterday.

However, the indications at a media briefing were that Cosatu would back down on its proposed strike, with Shilowa emphasizing the positive steps taken to address most of its demands. All except the contentious lockout clause in the Interim Bill of Rights had been largely resolved, Shilowa contended.

Monday night's National Manpower Commission meeting to resolve the lockout impasse ended in deadlock with a decision to refer the issue to the negotiating forum, acting commission chairman Louise Tager said. Shilowa said he expected the forum to resolve the issue in Cosatu's favour as the federation's alliance partners, the ANC and SACP, had been fully briefed on labour's expectations. A further meeting of the alliance was scheduled for tomorrow.

"Parties who are intent on union-bashing and worker-bashing will have themselves to blame if the country faces a general strike," he said.

Tager said four proposals were tabled at the lengthy NMC meeting:

- One from independent members suggesting the lockout clause be deleted and a clause inserted ensuring that labour legislation may only be amended with the NMC's approval.
- Labour had indicated it would back this proposal subject to ratification by members. Employers had rejected it as "it elevated the right to strike to a substantive right whereas the right to lockout would only be a procedural one";
- Two from employers, the first deleting all specific reference to the right to strike and to lock out, and the second amending the lockout section to allow employers to take "industrial action".

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Shilowa assured journalists that both the NUM and the National Union of Metalworkers of SA fully supported the decision.

Newly elected metalworkers' union general secretary Enoch Gondwana confirmed his union wanted "an untrammeled right to strike" and was prepared to take part in Cosatu's national action call.

Shilowa said NUM general secretary Kgalemogobide, unable to attend the briefing, had also indicated the NUM's unqualified support.

He said Cosatu had made every effort to resolve the issues by negotiating in good faith. In the process it had made significant gains on the tenure of civil servants, the powers of regional government and a fixed election date.

On the separate issue of the R856m IMF loan, Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers. He said a letter to this effect had been sent to the IMF and Cosatu had made its position clear to the ANC.
Cosatu may retreat from strike threat

Own Correspondent

JOHANNESBURG — Cosatu looks set to back down on its proposed strike scheduled to start on November 15-all except the contentious lockout clause in the interim Bill of Rights had been largely resolved, Cosatu's general secretary Mr Sam Shilowa said yesterday.

Cosatu's executive committee will meet today to decide whether the national strike will go ahead.

Last night's National Manpower Commission meeting, which was called to resolve the lockout impasse, ended in deadlock with a decision to refer the issue to the Negotiating Forum.

Mr Shilowa said he expected the forum to resolve the issue in Cosatu's favour.

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Mr Shilowa said both the NUM and Numsa fully supported the decision.

On the separate issue of the R850m IMF loan, Mr Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers.
Cosatu calls national strike on Monday over Bill of Rights
DURBAN — A new trade union federation has been formed to oppose Cosatu and reject strikes and work stoppages. The politically non-aligned United Independent and Economic Trade Unions of SA (Unnetusa) was launched here two weeks ago and claims the support of 10 independent unions totaling 22,000 members. Business and Cosatu greeted news of the new federation warily yesterday, with one businessman commenting: “It’s a case of too good to be true.”

Unnetusa leader Mr Sydney Gcaba said the federation aimed at “combining the strategies and policies of independents.”

“We want to see if we stand together, whether we will be in a position to oppose what is strategised by Cosatu. We believe strikes and stayaways are not taking us anywhere. “They damage the economy and go against what the workers are trying to achieve. Any issue must be resolved through negotiations.”

Industrial relations consultant for the Durban Chamber of Commerce Mr Basil Smith said he was cautious about the federation, questioning how it hoped to sustain its membership if it abdicated its ultimate power against employers in bargaining — the right to withhold labour — Sapa
Last minute talks avert Cosatu strike

JOHANNESBURG. — A planned national strike on Monday by the Congress of South African Trade Unions was apparently averted late last night after an agreement was reported to have been reached between the government, the ANC and Cosatu.

Minister of Manpower Mr Leon Wessels said the ANC and the government had reached an agreement in principle that should avert Monday's threatened general strike.

He told reporters that last-minute bilateral discussions had arrived at a formula meeting Cosatu's objection to a lockout clause in a proposed bill of fundamental rights.

Mr Wessels said the proposed agreement provided for the right to strike for collective bargaining but that nothing in the bill of fundamental rights would preclude a lockout.

According to earlier reports, Cosatu's executive committee decided unanimously yesterday to go ahead with its one-day national strike on Monday to underscore its demands for changes to the interim Bill of Rights.

Cosatu general secretary Mr Sam Shilowa confirmed however that discussions were continuing, and if an acceptable agreement was reached before Monday, Cosatu would call off the strike.

Other industrial action, including strikes would be taken until unions demand on the constitutional right to strike and the deletion of the lockout clause from the bill had been met.
Alliance opens poll nominations

The ANC-SACP-Cosatu alliance has opened nominations for 1050 candidates it plans to field in the April 27 general election.

Three lists of nominations will be drawn up for the national assembly, regional nominations for the national assembly, and regional legislatures.

The ANC said at a news conference yesterday that nominations for the national list would close on November 28 and be finalised at a national nominations conference on December 18.

An estimated 470 people would be nominated for regional governments. An additional 90 might be added to this figure to cater for a larger number of voters than is expected. The figure would depend on voter numbers and the percentage of people who actually vote.

The ANC said it would nominate 200 people for election to the national assembly and a further 200 regional representatives to serve, also on the national assembly.

The nomination process was a public and open one. "All members of the democratic movement in the country are eligible to nominate and be nominated."

ANC information and publicity head Dr Pallo Jordan gave the assurance that women would be given an equal chance to win seats on the various bodies taking part in South Africa's first democratic election.
Cosatu strike goes ahead

A NATIONAL strike by the Congress of South African Trade Unions is to go ahead on Monday after talks to stop it failed yesterday. (LOA)

The Government, employers and trade unions, including Cosatu, spent eight hours discussing the issue.

However, just when it appeared there was an agreement Cosatu demanded new concessions which torpedoed the talks. Minister of Manpower Mr Leon Wessels told a Press conference at the World Trade Centre at Kempton Park last night:

"They have now put the whole issue back in the laps of the politicians," Wessels said. "If that is the way they want to negotiate, it does not augur well for future labour discussions."

Cosatu is calling the strike because it does not approve of a clause on workers' and employers' rights to be included in the list of fundamental human rights in the interim constitution. "I believe there is bad blood now between Cosatu and the employers," Wessels said, adding that in the space of a couple of weeks, Cosatu had twice "turned its back" on decisions reached by the National Manpower Commission.

The NMC includes representatives of the Government, labour and employer organisations.

When a proposed clause was first unveiled at the multiparty talks, it included the right of workers and employers to organise, the right of workers to strike, and the lock-out right of employers.

However, Cosatu objected and announced a protest campaign which is to culminate with a national strike.

The only element of the campaign to surface so far has been a march by about 12 000 Cosatu members on the World Trade Centre, far fewer than the 50 000 protesters Cosatu said it would mobilise for the event.

Sources said the reason for the deadlock may have to do with problems within the ANC-led alliance.
Cosatu expects benefits from ILO decision

SA workers were set to win concrete benefits from the country's imminent re-admission to the International Labour Organisation, Cosatu said yesterday.

An ILO-sponsored programme of assistance was launched on Tuesday when an SA delegation to Geneva persuaded the international body to readmit SA.

"The declaration of action is suspended, subject to the effective installation of the Transitional Executive Council and the ILO will decide on a comprehensive review of the declaration at their conference in June 1994," Cosatu said.

Cosatu said it saw the ILO decision as an important gain for SA workers.

The ILO's programmes of assistance would address workers' needs in areas such as working conditions, employment and human resource development.

Cosatu would urge the assistance be channelled through the National Manpower Commission and the National Economic Forum.

The ILO would help re-draft local labour law in line with international standards, and in training in dispute resolution, capacity-building for unions and sharing information on affirmative action.

A priority in the ILO's programme of action in SA would be to support the struggles of SA farm workers. "Many farmers, including prominent wine estates, are still refusing to recognise the association as representative of their workers," he said.

Cosatu's re-entry into international labour affairs gives a step forward today when the Trade Union Congress begins consultations on a national wage policy.

The gathering marked the end of a protracted international labour secretariat boycott of SA, the SA Clothing and Textile Workers Union said. — Sapa.
Ramaphosa brokers deal

Monday's strike finally called off

BY PAUL BELL
LABOUR CORRESPONDENT

After two days of hectic negotiations at the World Trade Centre, Cosatu yesterday called off Monday's one-day strike, but both federation and employers are claiming victory for their constitutional right to take industrial action against each other.

In the final analysis, the deal appears to involve little more than a semantic shift in wording, which offers workers a symbolically "higher" right to strike while doing little to detract from the employers' right to lock out.

Deadlocked

According to insiders, the day and night belonged to ANC secretary-general Cyril Ramaphosa who, supported by Manpower minister Leon Wessels, brokered the deal.

Negotiations got under way on Tuesday night in Wessels' Pretoria office and labour and the employers, who had deadlocked the previous night at the National Manpower Commission (NMC), were called in to resolve their differences.

By Wednesday morning, the Government and employers thought they had a deal with Cosatu. It was scuppered by the arrival of the federation's assistant general secretary, Zwelinitsha Vavi, at the World Trade Centre at 4 pm, saying that Cosatu could not accept it and would strike.

Meetings between the ANC, labour, employers and the Government resumed at a furious pace, continuing until 1 am yesterday, when Ramaphosa intervened, insisting that a deal was possible.

It was said that "Cyril and Joe Slovo took over", with Ramaphosa stamping his authority on the process and jockeying Cosatu back into line.

At a meeting of the Tripartite Alliance at 6 am yesterday, the ANC and Cosatu agreed on the final formulation. Within hours, Bokkie Botha, chairman of the SA Employers' Consultative Committee on Labour Affairs, faxed to Ramaphosa the employers' ratification of the deal.

Both Cosatu and the employers have professed satisfaction with the new formulation.

An alliance source close to the negotiations conceded that the change, while establishing the right to strike as "fundamental" and thus superior to that of employers' rights, would make little difference in application.

Cosatu general secretary Sam Shilowa called the new formulation "a victory for workers", but conceded that he hadn't met any two lawyers who agreed on the interpretation.

Cosatu still demanded for workers the right to strike for "social, political and economic purposes", said Shilowa, and would return to the fray after the elections, to prosecute both the NMC and the Constituent Assembly the further reduction of lock-out rights.

Split in two

The change has been effected in the following manner: Subsection 3 of the clause, which gave equal weight to workers' right to strike and employers' right to lock out, has been split in two.

Subsection 3 now gives workers the right to strike "for purposes of collective bargaining" — which, as far as the Government and employers are concerned, is a qualification that was not there before.

A fourth subsection has been added that refers to the employers' "require a lockout", and links that to section 34 of the Bill, which says labour legislation cannot be changed without first being considered by the NMC.
Cosatu to scrap strike after ANC deal?

It is unlikely Cosatu’s strike will go ahead this week after the deal reached by the ANC and the government on the future of the civil service, reports WAGHIED MISBACH.

Mr Sale Manie, the chairperson of the Western Cape South African Municipal Workers Union (Samwu), is convinced the strike will not go ahead.

“The ANC has not given the government a blanket guarantee on the public sector,” Manie, who is also vice-chairperson of the National Local Government Negotiating Forum, said the deal between the ANC and Cosatu meant new laws could be passed after elections to enable restructuring to take place.

“The government initially wanted posts, pay scales, benefits and security of tenure entrenched in the constitution. All we promised was that civil servants will continue to get what they are getting now after the April 27 elections,” he said.

He dismissed suggestions that the civil service will be a burden on a new government.

Cosatu’s reaction to the deal could easily be interpreted as a move towards compromise. A resolution at Cosatu’s September congress rejected special protection for civil servants under a democratic government.

“The deal is a very positive development,” said Cosatu spokesperson Mr Bhekisizwe Moyo. “We said we will only go ahead with the strike if all avenues of communication had failed.”

Moyo said Cosatu will avoid a “bulky public sector” that would place extra strain on the resources of a new government.

But, he warned, those people who refuse to abode by the basic principles of a non-racial South Africa “may have to take early retirement”.

Nehawu demands the right to strike

Nehawu demands the right to strike for all workers in the public service.
Cosatu strike called off

By Ike Motsapi

THE strike planned for Monday by the Congress of South African Trade Unions to protest against what it termed "the infringement of workers rights" is off.

Cosatu general secretary Mr Sam Shilowa told a Press conference yesterday that agreement had now been reached with the South African Employers' Consultative Committee on Labour Affairs that workers could go on strike without fear of being dismissed.

He said the agreement was reached earlier yesterday after the matter was tabled at the Negotiating Council at the World Trade Centre by the ANC and South African Communist Party.

He said Cosatu and Sacola had also agreed that employers had the right to lock out workers between now and April 27. "This is a victory for the people," he said. (40A)

Chairman of Sacola Mr Bokkie Botha confirmed in a letter to the ANC general secretary, Mr Cyril Ramaphosa, that the employers had reached an agreement with Cosatu on workers' right to strike.
Cosatu hails worker victory

JOHANNESBURG — Cosatu has officially called off Monday's national strike after a deal was struck by multi-party negotiators in consultation with the union movement and employer federations yesterday.

Cosatu general secretary Mr Sam Shilowa said: 'This is an important victory for workers.'

Cosatu would mobilise more than 30 000 shop stewards and organisers to bolster the ANC's election drive, its former general secretary, Mr JAY Naidoo, said yesterday. — Sapa
Cosatu cancels strike action

COSATU yesterday called off Monday's national strike, claiming it had won important concessions from employers on the inclusion of the right to strike in the interim Bill of Rights.

However, it denied that this move was a relief for the federation and contended that all regions and affiliates had backed the call for "at least a one-day strike".

In a compromise deal struck by multi-party negotiators, in consultation with Cosatu and employer federations, the lockout clause was restricted to collective bargaining issues instead of an unfettered right to lock out workers to change conditions of employment.

Cosatu general secretary Sam Shiwowa said the right to strike would be a fundamental right, whereas the right to lock out would be more restricted than current legislation dictated.

"No employer or court will be able to dismiss workers on a legal strike when the Bill comes into operation. This is an important victory for workers. We are convinced that with employers having agreed to our proposal now before the technical committee, and the NP and ANC backing it, no party — including the DP — can block it."

Shiwowa said the right to strike would be explicitly included in the interim Bill, but it would be limited to collective bargaining action. Cosatu would strive to have this right extended to include political, economic and social strikes.

The compromise clause was endorsed by the government and the ANC yesterday and referred to the technical committee on fundamental rights. The negotiating council will debate the full list of rights today.

Employer organisations endorsed the compromise clause. The SA Consultative Committee on Labour Affairs (Saccola) said it supported the proposed wording amending the Bill. "We believe it will re-

Cosatu

suit in parity between the positions of employers and employees regarding action in the form of strikes and lockouts."

It also welcomed the institutionalisation of the National Manpower Commission in the constitution, saying the commission needed "the full support of all the social parties... to give effect to the strike and lockout provisions."

Saccola and the Afrikaanse Handelsinstituut (AHI) praised the role played by politicians in averting the strike.

Sapa reports that the AHI said it was satisfied that "the interests and rights of the employer enjoy adequate protection in the Bill, as well as in the constitution."

Manpower Minister Leon Wessels said the dispute's resolution augured well for the future. "Disputes cannot be resolved by threats and strikes."

To Page 2
SAM SHIWANA THEY DON'T CALL HIM 'GAMBLER' FOR NOTHING. THE POLITICAL BATTLE IT IS IMPOSSIBLE TO TELL IF IT'S A GAME OF STRATEGY OR A STRUGGLE FOR POWER. BUT ONE THING IS CLEAR: SHIWANA IS IN IT FOR THE LONG RUN.

SAM SHIWANA, m. 23, is the leader of the Congress of South African Trade Unions (COSATU). His rise to power has been rapid and controversial. His supporters hail him as a visionary leader who is dedicated to the cause of workers' rights. His critics accuse him of being too ideologically rigid and of prioritizing the interests of the union over those of the wider labor movement.

SAM SHIWANA: 'WE ARE STRONG AND UNITED. WE WILL WIN.'
The text in the image is not legible due to the quality of the scan. It appears to be a page from a newspaper or magazine, but the content cannot be accurately transcribed.
**NEWS**

Trade union federations in

**Clash over envisaged labour bill**

**VERBAL WAR**

Nactu is not happy with the bill, Cosatu affirms it:

*By Ike Motsapi*

A war of words has broken out between the country's two trade union federations regarding the extension of the Labour Relations Act to farm workers.

The National Council of Trade Unions has accused the Congress of South African Trade Unions of collaborating with the South African Agricultural Union in extending some provisions of the labour legislation to farm workers which, Nactu says, "do not grant but regulate collective bargaining rights."

Mr Cunningham Ngcukana, general secretary of Nactu, said, "The LRA envisaged for farm workers does not provide for a duty to bargain."

"Collective bargaining under the existing Labour Relations Act is not a right hence the issue is still disputed in the Industrial Courts."

"The Bill, which is awaiting the signature of State President Mr FW de Klerk, also fails to provide for the right to collectively bargain and its corresponding duty to bargain."

"It essentially fails to justify Cosatu's concession of accepting the agricultural sector as an essential service."

"The International Labour Organisation does not categorise the agricultural sector as an essential service," said Ngcukana.

He said the third point is that the Bill did not include other sectors of organised labour and agriculture.

"We are talking here of Anglo American Farms, Tongaat Ferma, Sappi Forests, Mondi Forests and others who were not party to the envisaged deal for farm workers," said Ngcukana.

Mr Shing Shikowa, general secretary of Cosatu, said the federation had a mandate from its affiliates and members to negotiate the deal for farm workers.
Dispute over Agricultural Labour Act

Cosatu, Govt cross swords over delays

*BY PAUL BELL*

LABOUR CORRESPONDENT

The Congress of South African Trade Unions and the Government yesterday crossed swords over delays in the promulgation of the Agricultural Labour Act (ALA), which was passed by Parliament in its September session.

Cosatu accused the Government of using "technical problems" as a "thinly veiled delaying tactic" while accepting further lobbying by "some of the agricultural unions".

Cosatu cited "dirty tricks in rural areas to prevent workers from voting for the parties of their choice, or having IDs".

It added: "The ALA was a transitional measure precisely designed to extend basic rights to farmworkers during the run-up to the election. Failure to promulgate (the ALA) as a matter of urgency will jeopardise the Cosatu-SA Agricultural Union (SAAU) agreement."

Manpower Minister Leon Wessels denied the allegation, saying he was not aware of any lobbying by agricultural unions. The National Manpower Commission had suggested that interim changes proposed to the Labour Relations Act also be reflected in the ALA, Wessels said.

Also, the Industrial Court had advised Cosatu and the SAAU of shortcomings in the ALA which should be clarified before implementation.

Cosatu had been asked to "hate" with the SAAU on these issues. Both had agreed to meet, but "to date nothing has materialised", he said.
Samwu to walk out of Council talks?

The Cape Town City Council is still white-controlled, despite the political changes countrywide. Its reluctance to change has angered the South African Municipal Workers' Union, which is threatening to break off negotiations

CHRISTELLE TERREBLANCHE reports.

The South African Municipal Workers Union (Samwu) is on the brink of walking out of negotiations with the Cape Town City Council (CCC) because of the Council's reluctance to change from its "white's only" control.

Mr Salie Manie, chairperson of the Cape Town Samwu branch, said the confidential negotiations over several months have all but reached deadlock.

"What we wanted from the outset of the talks was a commitment for an affirmative action programme under joint control," says Manie, who is also the vice-chairperson of the National Local Government Negotiations Forum.

"Our point of departure is the creation of an affirmative action board. But after months of negotiation they don't seem willing to agree with us. They are dealing with us on an ad hoc basis in the first place, so to get any agreement is extremely difficult."

Manie, also part of the ANC think-tank on the city service's future, says the CCC is dragging its feet and no affirmative action programme has been formulated.

"They have an option now to agree to our proposals. Otherwise we will use the new dispensation to get a more representative political body at the helm of Cape Town in order to force through change," he says.

Ms Pat Lockhead, a personnel officer with the City Council, admitted that only 0.6 percent of people in managerial positions are African and 0.6 percent Asian.

These figures are way below national averages for companies — 2.5 percent for Africans and two percent for Asians.

Nearly seven percent of management and supervisory posts are held by coloureds, well above the national average of about 1.7 percent.

But Manie sees this more as a result of previous coloured preferential labour laws than affirmative action.

However, in terms of women, the CCC's 11.5 percent in top posts is almost double the national average.

According to him about 11 500 CCC employees are coloured, about 500 African and 3 500 white.

Ms Yolanda Scholtz, the Council's chief personnel officer, says "We are not proud of these statistics. Our management structure doesn't look representative. And yes, we do not have a formal policy yet. We are trying to implement affirmative action informally."

Lockhead said: "We've had protracted negotiations with the union, but they want a contract, while we are more interested in a long-term policy."

Manie disagrees. "Many of the senior positions that went to blacks were on merit. It is wrong for them to quote those as affirmative action."

And whites will hold nearly all senior positions and vacant senior positions still go mostly to whites.

"You cannot deal with affirmative action in an evolutionary way. It means intervention and extraordinary steps to correct the imbalance."

Until a few years ago the previously whites-only union, the South African Association for Municipal Employees (Saame), had an agreement with the City Council to veto any appointments they disliked.

This section of the employment statute was scrapped, but the legacy at least lives on.

"This and the Coloured Labour Preference Act are not adequate justifications for why things have remained the way they are for so long," Manie states.

If the union gets its way and an Affirmative Action Board is instituted, Saame will be drawn into the process. But Samwu also warns that, in the light of the money shortage experienced by the CCC, "a budget solely for affirmative action should be part of the deal."

"We made a total proposal and don't want to work on any piece-meal basis," Manie says.

"All appointments from them on should be done against a definitive affirmative action agreement and we want to oversee the process."

Manie believes an agreement with the CCC could be an example to all municipalities in the country.

But he has little hope.

"What has gone wrong with the CCC is that, although there has been willingness to discuss affirmative action, these people don't realise we are in a new political era, where their structure is out of step with those of national polls."

"I think the problem is that they are reluctant to let go of their authority in an area where they see themselves as exclusively dictating employment policy."

"For years the CCC has professed to be a liberal mammon, but not politically aligned. The fact that they have now established a DP (Democratic Party) caucus makes them a bigger problem. And they need our input even more."

"We now see them only implementing DP-sanctioned policies. That can clearly not be acceptable, because the DP does not represent the majority of Cape Town people."

"I know they have been saddled with two serious crises — the rates issue and the election of a new executive council. But these are not excuses for dragging their feet."

For years the CCC has professed to be not politically aligned. The fact that they have now established a DP caucus makes them a bigger problem."
Unions warn against loans

Political Staff

TRADE UNION: Federations Cosatu and Nactu warned yesterday against foreign loan agreements and expressed suspicions about the motives of the International Monetary Fund (IMF) C[20/11/93]

Cosatu's Mr Tolly Runners said the federation viewed the signing of a $50 million (about R2,29 billion) IMF loan with concern and added: "We worry about the conditions attached to IMF loans."
Women still being downplayed - Unions
Cosatu ‘needs to redefine its role’

Cosatu would need to redefine its role in a changing SA and make some critical strategic decisions on how best to exert its influence while its new leadership found its feet, according to SPA Consultants.

In a project investigating Cosatu’s strategies for 1994 and beyond, SPA concluded that Cosatu was "at a crossroads and that, in respect of both its membership and its role in a future SA, there is considerable uncertainty."

Cosatu was "faced with a number of critical strategic decisions which will fundamentally influence its role in a future SA" (140F).

Cosatu’s participation in politics had resulted in some serious divisions between affiliates on the future of the ANC/SACP/Cosatu alliance. SPA predicted in the report that the alliance would collapse during next year "as Cosatu strengthens its position of independence in the new dispensation."

Tensions had been exacerbated by the departure of 20 Cosatu leaders to the ANC election list and the proposed merge of five affiliates into a 500 000-strong public sector union.

There were also differences between Cosatu affiliates on economic policy. ANC interference in Cosatu’s reconstruction and development programme was also a bone of contention which would hasten the demise of the alliance.

On future relations between organised business and organised labour, SPA was more optimistic. "There appears to be a new sense of urgency in capital/labour relationships centred around co-determination and taking SA successfully into the world economy," the report found.

It forecast testing times as ties were forged between union leaders and management.

The final area of conflict was that of voter education and electioneering, which should be tempered by a negotiated code of conduct.
The year of September

She might be Cosatu's first female national office-bearer, but second vice-president Connie September doesn't want to concentrate on women's issues.

Ferial Hafajee reports

Connie September is an elegant "Kaapse meisje" - a no-nonsense, strong and outspoken woman who cut her struggle teeth on the Cape Flats in Grass Park.

From being a clothing worker who did not know what a trade union was just 10 years ago, September was this year nominated the Congress of South African Trade Unions' second vice-president and its first female national office-bearer.

But don't say that too loudly: September is an all-round trade unionist and wants it known that "I should not be seen as the women's desk of Cosatu."

She adds: "I won't restrict myself to women's issues, while it remains a key issue, so is the National Economic Forum, the National Manpower Commission and the growth of Cosatu."

September is a stylish and considered woman who wears a bomber jacket, lots of jewellery, some nail polish and a confident air. "One must be prepared for the responsibility that goes with it," she says of her new job, adding that her election was unopposed.

No, she doesn't think that women lead differently, that they are innately consensual and nurturing. "That is how society perceives women to be. I don't see myself always opting to take a consensus role," says September, making it clear that where decisions must be made, she will make them.

A colleague at the Southern African Clothing and Textile Workers' Union (Sactwu) where she is the national treasurer says: "She doesn't believe that women should be elected only on the basis of affirmative action, but must be able to do the job."

September considers her answers carefully, using drags at her John Player Special cigarettes to think carefully about questions. Her beliefs mirror those of the clothing union where she has honed her skills. Commited to a platform of worker rights and trade union development, she says: "My goals are to continue to empower workers, protect the rights of workers and to see Cosatu getting bigger than 1,3-million members."

"I envisage that Cosatu should take its own decisions from time to time, especially when there is an aspect that threatens workers. Engaging in elections should not necessarily cripple the federation," she says.

"The trade union movement is my home, the workers' struggle is my home," she says.

September continues to work at the Rex Trueform clothing company in Cape Town, where she has been for the past 13 years.

She related in a recent interview how she stumbled on trade unionism at a meeting. "I listened to the trade unionists talking and I realised that we have something like that at work."

"Later in 1983 I found out more about the trade union at our factory. I started to get angry with the union because I couldn't see what they were doing. I did not learn anything from them - for example, I did not know what wage negotiations were about."

This anger prompted her to help set up the Clothing Workers' Union to win members from the then conservative Garment Workers' Union. After one of the first industry strikes at Rex Trueform, September was elected a shop steward of the Garment and Allied Workers' Union (the forerunner of Sactwu) in 1988 and has not looked back since.

September's unspoken fear is that unions should not lose touch with their grassroots members. It is a lesson she learned on a trip to the United States, where she noticed that "far fewer workers are involved in trade unions South Africa should guard against this."

A colleague and friend at Cosatu notes that "Connie is closely connected to the factory floor and takes up bread and butter issues."

When she was elected second vice-president, she asked for some space to ensure that her duties and the members she services would not be left rudderless.

Cosatu sources hope September will bring a strong administrative hand to the federation, that "she will tighten up structures and organisational development."

But her new position has not come without sacrifices. It means that in a normal week, September spends about five days in Johannesberg and two in Cape Town, where she lives with her 15-year-old daughter.

For any Capetonian, this is anathema — and who could blame her when the interview ended because she had to catch a plane home.
Cosatu retreats from general strike call

With lukewarm support from the ANC and SACP for the November 15 strike, Cosatu is trying to find a way out, reports Paul Stober.

Facing a marked lack of enthusiasm from its alliance partners, the Congress of South African Trade Unions is trying to retreat from its November 15 general strike call.

Last month, Cosatu threatened to call a general strike on November 15 to protest against clauses in the interim constitution which guaranteed the jobs of civil servants under a new government and gave employers the right to lock out striking workers.

In a bid to avert the stayaway, Cosatu is negotiating with public service staff associations and employers to back its demands and put pressure on the World Trade Centre negotiators.

The strike call, made without prior formal consultation with the African National Congress or the South African Communist Party, was seen as an announcement by the federation that it would act independently of the ANC when it came to workers' interests.

The federation was also-thumbing its nose at the ANC because it perceives that the organisation has backed away on its assurances that Cosatu's nominees for the constitutional assembly will be in the top half of the ANC's election list.

But, if Cosatu decides to go ahead with the strike, it could find itself involved in an awkward battle of wills with those in the ANC who feel a general strike will be a waste of energy and distract the alliance from the all-important April 27 election.

Already its alliance partners are decidedly lukewarm about the prospect of the strike. Saed ANC spokesman Carl Niehaus: "We understand what Cosatu's concerns are but they are being negotiated and we cannot talk about a strike until they are resolved."

"There is still a chance of averting the strike with discussion with Cosatu and the negotiating forum."

But, more militant elements of the ANC are firmly behind the Cosatu call. ANC Youth League secretary general Rapu Molekane described the league as being 100 percent behind the strike and the ANC's powerful PWV region has come out in support of Cosatu at its recent annual conference.

South African Communist Party public relations department head, Jeremy Cronin, was cautious about linking the SAPC up behind the strike. We support the concerns and issues which Cosatu raised and if it is clear these are not satisfied we would support a general strike. We hope the matter will be satisfactorily resolved."

Early this week, Cosatu met the South African Employers Consultative Committee on Labour Affairs (Saccova) in an attempt to hammer out a joint position on the lockout clause in the interim constitution to take to the National Manpower Commission (NMC).

But, on Wednesday, Cosatu representatives described the meeting with Saccova as "a dead duck."

The NMC, which has representatives from labour, government and business, was to have met on Wednesday to work out a submission to the technical committee of the negotiating forum on the lockout clause.

Cosatu assistant general secretary Zwelizima Vavi said "Depending on that, we will see if we still need to go ahead with the general strike."

Apparently more successful was Cosatu's meeting with the Congress of South African Public Servants Organisations (Cosopo) in a joint statement they said "Public servants have to realise their important role in the provision of services, does not mean they can be guaranteed more in the way of salaries or jobs than other workers in the economy."

"To ensure that the political transition in this country is smooth and stable it does not mean the current bureaucracy needs to be entrenched, by protecting the public servant in any unique way in the future constitution."

Unfortunately Cosopo does not seem to represent the white public servants whose original clause in the interim constitution was aimed at calming.

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Former Cosatu general secretary Jay Naidoo was optimistic about the impact Cosatu's combination of mass action and talks would have on the technical committee which drew up the interim constitution.

"Up to now the negotiators seemed to have yielded to the requests and demands of Cosatu," he said.

However, he cautioned that the federation would want and see what recommendations the technical committee would submit to the negotiators by the end of this week.

On Saturday, a special meeting of the Cosatu central executive committee was held to review the negotiations and take a decision on whether or not the strike should go ahead.

The decision will then be taken to the ANC and the SAPC so the tripartite alliance can reach a final position on the strike.
Thibedi quits ‘corrupt’ union

A frustrated Kaiser Thibedi has resigned from his position at Saccawu.

Ferial Haffajee finds out his reasons for leaving

SACCWU’s former assistant general secretary, Kaiser Thibedi, resigned from the union last weekend, charging that corruption and autocracy at the union meant that “worker control was a thing of the past.”

In his resignation letter to the the South African Commercial Catering and Allied Workers Union on Saturday, he cited “bureaucratic and dictatorial practices, corruption and selfishness” as reasons for his decision.

“I can’t stay in a union and be prodded to take action detrimental to workers,” said Thibedi this week.

He says the union has been bureaucratised and that decision-making has been centralised. “The style of leadership is a problem, absolute power is in the hands of an individual.”

Thibedi also confirmed allegations that money had been misappropriated from Saccawu and charged that because of political tensions in the union, some officials were falling victim to a witch-hunt.

Some of these office-bearers — in the Northern Transvaal and Witwatersrand branches of the union — have been dismissed. They in turn have started new unions, raising the spectre of a split in Saccawu again.

(The union split in two in 1985 and was merged in 1989)

Thibedi is critical of the lack of damage control by national office-bearers to prevent such splits “All attempts to revitalise the union have been frustrated (and this is) contributing to splinter unions”.

Instead, Thibedi says officials who raised charges of corruption and questioned its national leadership were arbitrarily dismissed, while some were transferred without compensation or alternative accommodation being arranged for them.

The straw that broke Thibedi’s back was the lack of action on the union’s congress resolution taken earlier this year on strengthening unity in Saccawu. The resolution followed a meeting of over a hundred Saccawu staff in May.

Morale was at a low and at the time, Thibedi said to the staff “You are all in a waiting room — you are all looking for new employment.” The staff agreed and took a decision to call a consultant to help sort out their problems, but nothing happened.

Meanwhile, the internal squabbles at Saccawu have meant that union services to its members have been abysmal, suggests the former assistant general secretary “I could not continue being paid, when we are not delivering to members,” says Thibedi.

He claims that Saccawu has “not won any major battles (recently)” and that “those officials doing a good job are being chased away”.

The political tensions in Saccawu that saw it split in 1985 are the same tensions arising now. The leadership of the union alleges that those living charges of corruption seek to gain political mileage from the revelations.

Thibedi in turn says efforts have been made to accommodate different political views in the union. Saccawu has members who are staunch African National Congress supporters — its general secretary Papi Kganare is one — but it also has members from other, more left-wing organisations.

“Ordinary people need to be depoliticised without becoming apolitical,” says Thibedi, adding, “there needs to be an emphasis on professionalism.”

“I firmly believe that a trade union is not a political organisation, but home for all political tendencies it must enrich and strengthen each other.”

Finances are being sorted out, says Skulu

Ferial Haffajee

KAISER THIBEDI’S resignation — he is one of the founder members of Saccawu — comes on top of a year of hardship for the trade union.

Earlier this year, a damning commission of inquiry revealed that insiders had defrauded the union, that the auditors could not audit the union because a number of important documents could not be found and that the finance department had been negligent in their duties.

Soon after, the entire Witwatersrand branch was suspended on charges of misconduct after it was alleged that they had leaked details of the fraud and the commission to the press. The branch then sought an application to dissolve the union. That application has not yet been heard.

Because Saccawu’s general secretary is away writing exams this week, his assistant, Bones Skulu, responded to Thibedi’s allegations.

“These are allegations he never made when he was working here. To me he never seemed like an unhappy person,” said Skulu, who also complained that the media knew about the resignation before the central executive committee received Thibedi’s letter.

He said Saccawu reflected the political tendencies that exist in every union, but was adamant that the union would not split “There are some people who tried (to set up splinter unions) by asking members to free their subscriptions and through dissolution actions.”

Answering allegations of heavy-handedness by general secretary Papi Kganare, he said that he had acted within his executive powers as general secretary in dealing with officials.

Skulu said there was no witch-hunt at Saccawu. Officials had been called to disciplinary hearings because of their conduct and some had been reinstated on appeal. “No one was targeted for discipline — each was afforded every fair disciplinary procedure in line with the union’s code of conduct and constitution,” he added that the entire finance department and Kganare himself had also been subjected to disciplinary inquiries.

Skulu also said Saccawu had come a long way in getting its finances sorted out. Lost documents had been found, an audit was in progress and investigators were making inroads with their fraud investigations.

He also said national office-bearers would visit every branch of Saccawu in November and December to discuss internal problems.
Cosatu accuses oilmen of stalling price report

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu is getting impatient at the "slow progress" being made by the Liquid Fuels Task Force, due to report a fortnight from today on the restructuring of the fuel price, and has accused the oil industry of "stalling."

Negotiations co-ordinator Jayendra Naidoo said although Cosatu was sensitive to the complexities of the oil industry, and to the need possibly to wait until next month for a report, "we are very concerned with the slow progress in the committee."

After January "the oil industry should expect a more aggressive response by the labour movement," said Naidoo.

The Task Force was established after the 7c/l fuel price increase in September, which precipitated a consumer revolt led by taxi drivers.

A month ago a Liquid Fuels Crisis Committee comprising labour, the taxi industry, consumer and a range of other organisations, forced the Government to reduce the fuel price by 2c/l while the Task Force looked at ways to restructure the price.

Naidoo said that while the issue had been on the boil, labour delegates to the Task Force had received access to a large amount of information on how the industry worked.

"We thought that based on that, each constituency could make proposals that would lead to some serious debate. But the oil industry is stalling," he said.
Cheap labour is no panacea, says Shilowa

SOUTH Africans had to bury the notion that the solution to the country's economic problems lay in pursuing a development programme based on cheap labour and an authoritarian state, Cosatu general secretary Sam Shilowa said yesterday.

Shilowa told a Finance Week breakfast club meeting: "SA's militant and organised workers will not accept a formula for economic growth based on their exploitation."

Business should join Cosatu and other civil bodies to debate ways to achieve socio-economic upliftment based on people's needs.

"The needs of our society are enormous, and to rise to the challenge our solutions will need to be radical and far-reaching," he said.

A reconstruction levy could not be ruled out, but if business objected it should come up with a viable alternative. Other sources of income could come from channelling "billions of rands circulating in the economy" and rectifying "apartheid spending".

An ANC-led government would also examine taxation, Shilowa said.

-- A reconstruction fund established by business—on the lines of the Joint Enrichment Project—would help solve the problem of limited resources.

The "much-vaunted Asian tiger" scenario would lead to widespread social and industrial conflict. Instead SA should pursue human resource development, research expenditure and "selective and strategic state intervention in the economy."

Government intervention would be necessary if employers continued to undermine the collective bargaining framework.

The labour movement would not accept casual labour and contracting out as labour standards should not be sacrificed in pursuit of economic development.

The April election date was "non-negotiable" because legitimate political and social institutions were urgently needed.

Shilowa called for increased investment in human resources, technology and employment creation. A comprehensive, industrial reconstruction programme which involved workers at all stages was another prerequisite for economic recovery.
'Slave labour not the key'

BY PAUL BELL
LABOUR CORRESPONDENT

Cosatu general secretary Sam Shilowa told business yester-
day to "bury the myth" that the road to economic de-
velopment is paved with low wages, saying South Africa could not
model a competitive advantage on Asian "slave labour condi-
tions".

Addressing a Finance Week breakfast club meeting in Sandton, Shilowa said workers
would not accept a formula for economic growth based on
their exploitation or on the trampling of basic human and
trade union rights.

"The example provided by the much-vaulted Asian
Tigers do not in this respect hold out any hope of economic
progress in our country.

"Their use of authoritarian State measures would in our
context be a recipe for widespread conflict."

"If we are to learn any lessons from these countries, we
should look rather to their emphasis on human resource de-
velopment, research and de-
velopment, and the develop-
mental effects of selective,
strategic State intervention in
the economy

"We need to bury once and for all the myth that the road
to economic development is
paved with low wages and the
destruction of labour stan-
dards," said Shilowa.

"Where virtual slave labour
conditions exist in Asian and
other countries, it is unhink-
able that some elements in
South African business should
seek to make this our com-
petitive advantage."

To rise from social wasteland

Ike Motsapi

South Africa needs its own "war effort" for development and reconstruction, according to Congress of South Africa Trade Unions general secretary Mr Sam Shilowa.

Shilowa addressed Finance Week's breakfast club at a Sandton hotel, saying the mammoth task of reconstructing South Africa from the social wasteland created by apartheid rested not only on the shoulders of trade unions, but the entire South African society.

Cosatu had identified a vehicle needed to drive a nation-rebuilding process as "the programme of restructuring and development." Shilowa plans to arrange a conference next year where those who had not yet aired their views concerning the process, including business and international experts, could do so.

Ideological logjam

"Once we develop an approach to start identifying the needs of society as a whole, we can break out of our old ideological logjams which prevented us from developing a shared framework," Shilowa said.

"Our solutions must be concrete, coherent and planned to deliver within acceptable time-frames. It is not through some divine power that our people are poor, face starvation, live in squalid conditions.

"It is through persistent and sustained implementation of apartheid, which almost all business people have benefited from in one way or another," he said.

Notorious

Shilowa said the old South Africa was a notorious example of a successful programme of affirmative action for whites.

"For future affirmative action programmes, blacks to succeed, credible and legitimate political and social institutions needed to be established which could only happen after a democratic political settlement.

Shilowa accused Government elements of tacitly encouraging the right-wing Freedom Alliance, which was attempting "to hold the country to ransom, despite, according to all opinion polls, representing a tiny minority of the population.

Cosatu, with the democratic forces of civil society, would conduct a campaign to ensure that all parties accepted the result of a democratic election.

"Part of this process will be to expose the leadership of organisations such as the Inkatha Freedom Party and the Conservative Party to their own rank and file, many of whom are genuinely mired into believing that their leaders are acting in a bona fide way," he added.

Shilowa was also campaigning for a restructuring of "the apartheid bureaucracy" after the April 27 elections.

Cosatu wanted a new public service culture, which ensured that all public servants were oriented towards delivering services on the ground.

"This meant minimum bureaucracy and the expansion of service providers. Those from the old order who were prepared to fit into this new culture would be accommodated. However, there would have to be new leadership.

South Africans also needed to bury any notion of following the "cheap labour route" or the route of the authoritarian state as potential options for economic development.

Exploitation

He said "South Africa's migrant and organised workers will not accept a formula for economic growth being based on their exploitation.

"We need to bury once and for all the myth that the road to economic development is paved with low wages and the destruction of labour standards," he added.

The Cosatu leader said it was a myth to think imaginative investment would cure all South Africa's problems.

"The programme of intervention by all economic actors would create the environment in which sustainable economic growth and development were possible.

Investment

He said "It means investment in our people, treating people as valuable human resources, rather than mere factors of production.

From the workers there would be energetic commitment to a programme of economic development he promised.

Shilowa slated current so-called "black economic empowerment" programmes -- putting a few black faces in high positions -- as a non-starter.

The current civil service is immersed in a culture of nepotism and corruption"

MAMMOTH TASK

Entire country must help rebuild the nation's inequalities created by apartheid.

Meaningful processes of empowerment had to include everyone, and have as its aim transformation, not maintenance of existing arrangements.

He said "Black economic empowerment is not about enriching a few individuals. It is not about creating one or 10 black millionaires, but about empowering the country as a whole towards economic growth, economic stability and creating employment."

And alternative forms of taxation would have to be considered, he said.

"We don't understand why there was such a hue and cry about the proposal for a re-construction levy, something we think all South Africans would want to contribute to."
Dear Sowetan,

Only a week after Sowetan revealed the shocking facts of the human rights abuses in rural areas, the baby in a pit story followed on November 23. The story told of a 17-year-old mother from Soweto who was arrested for attempted murder after she had drowned her 10-month-old baby in a pit.

Now the big question is why the culprit who imprisoned her was not arrested as the first place for statutory rape.

The law stipulates that sex — consensual or not — with a girl of 15 or below, as rape.

Sowetan readers must have been 15 and 15 when she conceived her now one-year-old-month-old baby.

Why should the authorities act with such swiftness to pursue young girls for abandoning babies or for backstreet abortions and not in this case for statutory rape? The law regulates that sex — consensual or not — with a child of 15 or below as rape.

TUMO MOKONE, Tembisa

Let's put unity first

IT is shocking to learn that there are still people who call themselves Brian Granywa and Wilson B Ngcya.

I refer to their letters which appeared in Sowetan on November 9. Firstly, they create an impression that they are not only members of organizations affecting Azapo, but also Azapo.

A new project starts against black people and kill them, or rather, attack them because they happen to differ with their way of thinking.

One more thing, Azapo is fighting to have the aspirations of black people realized. It is not easy addressing white fears while ignoring black voices in rural areas.

Azapo believes in unity among the oppresed, not as a project as others are doing.

Lastly, I would like to appeal to Wilson Ngcya to stop bringing and to the people of Azapo a thinking, something you have not been doing.

LEOKONHOLO BRIAN DIBAKWANE, Atteridgeville, Pretoria

There won't be war in SA

I am an active member of the IFP and I usually feel very sorry for the people who misunderstand IFP leadership.

Words of Faith

When Jesus said to his disciples: "Therefore I tell you, do not worry about your life, what you will eat; or about your body, what you will wear. Life is more than food and the body more than clothes. Consider the ravens. They do not sow or reap, yet they have no storehouses or barns, and God feeds them. And how much more valuable are you than birds!"

Luke 12:22-25

Isigqi's Dudu dies

By Elliot Makhayi

This is only thing Jeanette Dudu Dlamini's friends and members of her group know about her is that she is from Nata.

Dudu Dlamini, a member of Isigxi Sesse Manje, died last Tuesday after a long illness.

The only thing we know about Dudu is that she's from Nata," said Jane Dlamini, friend and leader of Isigxi Sesse Manje.

"We always wanted to know who her parents were, and where in Nata she came from. She would always say she was from us. Now we are stuck with this problem."

Jane and some of her friends are frantically trying to trace her relatives in Natal "We don't know where to start," said Jane. Dudu Dlamini lived in Orlando East, one of the main centers of the Nkandza. She was the one of the regular faces at the Re Creation in Johannesburg.

The Re Creation has an abundant music in South Africa

Dudu Dlamini has died.

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Daily Market Barometer
Novel redundancy agreement signed

As a result of their research, PG Bison reduced its initial 1,000 job loss estimate to an unopposed 215, with another 200 retrenchments to be reconsidered. The company also agreed to investigate any further redundancies in conjunction with Pwawu.

PG Bison MD Leon Cohen said his management team had benefited from the findings as the research canvassed worker views — an area largely neglected by business. Future research would benefit companies as they tried to restructure and meet the challenges of global competition.
Cosatu plea for poll pact

Johannesburg — Cosatu should sign a deal with employers' organisation Saccola soon to ensure that employers co-operate in the federation's election programme, former Cosatu general secretary Mr Jay Naidoo said yesterday. Speaking at Cosatu's election project co-ordinator, he said Saccola and the National Economic Forum's business forum had been evading signing a deal regarding guidelines for workplace voter education. Saccola chairman Mr Bokkie Botha said members took voter education seriously, but felt details of programmes were "more appropriately dealt with closer to the shopfloor."
MK ready to tell-all

SABC approves of Cosatu approves of union appeal by criticism

News

Step closer to join peace-keeping force
Cosatu ‘gripped by internal crisis’ despite major gains

COSATU and its affiliates had made impressive progress on a number of fronts despite the tough environment in which they operated, but the trade union movement was in the grip of an organisational crisis, SA Labour Bulletin editor Karl von Holtz said.

Writing in the latest issue of the bulletin, Von Holtz warned that any crisis in Cosatu would affect the whole labour movement, given Cosatu’s status and estimated 1,3-million members. “While Cosatu itself has developed a strategic vision, it seems unable to translate this into clear strategies, goals and campaigns. Its poor handling of the National Manpower Commission negotiations around the lockout clause provides a clear example. So do the great number of campaigns that are regularly announced and seldom materialise.”

The crisis to which Von Holtz referred revolved around divisions in the federation’s leadership and among its membership, and internal problems of its affiliates. He said affiliates had been rocked by leadership changes and internal conflict leading to non-servicing of members. There had been a “steady drift” of skilled and experienced officials out of the movement.

Conflict had emerged in various forms, including affiliates’ different approaches to retrenchments. Smaller unions had called for a moratorium on job shedding, while larger affiliates had tackled the issue through industrial restructuring and retraining funds. Many of the gains made this year would not have a short-term effect on the factory floor.

On the positive side were gains by the municipal and teaching affiliates, which had wrested wage increases above 5% after strike action. On the negative side, unions had made “virtually no progress” towards co-determination or democratising the workplace, with the exception of Eskom where restructuring had been “so far-reaching that unions in other state companies may take it as a model.”
INDUSTRIAL RELATIONS - WORKERS ORGANISATIONS (COSATU)

1994
Saccawu claim 'total lies'

KATHRYN STRACHAN

ALLEGATIONS by the SA Commercial and Catering
Allied Workers' Union (Saccawu) that about 1,500 Shop-
rite/Checkers workers face retrenchment this week have
been dismissed by the company as "total lies" and a
political ploy on the part of the union.

Saccawu general secretary Pap Kgaare said on Fri-
day the company had indicated its intention to retrench
the 1,500 workers in a press release but had failed to
provide the union with proper notice. 3/11/94.

He said the action was provocative and the retrench-
ments an attempt to drive Saccawu out of the company.
Kgaare said the union had already declared a dispute
with Shoprite/Checkers and would be mobilising its
members to resist this latest attack.
Chicken farm battle to continue

RAINFOREST Chickens and the Food and Allied Workers' Union (Fawu) would resume their battle over the fate of two chicken farms in the Durban Industrial Court today, Fawu assistant general secretary Ernest Bushelezi said yesterday.

The union's application for an urgent interdict to stall the closure of the Malmesbury and eZakhele farms on Friday revolves around full information disclosure and its relevance to Fawu's argument that Rainbow will not allow workers to take over the farms because it objects to increased competition.

If the farms close, about 600 workers — both members and non-members of the union — stand to lose their jobs. Some of these workers have already been employed by Rainbow and its predecessors Farm

Erica Jankowitz

Far, Bokomo and Donny Bird, for more than 20 years, Bushelezi said.

The union's proposal for workers and black business interests to take over the farms was viable, he said. The Malmesbury plant had made a R20 million profit in the last six months of 1995, while the eZakhele plant had lost about R7m over the same period.

Rainbow estimated it would save about R6m by shutting both farms and confirmed it did not wish to create additional competition by allowing the plants to continue operating.

Bushelezi said Rainbow's East London and Rustenburg plants were expected to increase production to make up for losses due to the plant closures.

League to debate autonomy

Representatives of the ANC Youth League's 600,000 members face a pivotal decision at their congress next week on whether to become constitutionally independent of the ANC and thereby a watchdog body of the new government.

The league will also be forced to elect a new generation of leaders, following the departure from the organisation of at least six of its 15 national executive members, including leader Peter Mokaba, because they are too old.

The organisation's top leadership is also expected to be gutted by a likely decision of the congress to bar league members elected to political office from being members of the league's executive structures.

Information secretary Parks Mankabana said the main debate in the ranks was on the league's relationship with the ANC, given the probability that the ANC would be SA's next government.

The decision to form a government of national unity effectively postponed a "full-blooded democracy" and would result in the ANC being forced to follow policies not entirely its own, he said.

In addition, because there would effectively be no substantial opposition group within government, organs of civil society would have to maintain a watchdog role.

Tim Cohen

The league was bound by ANC policy, but whether it ought to continue to be so under the new dispensation was a hotly debated issue, he said.

Hence, one of the major issues due to be discussed at the congress would be whether to amend the organisation's constitution to give it greater autonomy.

It was generally agreed, however, that members who were elected to national or provincial office should not be eligible for executive positions.

This was mainly because these candidates would be elected to public office, and would be accountable to a wider electorate than league members, he said.

The congress, held once every two years, would also discuss the establishment of a youth ministry or youth parliament, political questions, relations with international bodies, violence and the elections.

The league was arguing for three out of every 20 candidates for national office to be league members, but this had not yet been decided finally by the ANC, he said.

The starting date of the four-day conference, which will be held in Johannesburg, had not yet been finally decided. About 1 500 delegates would attend, he said.
Cosas to encourage membership to vote for ANC

BY JUSTICE MALALA

The southern Transvaal region of the Congress of South African Students (Cosas) has decided to encourage all its members of voting age to vote for the ANC in the April 27 election.

Newly elected chairman Mahlomola Kekana said yesterday the decision had been taken democratically.

It comes in the wake of the South African Students' Congress announcement that it would support the ANC in the election. The South African Democratic Teachers' Union has also urged support for the ANC.

The organisation's voter education campaign will begin on January 14, when students will visit houses in KwaNdebele to teach residents about voting.

The organisation has declared 1994 the year of peace. Kekana said Cosas would take part fully in all peace structures. January 19 has been declared Peace Day.
Cosatu punts ‘strong organs of civil society’

Cosatu, in its New Year message yesterday, said it would ensure that corruption and nepotism were eradicated, that taxes were used to the benefit of the people and not the state bureaucracy, and that public servants were held accountable.

Cosatu warned workers that their apparent victory over years of oppression would only become reality if strong organs of civil society worked to this end.

Although it called on all workers to vote for the ANC, it added: “It would be a disaster if our people allowed this culture to die because they now expected the new state to deliver everything to them.”

Cosatu urged employers to take workplace democratization seriously, saying productivity improvements would only follow meaningful participation of workers.

On the issue of voter education, Cosatu said employers were stalling despite meetings. “Cosatu will be forced to exert real pressure on employers to live up to their responsibilities in this regard.”

Cosatu said it would ensure the expected post-elections economic boom benefited workers and was “not confined to an orgy of speculation and profiteering without meaningful productive investment”.

It outlined its strategic challenges for 1994: These were:
- To extend decentralised bargaining to all industrial sectors;
- To incorporate restructured grading systems, lesser wage differentials and a new approach to human resource development;
- To continue the struggle for a living wage for all workers including the proposed social wage and a restructured tax system;
- To focus on job creation programmes;
- To effect the formation of a public sector union and of a single farm workers’ union;
- To recruit members in under-organised sectors such as services and construction;
- To activate worker leadership and ensure Cosatu was not adversely affected by the release of the federation’s parliamentary candidates;
- To pursue union unity by ensuring coordination and co-operation with other federations and unions in campaigns and negotiations;
- To ensure Cosatu’s platform of worker rights was incorporated into the new constitution and “appropriate legislation”;
- To negotiate social benefits for workers comparable with those in other countries including state assistance for worker education, training, and health and safety;
- To play an active role in restructuring the public sector to ensure it was efficient and oriented towards serving people, and
- To review the various tripartite forums with a view to strengthening them and increasing their legitimacy with “the people they are designed to serve”
Union bid to speak for liquor workers

SHARON SOROUR
Labour Reporter

THE South African Chemical Workers' Union has applied for an Industrial Court hearing today to ask to be allowed to represent workers of Marcows Cellars.

Union spokesman Peter Roman says the company refused to recognise the union, demanding that it amend its constitution to include "retail, commercial and distribution" sectors.

Mr Roman said the union constitution stated it could recruit workers in the liquor industry and the catering sector. "A worker can join any union of his choice, but the company has refused to talk to us and refused to enter into a recognition agreement with the union to allow us to negotiate wages."

About 73 Marcows employees had joined the union.

Marcows spokesman Les Marcow said the union was not allowed to enlist or recruit workers in the liquor and catering industry and the company could therefore not recognise it.

He said the union had applied for an urgent court hearing today.

Mr Marcow confirmed that about 25 percent of the workforce went on an illegal strike on Wednesday but adhered to an ultimatum to return to work by yesterday morning. This followed a wildcat strike on December 21.

Mr Marcow said: "We made it clear we were prepared to talk to the union when their constitution allowed them to recruit our workers. "It is therefore not an unwillingness on our part, but they have to put their own house in order."

Mr Marcow dismissed claims by workers that the company was slowly closing down as "totally unfounded."

Commenting on employees' grievances about overtime and working hours, he said they worked 45 hours a week according to timetables. They would be paid overtime if they worked overtime.

An employee said they wanted to negotiate wages and working conditions through a trade union.
Textile firm disputes
320 to be reinstated

ERICA JANKOWICZ

MOOI River Textiles yesterday disputed union claims that 320 dismissed workers would be reinstated later this month with full back pay at an estimated cost of R1m.

The Southern African Clothing and Textile Workers' Union (Sactwu) said the company dismissed the workers during 1991 and 1992 as a result of alleged illegal industrial action.

Sactwu took Moon River Textiles to the Maritzburg Supreme Court to force the company to honour an agreement in which arbitration was set down as the method of dispute resolution.

Once this issue was settled, the parties agreed to process four individual arbitration cases to test the validity of the dismissals. "It was agreed that after the arbitration, the parties would review the cases of the remaining workers," Sactwu said.

The union contended its members had been unable to report for duty during political turbulence in the Moon River/Bruntville area which had resulted in the deaths of several members, including one killed on the company's premises.

Thus, Sactwu said, had been upheld by the arbitrator who had found the dismissals unfair as workers had stayed away because of "manifestly genuine and reasonable fears for their personal safety" which the company had not allayed.

Moon River Textiles chairman David Royston said at most about 250 workers would be affected by the award as workers had been dismissed in two batches and the union had taken no action with regard to the other 70. He said the four who had been through the arbitration process would be reinstated as set down in the award.

However, the company was studying the text of the award and was "exploring and assessing all alternatives open to it."
Strike: Cosatu calls for boycott of beverages

JOHANNESBURG — Cosatu called yesterday for a boycott of Coke, Schweppes and Sparlettia products in support of a strike at Amalgamated Beverage Industries (ABI) where police earlier in the day fired rubber bullets to disperse strikers.

The six-day-old strike centres on the Food and Allied Workers' Union (Fawu) demands for a 15% pay rise. ABI has offered 10%.

Police said the internal stability division fired rubber bullets to disperse workers when one was threatened with a broken bottle. Four workers and two policemen were injured. — Sapa
Unions ready to block fuel deregulation

TRADE unions are set to oppose any form of deregulation of the oil industry, a matter being investigated by the National Economic Forum.

A spokesman for the National Union of Metalworkers of SA (Numsa) said the probe, being conducted by the forum's Liquid Fuels Task Force, could have grave implications for employment.

At immediate risk are the 40 000 forecourt attendants employed at 5 000 garages who could see their numbers dwindle with the introduction of self-service.

Numsa national secretary Bernie Fauxroff, who represents Costata on the task force, says the federation would oppose deregulation mainly because of massive job losses. "Deregulation overseas has led to the closure of between 50% to 60% of service stations, which in SA's case would lead to the loss of 50 000 to 60 000 jobs, including workshop and office personnel."

Numsa believed that it would also have an unfair effect on black-owned stations as well as on the smaller outlets and would lead to monopolies in certain areas.

"International experience has also shown that the petrol price may come down in the first year or two but thereafter it climbs," he said.

Motor Industries Federation executive director Vic Fourse said the federation, which represents the interests of the service stations, would resist the deregulation of the fuel industry and, by implication, the introduction of self-service.

"We have looked at the situation overseas and seen the displacement of service station workers. The protection of jobs and job opportunities is our business."

"We do not believe it would be in the interest of the fuel industry or the man in the street to have total deregulation. The provision of fuel in SA is done efficiently and at a relatively low price."

The federation, which has two representatives on the task force, expects the task force to resume sitting soon, and a statement could be issued in due course.

"We still believe that sanity and common sense will prevail," Fourse said.

Mineral and Energy Affairs deputy director-general Gert Venter, who also serves on the task force, said job creation did not fall within his department's ambit.

"You may be aware, however, that the economic forum has initiated, with government funding, certain job creation projects. No specific arrangements have therefore been made to accommodate pump attendants in the event of deregulation. It may also be premature for such action before a decision on regulation has been taken."

"Judging from the comments received by the department on its report on the fuels industry, it is clear that most consumers are still in favour of regulation," he said.

However, industry sources say 1994 could possibly see the introduction of self-service, albeit on a limited scale.

The oil industry is also keeping the issue behind closed doors. Caltex corporate planning manager Ian McPherson said recently the company was taking part in the probe, but he could not comment yet.

Market share by oil companies 1992

Deregulation
Fuel industry status probe

Unions to oppose job losses

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Shell communications and media manager Mr Koosum Kalyan said her company was involved in the investigation, but to comment at this stage would pre-empt the outcome of the negotiations.

However, Engen chief executive Mr Rob Angel was bullish on the prospect of deregulation and said South Africa was moving into a new environment of exposure to world forces and free-market principles.

“Engen fully supports non-protectionist policies, and free and fair competition,” he said in the company’s annual report.
Expelled officials start new retail trade union

JOHANNESBURG. — A new union called the Catering, Clerical, Commercial and Allied Workers Union (Cccawusa) has been formed in the retail trade by officials and workers expelled or suspended from the SA Commercial, Catering and Allied Workers Union (Saccawu).

Saccawu general secretary Mr Pape Kgaahare said the founders of the new union were those who had applied to the Supreme Court to have Saccawu dissolved. — Sapa.
Union clamps down on theft

OWN CORRESPONDENT

DURBAN — The South African Commercial Catering and Allied Workers Union has released details of large-scale corruption and theft within its ranks, including the arrest of four men for cheque fraud.

The general secretary of Sacawu, Mr Papi Kganare, said yesterday that there had been allegations of corruption and theft in the union since May last year.

Three head office workers had been dismissed for maladministration, he said.
Johannesburg.—The Congress of South African Trade Unions plans to act against businesses that refuse to release shop stewards to work for the April 27 elections.

At a special Cosatu central executive committee meeting, here Cosatu agreed to release large-scale resources, including 10,000 shop stewards, to educate workers and mobilise them in support of the African National Congress.

Cosatu officials criticised the reluctance of employers to release the stewards.

In a statement yesterday Cosatu said businessmen would be pouring millions of rands into the election campaign and thousands of employers and managers would be released for the campaign.

Organised workers, shop stewards and trade union structures could play a key role in voter education and election monitoring, it said.

Cosatu had given employers a month to agree on a framework for workplace voter education, ruling which Cosatu would act — Sapa
Democracy pays better — Cosatu

THE old unilateral style of management in South Africa will have to end if economic growth is going to be translated into sustainable economic development, giant trade union federation Cosatu says in its 1994 New Year message.

Asserting that 1994 will be the year in which both employers and workers will be challenged to find ways of democratising decision-making at the workplace, at industry level, and on national economic issues, Cosatu says: "The stagnation and crisis facing South African industry is not superficial, but structural and fundamental. The structure of production will have to be changed in every respect. This includes grading, management structures and decision-making processes.

"Workers will have to be involved, through their organisations, in decisions about what is produced, organisation of production, investment decisions, technology development and so on. This requires sharing of information and a commitment to empowering workers to participate in all processes."

Most employers are unfortunately not yet ready to take this path, Cosatu notes. However, the federation argues, there is no alternative. Employers have shown in the mining, textiles, and auto industries to name but a few, that left to their own devices, their decisions are based purely on short-term profit. This has resulted in a number of industries being run into the ground.

"Workers on the other hand have a long-term commitment to developing industries," Cosatu says.

The federation asserts levels of management and worker productivity will only improve once all are involved in the fundamental decisions which affect their working lives.

"Workers cannot be expected to commit themselves to increased productivity unless they are determined not to lose their jobs, and that their efforts will not be exploited at any stage. Or when the differential of pay and treatment between workers and management remains so obscenely large.

"Employers may be reconciling themselves, as shown in a recent survey, to Nelson Mandela as President, but the acid test will ultimately be their attitude on these critical questions," the federation says.

‘Give workers a share in management’ (140A)

Cosatu urges all workers to vote for the ANC to ensure that the ANC wins the April 27 elections decisively.

The federation says May Day this year will see the biggest ever celebrations in the history of our country. Workers will take to the streets in millions to celebrate their victory over apartheid, cheap labour, and oppression, and to demonstrate their determination to build a better future for themselves and all South Africans.

Urging workers to build a strong movement of civil society to consolidate the culture of mass democracy which has developed in the trade unions and other anti-apartheid organisations, Cosatu says it would be a disaster if our people allowed this culture to die because they now expected the state to deliver everything to them.

"We must not replace apartheid with statism, and top-down rule with a new form of statism," the federation states.

One of the strategic challenges facing the trade union movement this year, Cosatu says, is to make sure that the trade unions and other organs of working people remain strong, democratic and independent, "without relegating ourselves to the sidelines of the historic changes which will take place."

This year should see an organisational breakthrough on a number of fronts: Cosatu is poised to organise the unorganised particularly in the public sector, the farms, service, and construction sectors.

A giant public sector union will be launched this year.
new poll agress anc will win overwhelming victory
Cosatu slams Gold Fields safety

COSATU has accused Gold Fields of SA of having an appalling safety record on its mines due to negligence.

At the weekend the union called for an urgent investigation into safety at all mines, especially Gold Fields.

Cosatu also expressed lack of confidence in the Mineral and Energy Affairs Department’s ability to investigate accidents in a non-partisan manner, saying it protected companies rather than workers.

Reacting to the Leondora accident last week, in which 11 miners lost their lives, the union said it fully supported “criminal and civil action being taken against those individuals and companies guilty of negligence which results in injury or loss of life”.

17-11-94
Affirmative action fears boost unions

ERICA JANKOWITZ

THE marked growth in membership of white-collar unions could be attributed to increasing insecurity of tenure in clerical and lower-level management ranks as a result of affirmative action programmes. Andrew Levy & Associates said in its annual report for 1993.

In its overview of industrial relations developments the consultancy said previously insulated professional staff were facing retrenchment and restructuring, forcing them to join unions or form staff associations to gain some protection.

The report noted that two major union federations were poised to win high-paid white-collar members.

Their traditional home—the Federation of SA Labour Unions (Fedlal)—grew by more than 50 000 members last year to nearly 250 000, with the affiliation of four unions Fedlal changed its constitution to include more blue-collar unions, but the majority of its new members were employed in white-collar positions.

Cosatu expanded its recruitment areas by looking at establishing a union aimed at protecting clerical and other professional workers' rights. Affiliates, such as the NUM, made inroads into expanding membership by renegotiating recognition agreements to include higher category workers. Cosatu's membership grew by almost 50 000 to nearly 1.5 million, mainly as a result of the SA Democratic Teachers' Union's affiliation.

The Andrew Levy & Associates report noted that Fedlal had moved closer to Cosatu on issues of common interest, as well as in areas of recruitment, but the two federations had dismissed speculation about a possible merger.

Fedlal was at pains to dispel the notion that it was an exclusively white federation, saying about 30% of its members belonged to other race groups. This was expected to increase with the advent of affirmative action programmes promoting blacks into white-collar positions.

The report also looked at other "markets" targeted by unions for expansion. These were mainly in the public sector, including municipalities, educational institutions, the police and army.

By the end of last year only 22.9% or 3.4 million workers belonged to unions, up from the 2.3 million at end-1992 and dramatically up on the 780 000 in the late 1970s. The vast majority of unionised workers—2.89 million—belonged to the 194 registered SA trade unions.
Union in TEC plea

The Food and Allied Workers' Union (Fawu) has turned to the Transitional Executive Council (TEC) for help, because it claims workers' rights are being violated by the World Trade Centre's (WTC) management. Some staff downed tools yesterday as the centre was preparing to host the local government summit.

An agreement was reached yesterday between management, Fawu and workers to return to work immediately. A meeting would be held today with the union and shop stewards.

A subsequent agreement was reached between WTC director, Neels Swart's legal representatives, the workers and Cosatu representatives that a meeting would be held today. If workers acknowledged that the strike was illegal and that dismissed workers would return to work today.

Fawu asked the TEC to order the WTC management to cooperate with it in terms of the Labour Relations Act and enter into a recognition agreement — Political Correspondent.
Union agrees to help run strike-hit hospitals

PRETORIA — The National Education, Health and Allied Workers' Union (Nehawu) has agreed to help management run essential services at seven strike-hit hospitals in the Transvaal.

Sega reports that Nehawu said it was "ready, willing and able to assist the management where any action breaks out to put staff in to ensure services continue. It is management's responsibility to inform the union of where this is necessary."

JACQUI GOLDING reports that the Transvaal Provincial Administration's directorate of communication services told Nehawu there were difficulties yesterday at the Ermelo, Hillbrow, Hendrik van der Bijl, Ontdekkers, Natalpruit, Leratong and Rietfontein hospitals.

"All hospital employees are rendering essential services. It is illegal, immoral and contrary to the agreement with Nehawu to strike pending the outcome of arbitration," said the TPA.

Nehawu and the TPA earlier agreed that independent arbitrators would decide on the R500 bonus paid to certain staff — the cause of the dispute — today.

Nehawu reiterated its warning that if there were any dismissals, the union would "take its gloves off and teach the TPA another lesson in industrial relations."

Meanwhile, the NP yesterday accused the ANC of condoning the hospital strike and of disregarding the deaths of patients.

ANC spokesman Carl Niehaus said the organisation supported worker demands by Nehawu but was equally concerned about patient care.

The NP described the hospital crisis as "pathetic" and alleged the death of a patient in the QwaQwa hospital strike was the result of Nehawu members switching off the hospital's electricity.

The NP also said the union had lost control of its members.

Nehawu national organiser Matthews Siko said the TPA management was "incompetent, arrogant, insensitive to the people and incapable of ensuring services are delivered."

Nehawu called on the Health Minister, the MEC for Health, the Administrator of the Transvaal and the director-general to resign.

"If present management cannot solve the problems, let those who can enter the field," Siko said.
By Mzimasi Ngudle

HEALTH workers yesterday dismissed as “blatant lies and cheap propaganda” claims that patients were dying because of the hospital strike.

“Patients die every day in hospitals due to lack of adequate facilities, staff and medicines,” the National Education Health and Allied Workers said in its response to claims made by the Transvaal Provincial Administration on Wednesday.

The strike spread to several other Transvaal hospitals where workers demanded similar bonuses.

“For the TPA to announce the death of people in this manner, despite the union initiative to put up skeleton staff, is clearly opportunistic,” Nehawu national organiser Mr Matthews Siko said.

Nehawu also warned the TPA not to “provoke confrontation that could lead to violence”.

Siko said the TPA, despite the advice of the union and hospital management, decided to call in the Internal Stability Unit.

Siko said the TPA’s threats to dismiss workers would only exacerbate the problem. He said the union was assisting in getting strikers back to work.

Siko said the union’s lawyers were busy preparing for arbitration where a third party, agreed to by the union, TPA and other parties, would finally determine the dispute.
Three-way wrangle over union pension money

Reg Rumney

BIZARRE three-way struggle has broken out over who administers R82-million of pension and provident funds set up for workers in the catering sector.

The row has set the trustees of the fund against both one employer and the troubled South African Commercial, Catering and Allied Workers' Union (Saccawu).

At the centre of the row are the 7 000-member Hospitality Pension and Provident Funds (HIPPF), launched more than a year ago and based on the Wits Liquor and Catering Pension Fund.

The trustees, led by former Saccawu official Alan Horwitz, allege Fedlife has not administered the funds properly, citing problems such as failure to pay out accurate claims, and have voted to transfer the administration to Southern Life.

Horwitz, who is no longer a Saccawu representative although his position has been endorsed by the other trustees, says:

● A trustee decision to move administration of the funds from Fedlife to Southern Life is being blocked by Fedlife, which is holding on to all funds and the money.

● Southern Sun has demanded all Southern Sun workers transfer their money out of the HIPPF into its own retirement fund.

● Saccawu wants the HIPPF to dissolve and transfer its R82-million into a new National Provident Fund to be administered by Old Mutual.

Fedlife legal adviser Darryl Morris confirmed a move to transfer administration of the money to Southern Life, and that there was a dispute over the interpretation of the existing rules of the funds.

However, he said Fedlife was talking to Southern Life, and hoped to "resolve the matter on an amicable basis in the near future." Southern Sun human resources director Andrew Maclaurin said the company was blocking the move as it saw no reason for it. The rules of the funds allowed for this, he said.

Moreover, he said that though he was neutral on Fedlife he was highly sceptical of the need to move the funds to Southern Life.

He said the move was motivated mainly by one trustee, Horwitz, and that other employers were not enamoured of the move.

He said Southern Sun was not demanding that all workers join the company fund.

That workers belonged to five different funds, with different retirement benefits and contributions, was unhealthy and he considered it would be better if they belonged to one fund. But this was up to employees to decide.

He said Saccawu had not, as the trustees have claimed, demanded that Southern Sun join a new National Provident Fund administered by Old Mutual.

The trustees said the move was first proposed in December 1992 but on December 1 last year Fedlife admitted it had failed to serve members properly and proposed a six-month plan to sort out administration problems. However, trustees' counter-proposals were rejected, leading to a trustee vote on January 28 to shift to Southern Life, with Saccawu rejecting the decision.

Attempts to get comment from the union at the time of going to press were unsuccessful.
Cosatu warns: Free elections or we’ll strike

Cosatu will start a two-week strike if its demand for the deployment of the Defence Force and National Peacekeeping Force in Natal is not met, reports Vuyo Mvoko

The two million-strong Congress of South African Trade Unions has threatened a nationwide programme of mass action, including stayaways and strikes, if steps are not taken to ensure free and fair elections in Natal.

Cosatu has demanded that the Transitional Executive Council immediately deploy members of the South African Defence Force and the National Peacekeeping Force in adequate numbers in Natal, integrate the kwaZulu Police into the South African Police, and place both the SAP and SADF under TEC control, and disband the Internal Stability Unit.

The federation has also demanded that the government accept TEC control over the security forces, full international involvement and supervision of the election process, and the dismissal of Law and Order Minister Hermus Kriel for responsibility for the hot squads.

The Cosatu campaign will start on April 11, when workers in all major cities will knock off at noon and take to the streets to join marches. It will culminate on April 24 — three days before the election — with the federation called “the mother of all rallies” at Durban’s King’s Park stadium.

An urgent summit of the Cosatu-ANC-South African Communist Party alliance will be convened early next week to discuss the “Defend Peace and Democracy” campaign as well as a range of Cosatu demands to the TEC.

The programme is expected to be endorsed by a Cosatu executive committee meeting on April 8.

The 300 delegates at the campaign conference of Cosatu in Johannesburg last weekend unanimously agreed to give special attention to the crisis in Natal.

They also vehemently opposed suggestions that elections be postponed, at least in the province.

Cosatu assistant general secretary Jayendra Naidoo this week said: “Politically there is no force on earth that can control the anger of the people if elections are not held on the scheduled dates. There will be an explosion, people will feel completely frustrated, and there will be more chaos.”

He said the international community was also anxious to see a new democratic government in South Africa, so that it could start investing.

Jobs could be created and the economy could recover.

The kwaZulu government was “abus[ing] taxpayers’ money by stopping elections that are in the national interest”, he said. “Delay of even a week would make it impossible for elections to take place in Natal, and would ‘drown the province in blood’.”

At the conference, Cosatu delegates also decided that centralised bargaining before the end of 1994 would be “the key campaign after elections”.

Naidoo said the federation would seek a commitment from the ANC to enact a law compelling centralised bargaining.

The conference resolved that social funds should be set up to finance retraining programmes and to help retrenched workers.

It was agreed that there should be sectoral minimum wages, based on collective bargaining, rather than a statutory national minimum.

Naidoo said the federation was adamant that lockouts should not be sanctioned in a new constitution and should be removed from the interim constitution, although “we will not prohibit it from featuring in law”.

Cosatu condemned the South African law on strike procedures as being “out of date and confusing”, saying it needed to be “decriminalised and made simple.”

Report by Vuyo Mvoko, 139 Smit St, Johannesburg
Union offices bombed in Tvl and OFS

KLEKSDORP. The offices of two trade unions in Klerksdorp and one in Harrismith were bombed today.

Western Transvaal police have offered a R100,000 reward for information about the two simultaneous blasts at the office of the National Union of Mineworkers and the National Union of Metalworkers in Klerksdorp.

The explosions caused extensive damage to two buildings housing the head offices of Num and Numsa.

Spokesman Neels Steyn said a policeman on patrol had narrowly escaped injury.

The offices of the Klerksdorp Blood Transfusion Service were also damaged.

In Harrismith a Num office was badly damaged when the building caught fire after the blast.

The bombings were the latest in a series of suspected rightwing attacks on African National Congress premises, power pylons and railway lines. — Sapa.
Strike hinders end to boycott

JOHANNESBURG — The eagerly-awaited end to the 10-year-old rent boycott did not materialise in greater Soweto yesterday because residents who went to pay found the municipal offices deserted — the entire workforce was on a pay strike.

South African Municipal Workers' Union (SAMWU) members in Diepsloot city council were in the third week of their strike while Soweto and Dobsonville workers began theirs yesterday.

Workers in the three councils were collectively owed about R23.4m through the councils' failure to implement increases promised over the past two years, according to SAMWU.

Witwatersrand Metropolitan Chamber chief executive Mr Vic Maine said that the money was available but an agreement to advance it had not been signed by all 18 parties in the chamber.

The few residents who answered the call to end the rent boycott yesterday found township administration offices closed.

Some residents, such as those who went to pay at the separate Eskom office in the Diepsloot administration premises, did not even know the boycott was over, indicating that the back-to-pay call had not been well-communicated in some areas.
Cosatu slams Sacob

By Tsale Makam

EMPLOYERS who put their weight behind parties supporting the two-ballot system had shown they are "extremely partisan", the Congress of South African Trade Unions said in a statement on Wednesday.

Cosatu was reacting to a statement by Anglo American Corporation chairman Mr Julian Ogilvie Thompson and the South African Chamber of Business declaring their support for the double ballot system.

Cosatu said the intervention by employers showed that "their claims to be neutral when it comes to politics are hollow and false".

The employers had chosen to come down heavily on the side of those who had "consistently delayed and undermined the negotiations".

Cosatu said "By doing this, the employers have effectively placed themselves in an unholy alliance with certain parties, including the far right."

Cosatu called on political players not to be influenced by the intervention of employers. In backing the two-ballot system, Thompson had warned the ANC and the Government that their decision to go on with the single ballot system could endanger the elections.

Ogilvie-Thompson said there was "growing evidence that the international opinion is alarmed by this unnecessary constitutional impasse which is jeopardising international confidence in the future South Africa".
NEHAWU under fire at Johannesburg Hospital

ON the surface, Johannesburg Hospital has not been particularly hard-hit by the latest National Education Health and Allied Workers Union (NEHAWU) protest.

However, a glimpse of the underlying tensions at the hospital was provided by a senior staff member who broke ranks this week to accuse NEHAWU members of intimidation and rank discipline — and management of doing nothing about it.

A Transvaal Provincial Administration official yesterday confirmed the staff member's description of a breakdown in discipline at the hospital as "correct in many areas," but denied that management was not taking problems seriously.

NEHAWU regional secretary Khumbu Magudulela dismissed allegations of union involvement in intimidation and the discipline breakdown, saying they had been made before — without any proof — by the hospital authorities.

Among the other claims made by the hospital employee — who asked not to be identified — were:

- That many assistants were not cleaning wards and toilets properly, leaving nurses to do the work, and that some wards were in an "appalling" condition and potentially dangerous to patients because of the risk of infection.
- During disruption of the hospital's linen supply over the past fortnight, some patients had to bring their own bedding, children and the elderly had to lie in their own excrement and blood and patients had to be dried with paper towels.
UNION federation Cosatu is seeking an urgent meeting today with the Independent Electoral Committee to discuss allegations that farmers are denying their workers the right to attend voter education programmes.

Cosatu spokesman Neil Coleman said farmers are reported to be denying their workers access to the programmes and manipulating them to vote for the NP.

Coleman accused the NP of colluding with the farmers. He said an estimated four million farmworkers could be affected.

He said farmers had been attempting to undermine voter education programmes by confiscating the ID documents of farm labourers.
NEWS Cosatu and Nactu affiliates fight for recognition • Councils in volkstaat row

Volkstaat councils rapped

THE Transvaal Provincial Administration's executive committee yesterday strongly objected to city councils executing "mandatory orders" in which they were requested to swear allegiance to a "volkstaat".

Pretoria MEC for Constitutional Development and Negotiations (Local Government) Mr André Cornelissen was reacting to reports that certain town councils had recently accepted the mandatory orders.

Cornelissen said the orders requested councils to safeguard the infrastructure for a volkstaat and to use the entire infrastructure for acquiring a volkstaat.

Other requests were to safeguard residents of the municipality concerned and to let councillors and officers swear allegiance to the volkstaat.

"The local Government Ordinance and other ordinances pertaining to local government do not authorise a city council to make a decision of this nature," said Cornelissen.

"Such action creates an impossible situation for the town clerk and other senior officers, who are bound by legislation to perform certain duties and who now have to act in conflict with their employers."

Natal unions in clash

By Isaac Moledi

CONFLICT is looming between members of the Congress of South African Trade Unions and National Council of Trade Union affiliates at Rainbow Chicken in Natal.

Nactu affiliate Food, Beverage Workers Union in Hammarsdale has accused the Food and Allied Workers' Union, a Cosatu affiliate, of intimidating its members. Fawu is also alleged to have given FWBU members a choice of either joining the union or "face death".

According to FBWU regional organiser Mr Eric Ndlovu, Fawu had accused the FBWU of being an affiliate of the Inkatha Freedom Party.

He said his members had been ordered to vacate George-Tide, a Mpondoland township, and to go to IFP strongholds. But Fawu secretary in Mantisburg, Mr Isac JJ Ngcobo, denied the allegations, saying it was a lie that "Fawu wanted to kill FBWU members."

He said the FBWU had lost a secret ballot which proved that Fawu was in the majority at the company.

He agreed that his union regarded the FBWU as an IFP affiliate because "we hear that the majority of FBWU members are members of the IFP."

Ndlovu claimed, however, that his members were being harassed because the FBWU was in the majority.

He blamed the death of one member last December on the dispute and said another member, Mr Ntabulo Khanyile, was almost killed recently.

Nactu has confirmed that the FBWU is an affiliate and that it was aware of the conflict at Rainbow Chicken.
Double ballot won’t end logjam — Cosatu

Labour Correspondent

Agreeing to a double ballot would not resolve the impasse in the trilateral negotiations between the Government, the ANC and the Freedom Alliance. Congress of South African Trade Unions president (Cosatu) John Gomomo said yesterday in an address to the National Union of Mineworkers’ national congress held in Pretoria.

Gomomo said that in fact it would make the Freedom Alliance demand more concessions.

“As Cosatu, we do not believe that there is anything inherently undemocratic in a single ballot. It is not a matter of principle,” Gomomo said.

He warned employers such as Anglo American, which last week issued a statement in support of a double ballot, that “we are watching you.”

“At last you have shown your true colours that you do not support democracy, but the right-wing parties who want to take the country back to apartheid (40F7)

“We call on the right wing — black and white — to refrain from using violence as it does not bring us any brighter future,” Gomomo said.

However, Cosatu warned the rightwingers that most, if not all, of their demands were simply unrealistic.

No liberation movement worth its name would ever agree to the establishment of a so-called volkstaat where other racial groups would not enjoy universal rights, he said.

Stressing that “communists are here to stay”, he added. “We must tell De Klerk and the employers that it is not communists who have ruined this country. It is their free-market policies which make miners poor while the mine bosses grow rich.”
ok at peace force  ● Accused in the Maringa case convicted

**Indiscipline tops agenda**

**HIT SQUAD** Top KwaZulu cop expected to appear before the TEC in Pretoria today:

By Donwald Pressly
Political Staff

The activities of armed formations in the run-up to the April election will dominate debate in the Transitional Executive Council sitting today. KwaZulu police commissioner Lieutenant-General Roy Durang is finally expected to appear before the council, after the KwaZulu government had agreed in an out-of-court settlement at the weekend to allow him to be cross-examined on hit squads in his force.

The settlement averted yesterday’s planned TEC Supreme Court application for an order compelling Durang to appear before the council, said Mr Patrick Falconer, the KZF commissioner’s legal representative.

The council will also receive a report from the defence sub-council on indiscipline among the ranks of the Bloemfontein-based 4 000-strong National Peacekeeping Force.

The sub-council meets this morning, ahead of the general TEC session this afternoon.

Former SA Defence Force chief lieutenant-general Kat Liebenberg and Umkhonto weSizwe commander Mr Joe Modise, both sub-council members, are expected to draw up an action plan to instil discipline among the potential peacekeepers drawn from the ranks of the SADF, MK and the various homeland armies.

Racial conflict is believed to be a problem which will be tackled. TEC sources indicate that the council may have to consider imposing the existing SADF military disciplinary code on the peacekeeping trainees.

Cosatu challenges defiant farmers

THE Congress of South African Trade Unions will seek an urgent meeting with the Independent Electoral Commission to discuss a ban imposed by farmers on free political activity.

Cosatu said it had received reports that farmers were “using dirty tricks to coerce workers into voting for the National Party.”

A Cosatu spokesman said farmers in the Free State, Eastern Cape and Eastern Transvaal had confiscated identity documents from farm workers because they suspected they would vote for the African National Congress.

“If the farmers are not stopped, they will effectively deny access by as many as four million voters to the voter education and views of political parties.”

Guard is guilty of murder

By Isaac Moledi

FORMER security guard Jacobus van Schalkwyk was yesterday found guilty in the Rand Supreme Court of murdering Turffontein student Miss Pandy Maringa last year.

Van Schalkwyk (29), of Rustenburg, was also found guilty of attempting to rape her.

Sentence will be passed today Marlinga was found dead on the premises of AECI at Modderfontein on New Year’s Day last year.

Mr Justice R Marais dismissed Van Schalkwyk’s evidence and found him guilty. Although the judge said it was difficult to prove that Van Schalkwyk had intentionally killed Marlinga, he however should have known that hitting her on the head could lead to her death.

The judge said the State could also not prove beyond any reasonable doubt that Van Schalkwyk had raped Marlinga, despite the fact that semen was found on her torn panties.

A doctor’s report earlier stated that there was no evidence of penetration in Marlinga’s vagina.

Van Schalkwyk said that the semen was found on the panties because while Marlinga lay injured after “falling from the bakke”, he masturbated and tore off the panties to wipe off his penis.

“These actions by some farmers, supported by the agricultural unions, are a flagrant violation of the spirit and the letter in terms of which the IEC was established,” Cosatu said.

Cosatu also challenged State President FW de Klerk to urge the farmers to allow voter education agencies, political parties and trade unions unrestricted access to farm workers.
Cosatu plans how to use workers' financial muscle

COSATU is holding preliminary discussions, internally and with other organisations, on developing a strategy to use workers' financial muscle to influence investments that will improve their quality of life, spokesman Neil Coleman said yesterday.

"It is a long-standing policy of Cosatu that, instead of having a proliferation of provident funds in which the workers have no real say, there could be greater rationalisation and democratisation of funds. This would ensure appropriate benefits accrue to workers and that they have some say over where their funds are invested.

A number of individual Cosatu member unions have initiated industry-wide provident funds, but Cosatu has not taken a decision on whether to set up a single nation-wide Cosatu provident fund.

Coleman said Cosatu would want to ensure that investment, whether in job-creating activities in industry or social investment, would strengthen the programme for reconstruction and development. At the same time workers would want to ensure that they obtained a good return on their investment.

"The sort of prescribed assets that the government enforced in the past had no benefits for workers and were designed to prop up apartheid. If there is some social investment, workers would want to have a say in it, as well as the sort of companies into which the investment would go and their relationship with basic trade union rights."
Overtime offer for election break

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Members of the National Union of Metalworkers of South Africa (Numsa), who have demanded time off during the election week, were prepared to work overtime to recover lost production, Numsa secretary-general Enoch Godongwana said yesterday.

Godongwana said the workers demanded that production be shut for the whole week because they felt that effective production was unlikely that week.

And Cosatu yesterday warned that time was running out for employers to negotiate agreements with trade unions regarding the release of trade unionists in the run-up to the election.

Cosatu called on employers in all sectors to release an agreed number of shop stewards and worker leaders for voter education, monitoring and other activities to ensure the full participation of workers in the election.

Resistance of many employers was leading to growing tension in the workplace, Cosatu said.

Godongwana said negotiations between the Automobile Manufacturers Employers' Organisation (AMEO) and Numsa's National Autoworker Shop Stewards Council over the duration of the shutdown were postponed yesterday after Numsa rejected an AMEO proposal for a three-day shutdown.

Business organisations expressed concern that the break in production could cost them considerably.

Bokkie Botha, president of the South African Consultative Committee on Labour Affairs, said his organisation had not held any discussions over time off during the election.

Botha said five days without production would prove to be very disruptive and costly to the economy.

Chamber of Mines president Jurie Geldenhuyz said his organisation had not had similar demands from the National Union of Mineworkers.

He said the Chamber of Mines would be disappointed if such demands were made.

"We want a decent election and not a disrupted economy," he said.

(27 June 1994)
Numsa threatens election shutdown (40A)  

THE country's largest metalworkers union, Numsa, is gearing to sidestep the industry's National Bargaining Forum and embark on a nationwide shutdown of the industry during election week.

Numsa's national organiser, Gavin Harford, said if their central committee authorised the action on March 15, workers at automobile assembly and tyre-manufacturing plants would close from April 25 to 29, as well as the day on which election results are made known.

Negotiations between the Automobile Manufacturers' Employers' Organisation (Amco) and Numsa's National Autoworker Shop Stewards' Council deadlocked on Tuesday. Amco has proposed a three-day shutdown from April 27 to 29, which Numsa has rejected. — Ecna

[a Report by Beverly Garson, 139 Smit St, Johannesburg]
Cosatu will push to reshape labour law

COSATU would soon be in a position to press the next government to favour worker legislation, labour expert Duncan Innes said yesterday. Innes, publisher of the Innes Labour Brief, told delegates at a seminar in Johannesburg that Cosatu would be helping to inculcate policies within government while business would be on the outside.

With the federation hoping to have 20 MPs and at least one cabinet minister among its former members in parliament, workers would have stronger representation. However, the ANC would get nothing for nothing and would have to make a conscious effort to have Cosatu members in government positions to support its policies, Innes said.

Difficulties could arise as the interests and agenda of an ANC-led government and Cosatu would differ. The emergence of a workers' party within the next three years was a possibility, he said.

With the public sector wage and salary bill having to be kept under control and militant strike action having to be limited, Cosatu MPs would run the risk of alienating their worker constituency.

Innes outlined a "definite vacuum" within the union federation's leadership should Cosatu members who become MPs fail to self-police to workers on the shop floor, a backlash would follow.

Jacquie Golding

Labour analyst Gavin Brown, speaking on collective bargaining, said SA's economy was stabilising with its slow recovery from recession and recent political changes.

With unions distracted by the election campaign, collective bargaining would be easier and less strike action would follow. However, this could change after the election.

The average length of negotiations had dropped since reaching a peak in 1997. Similarly, strike action and union membership had declined this year, Brown said.

Average wage increases had been below the inflation rate.

He said the retail and commercial and motor industry sectors were the most optimistic about getting above-inflation wage increases, but had also suffered the most retrenchments.

The clothing and footwear industry was likely to have the least retrenchments this year.

Brown said there was a massive increase in wildcat strikes with a major surge in mid-December.

He attributed this to a "certain loss of discipline", shop stewards' inexperience and the "defection" of union officials to the ANC.

Discipline... Naidoo focuses on...
Dissenters break away from INTUR"s Tulum, as Saccawen in Turmoil

The country's largest commercial
and public debtors. Some observers -

According to the President of the

International Committee and Restorations

CHIEF (c) 00/23/13/94

Saccawen in Turmoil as

Dissenters break away from INTUR’s Tulum, as

The country’s largest commercial
and public debtors.
Labour and business seek more NEF clout

LABOUR and business have devised separate strategies to give their respective constituencies more clout in the National Economic Forum (NEF). A more fragmented business interests

Cosatu secretary-general Sam Shilowa said at yesterday's second plenary session of the forum that more trade unions at shop floor level should be brought into the forum to make it work.

Workers had to be given time off and funds had to be allocated to build the relationship between the forum and the shop floor on a conscious and regular basis.

"If tripartite structures and agreements are to become the product of leaders only, and agreements known by small numbers of people, the forum will be a failure," Shilowa said.

Shilowa said to prevent this, trade union structures had to debate policy options more regularly, shop stewards had to be central in formulating agreements and workers should be involved.

This required time off from work and resources to train people, generate policy documents, put out educational material, hold seminars and develop facilities.

Organised labour lacked the resources to address all these areas on its own as resources were skewed in favour of business.

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The forum needs to help finance and facilitate these very practical issues, for it will increase the capacity of the forum to manage its vast agenda," Shilowa said.

Agreements reached at the forum had to be complemented at sectoral level by setting up centralised bargaining structures in all sectors where agreement was essential to the success of the goals of economic growth, social equity and increased participation.

Business Forum chairman David Brink said business had "to get its act together" regarding the forum. It was hoped that a formal umbrella body, enabling business to speak with one voice at the forum, would be set up by the end of March.

The Business Forum, consisting of 18 business organisations, currently represents business interests.

Finance Minister Derek Keys welcomed the news that business was planning to form a united body. But he said some businessmen, especially among the older generation, were still holding out against taking part in the forum. "They do not see the forum as anything more than a platform for trade unions."

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To Page 2
Anger at ballot contract

By BARRY STREEK
Political Staff

The decision by the Independent Electoral Commission (IEC) to award an R8 million contract to a London-based firm to print the ballot papers for the April election was condemned yesterday by the Democratic Party and the SA Typographical Union.

The DP's Western Cape leader, Mr Hennie Bester, said the decision did not bode well for the commitment of the institutions of the future South Africa to local industry.

"Since the contract will only be finalised on March 5, we call upon the IEC to reconsider," he said.

SATU general secretary Mr Martin Deyzel said the South African printing industry could have handled the order, which could have created jobs.

SATU had lost about 10,000 members over the past two years due to retrenchments, he said in a statement. CT 26/2/1994
50 laid off by
Delta in PE

OWN Correspondent.

PORT ELIZABETH—The largest employer here, Delta Motor Corporation, yesterday announced that it had re-
trenched 50 salaried employees.

A further 70 staff and
management employees
have accepted early re-
tirement packages
offered by the company,
while a further an-
nouncement is expected
regarding the future of
staff on hourly pay.

The National Union of
Metalworkers may not
release details to the
press following a court
order last month.

A report last month
commissioned by Delta
showed that the com-
pany's management struc-
ture was top-heavy.
Union splits into two

By Ike Motsapi

The Food and Allied Workers Union is divided into two camps following allegations of financial mismanagement at certain branches.

Yesterday more than 600 members from the Pretoria and East Rand branches of Fawu marched on the regional offices of the union in Johannesburg to demand the resignation of the leadership.

The protesting workers did not find any officials when they arrived at the offices at the corner Wanderers and Plum streets.

A spokesman for the workers, Mr Andrew Malunga, said: "It appears that the officials concerned knew of our coming because they were not there when we arrived.

"We decided to lock the offices and anybody who attempts to gain entry will be breaking the law," said Malunga. The workers were not happy with the manner in which the union's affairs and members' grievances were being handled by the present leadership, he said.

He gave the following reasons for the workers' discontent:

- Alleged corruption and maladministration in the Transvaal regional office,
- Certain officials were allegedly receiving bribes from various management which the union dealt with,
- The union was operating unconstitutionally.

He alleged that the last meeting of union delegates held on July 5, 1993 in Durban did not adopt amendments made to the constitution, and

- Officials running the office allegedly gave themselves pay increases without the consent of union members.

Mr Mandla Gxanyana, general secretary of Fawu, said from Cape Town yesterday that the union was divided into two camps because of allegations of financial mismanagement at certain branches.

Gxanyana said there were cases where secret bank accounts had been opened without the knowledge of the union.

Gxanyana said: "Fawu, with the help of the Congress of South African Trade Unions, has been attending to the problem."
THE Food and Allied Workers' Union at the weekend denied that there was a split which had divided it into two camps.

In a statement, Fawu general secretary Mr Mandla Gxanyana said a report which appeared in Sowetan on March 2 was "devout of truth and is totally denied".

Sowetan had reported that there were two camps within the union embroiled in a row over allegations of financial mismanagement at certain branches. This was after hundreds of members marched on Fawu's Transvaal regional office in Johannesburg, demanding the resignation of certain officials for — among other things — allegedly being involved in financial mismanagement.

At the time, Gxanyana told Sowetan that there were problems in the union and that the Congress of South African Trade Unions had been called in to resolve the conflict. He conceded that there were two camps, but stressed that no split had occurred within Fawu.
Voting rights: Cosatu to act

By Mzimasi Ngudie
Political Staff

The Congress of South African Trade Unions yesterday threatened large-scale industrial action against employers who denied their workers voting rights and declared tomorrow "National Work-place Voter Education Day".

Cosatu also said it was opposed to any change in the election date.

"This date (April 27) has now become carved in stone and it would be a disaster for our country if we allowed those opposed to progress to hold the elections hostage," Cosatu said.

Education activities

Cosatu general secretary Mr Sam Shilowa urged the Independent Electoral Commission to facilitate access of voter educators and political parties to workers. He also called on all workers to arrange lunch-hour voter education activities tomorrow.

Shilowa accused the South African Consultative Committee on Labour Affairs of failing to compel employers to grant voter educators access to workers despite several meetings which started in September last year.

He said employers were refusing to release shop stewards to be trained as monitors, voter educators and observers.

"Employers have been dragging their feet for far too long and our members are becoming frustrated and restless," he said.

"We would like to warn employers that their intransigence in this matter could lead to large-scale industrial action," he said.

If the IEC guidelines on gaining access to workers did not succeed, Cosatu would have no option but to call for industrial action.

"The factory floor is crucial and the only place to reach workers, particularly in the present context of violence and instability in many townships," Cosatu had met resistance from the South African Agricultural Union and especially the "intransigent" Transvaal and Free State agricultural unions.

"Effectively about 4 million farm workers are denied the right to vote education and to listen to views of different political parties," Shilowa said.

(Report by Mzimasi Ngudie, 61 Commando Road, Industria, West Johannesburg.)
The photo shows a person with an industrial background. The text seems to discuss industrial action and threat developments. The image is a bit unclear due to the rotation, but it appears to be related to labor or industrial relations, possibly discussing strategies or actions to protect or improve workers' rights.
Cosatu calls for merger of forums

COSATU is likely to call for a merger of the National Economic Forum (NEF) and the National Manpower Commission (NMC) at its campaigns conference at the end of the month.

Cosatu general secretary Sam Shilowa said yesterday a merger would allow "one national body" to deal with sometimes overlapping economic and labour issues — for example, industrial strategy and labour market matters.

The proposed new body would advise Cabinet and Parliament and take part in parliamentary committee discussions, he said.

It would also deal directly with the International Labour Organisation, bodies negotiating GATT and other international groups.

Cosatu's draft proposal suggested the body have three chambers dealing with macroeconomic policy, industry matters and trade and labour market issues.

On other matters, Shilowa said Cosatu would strive towards "tightening up" its labour policies and "clarifying" issues to workers before legislation was passed.

The conference would look at proposals on reorganising the labour market, the Manpower Department, the Wages Board and Industrial Courts to bring SA in line with international labour standards, Shilowa said.

Wages prompt most of quarter's strikes

SA's two largest unions — the NUM and National Union of Metalworkers — were responsible for just under a quarter of strikes between November 1 last year and March 15, according to the IR Network's Quarterly Strike Report issued yesterday.

A total of 32 strikes occurred, 51.3% triggered by wage dissatisfaction and 12.8% by retrenchments.

The recent wave of wage-related strikes indicated this year would be a tough one for wage bargaining.

The public sector had been most affected by strikes (17.9%), followed by food and beverages (15.4%), mining (12.8%), chemicals (10.6%), and paper and printing (7.7%).

The PWV region had been worst hit by strikes (35.6%), followed by Natal (12.8%) and the Eastern Transvaal (10.6%).

The report said industrial action was usually more frequent in the second and third quarters when most annual wage bargaining took place.
Protest at union offices

By SICELO PAYO

ANGRY union members stormed their organisation's Port Elizabeth offices this week and staged a sit-in to back demands for the reinstatement of 21 shop stewards suspended after last month's hospital strike.

The National Education, Health and Allied Workers' Union protesters also demanded the dismissal of regional secretary Max Madlengo and the withdrawal of his name from the ANC's Eastern Cape provincial list of candidates. They said he was "no longer fit to run for parliament".

The sit-in followed a statement by the union's national president, Mr Vusi Ntlapo, this week that the union would expel all members found guilty of misconduct during the strike.

The ANC will decide this weekend whether to remove Mr Madlengo's name from the election list.
Union recruiting for army

The National Education, Health and Allied Workers' Union (Nehawu) was targeting 1,000 public service workers to fill vacancies in a new national defence force, the union said yesterday.

Nehawu assistant general secretary Neil Thobejane said union officials had been approached by ANC armed wing Umkhonto we Sizwe last week to discuss recruiting union members to fill 850 vacancies.

Posts were vacant countrywide.

A minimum of 100 recruits was needed from the Transvaal Provincial Administration, but Nehawu expected about 1,000 recruits, Thobejane said.

Nehawu members were promised R63 more than their current daily pay.

"It's an opportunity for health sector servants interested in working in military health to make the change," Thobejane said.

"There's enthusiasm in all regions countrywide.

The deadline for applications for employment as nurses, clerks, social workers and doctors was the end of the week.

Recruitment would be discussed at branch and regional meetings, Thobejane said.

However, Umkhonto acting chief of staff Siphume Nyande denied holding any meetings with the union.

"We don't have a shortage of recruits," Nyande said.

If more people wanted to join the force, lists of names which had been handed to the ANC's national executive committee could be amended, he said.

Meanwhile, Nehawu has planned sit-ins and hospital occupations across the country to support a demand for a R1,500 minimum wage for general assistants, six months' paid maternity leave and 20 days' child care leave.

The union is also demanding 15 days a year for union activities, the establishment of a Commission for Administration bargaining forum in all regions and one full-time shop steward in each province.

Report by J Golding, TML, 11 Diagonal St, Joburg.

Fed-up with assets
Saccawu establishes national provident fund

THE SA Commercial, Catering and Allied Workers Union (Saccawu) has launched a national provident fund with a potential membership of 400 000.

The membership includes its own 150 000 members and also workers in finance, commerce and catering.

Saccawu acting president Setena Khaledi said the establishment of the fund confirmed the trend towards industry retirement funds affording employees greater control over investment policy, administration and benefit design.

The fund will be administered initially by Old Mutual Employee Benefits which will train the fund managers to be self-sufficient. Khaledi said the Saccawu National Provident Fund would assume its own administration "once we believe the people have been empowered enough to go on their own".

At a news conference yesterday to launch the fund, Old Mutual Employee Benefits assistant GM Henk Bees said at a rough calculation, annual contributions from Saccawu's 150 000 members, paying about 12% of a monthly salary bill of about R1 000 each on average, would be "a pretty big number".

The fund would provide maximum cash benefits for members on retirement, resignation or retrenchment, as well as for members who died in service and funeral benefits for them and their dependants.

Khaledi said pension funds in SA were tailored towards managers' needs rather than workers', with current pensions failing to provide adequate withdrawal benefits in the event of resignation or retrenchment.

The main difference between Saccawu's and other negotiated funds was its management structure and investment philosophy. A board of trustees consisting entirely of union members would decide the policy direction of the fund.

Saccawu National Provident Fund chief officer Abe Msheua said "major negotiations" were planned with various companies and the union aimed to get the fund started before April 27.
No let-up on strikes during transition

Vuyo Mvoko

THE Congress of South African Trade Unions has warned that it will "not confine its forces to barracks" in the run-up to elections.

Cosatu general secretary Sam Shilowa said this week that "1994 is not just going to be a year of (political) liberation", and that the labour movement would not place a moratorium on the fight for workers' rights and higher wages during the political transition.

The announcement came against the background of a number of strikes by Cosatu unions this week, mostly over wages:

- About 17 000 Kloof Gold Mine employees went on strike last Sunday over demands for a new system of acclimatisation for underground workers and "the right to belong to the National Union of Mineworkers."
- The strike ended on Wednesday night.
- About 450 Food and Allied Workers Union (Fawu) members at Johannesburg Cold Chain went on a pay strike.
- A two-week strike by Chemical Workers' Industrial Union members at Protea Industrial Chemicals in Wadeville continued this week after management again refused their demand for a 15 percent increase.
- More than 2 800 members of the South African Municipal Workers' Union in Soweto and Alexandra townships have been on strike since last Friday.
- More than 300 Fawu members downed tools at three Amalgamated Beverages plants in Johannesburg, Cape Town and Durban over wage demands.
- Over 400 workers at Coronation Hospital near Johannesburg were also on strike this week, demanding better salaries and working conditions.

Thirty-two strikes occurred in South Africa between last November and March 15 this year, 51 percent of them wage-related, according to the IR Network's quarterly strike report, released this week.

Cosatu will be holding a campaigns congress next weekend to thrash out its policy framework before the elections. Expected to top the agenda will be the issue of workers' rights in the new constitution and labour legislation. Shilowa said legislation was the key, as any "agreements would otherwise be meaningless."

Also of central concern, he said, were the effects of economic and industrial restructuring on the workers.

The conference will also focus on Bophuthatswana. Cosatu said the Department of Manpower had done nothing to prepare for the reincorporation of bantustans into South Africa, particularly with regard to UIF funds. "It looks like the bantustans have no money left," said the federation.

Shilowa said the public sector in the homelands had already indicated it would demand equalisation and pay parity with South Africa.
Union launches provident fund

SHARON SOROUR
Labour Reporter

COMMERCIAL workers' union Saewu has launched a national provident fund, in a bid to improve the socio-economic well-being of its members.

SA Commercial, Catering and Allied Workers' Union acting president Setena Khale said the aim of the fund was to provide good retirement benefits for its members.

"In addition, it will provide needs-related benefits during the member's working life such as good retrenchment benefits and a disability income, family funeral cover and a death benefit to provide the necessary peace of mind."

The fund, to be administered by Old Mutual, differed from others because of its management structure and investment philosophy.

"The board of trustees will comprise only union-elected members, who will provide the policy direction of the fund. This implies there will be no company management at all on the main board."

"Once the fund has been negotiated at company level, management will be asked to make the worker and company contributions into the fund's accounts."
Forum, commission should merge — Cosatu

COSATU's call for a merger of the National Economic Forum (NEF) and the National Manpower Commission (NMC) was approved at the weekend by more than 300 delegates at its conference on labour market policy.

Cosatu chief negotiator Jayendra Naidoo said yesterday, Cosatu's proposals sought to ensure legal measures and government policy, and strengthened collective bargaining.

The NEF and NMC would be able, as one body, to make decisions with government, business and trade unions and to influence Cabinet decisions on labour standards.

The conference had agreed that the joint body should be funded by government, Naidoo said.

Cosatu wanted a "firm commitment" from the ANC on establishing a coordinated centralised bargaining system in each sector by the end of the year.

Delegates said legislation should be changed to decriminalise strikes.

Strike procedures should be simplified and unions should be indemnified from court action for damages and interdicts. Dismissals resulting from strikes should not be allowed.

Cosatu said yesterday its programme would be approved at an executive council meeting on April 8, and then presented to the TEC.
ANOTHER row has erupted in Cosatu's South African Commercial, Catering and Allied Workers' Union, following disclosures that four of its top leaders are beneficiaries of a R33.3-million assurance and endowment policy taken out by the union.

This week,Sacawu publicity head Sithembele Tshwete said "under no circumstances" could the union's assets be registered under its leaders' names. The policy in question had been "dealt with and rectified" at a national executive committee (NEC) meeting held on January 27, he said.

The Fedlife policy — with a R40 000 million premium and maturing on December 1 1998 — insures the lives of general secretary Papi Kganare, acting president Setena Khale, and NEC members Aisha Kantsolase and Edna Selhema.

Fedlife spokesman Paul Sieberhagen said the policy chosen had to have "lives assured" to be operational.

He agreed that the union had other options, but said he could not say on Sacawu's behalf why this particular policy had been chosen.

Before the leak of a Fedlife letter, informing "Mr P Kganare and Partners" of the acceptance of the policy, other union leaders were unaware that it was registered in the names of the four leaders.

The letter was leaked by a senior member of the union, who felt it smacked of "a considerable personal investment".

Tshwete dismissed rumours that the leadership had only acted when members raised objections. "We were satisfied with Fedlife's explanations that the registration of the policy under the leaders' names was merely for administration purposes," he said.

The policy is still registered under "Mr P Kganare and Partners", and Tshwete said the union's legal department was handling the "sensitive issue" to make sure it had no repercussions for Sacawu.

In another recent battle in Sacawu, the union NEC blocked a trustees' decision to transfer administration of the R82-million Hospitality Industry Pension and Provident Fund from Fedlife to Southern Life.

For Sacawu members, the fund is jointly controlled by the union and employers.
Candidate's union row

THE SA Typographical Union has suspended Cape Town branch president Mr Farrell Hunter because he is a candidate for the Workers List Party, WLP spokesman Mr Salim Vally said yesterday.

Mr Hunter's suspension, on March 21, by the union's governing board would be taken up with the Independent Electoral Commission and the WLP was taking legal advice, he said.

"This is totally undemocratic and entails real victimisation by a right-wing bureaucracy," Mr Vally added. Satu members planned to march from the union's Cape Town offices in Canterbury Street to the Grand Parade at 9am today to demand Mr Hunter's reinstatement.

Satu general-secretary Mr Martin Deyzel could not be reached for comment yesterday.
TEC, Cosatu at odds over strike rights

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

A declaration by the Transitional Executive Council of a moratorium on strike action during the election period is set to put it on a collision course with the Congress of South African Trade Unions.

Cosatu's general secretary Sam Shilowa said yesterday that to prevent workers from engaging in strike action would curtail a right which Cosatu had fought tooth and nail to include in the Inform Constitution.

Shilowa said he would raise this and other issues in the next two weeks when South

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TEC, Cosatu set to clash over strikes

From Page 1

Africa's trade union leaders would meet the TEC's management committee to discuss Joe Slovo's proposed strike moratorium.

The moratorium was supported by ANC secretary-general Cyril Ramaphosa.

On Tuesday SACP chairman Slovo called for the declaration of a moratorium on all strike action and work stoppages until after the election to ensure a smooth transition.

Slovo said: "We recognise that the success of the election hinges on the presence of key public sector workers, but as a matter of principle we believe that whether there is a state of emergency or not, the fundamental right of workers to strike must not be tampered with."

Instead of declaring a moratorium, the TEC should send out a clear message on how it proposed to address workers' grievances and underwrite guarantees to address them after the election.

SA Consultative Committee on Labour Affairs chairman Bekkie Botha said his organisation supported the call for no strike action during the election period.

The Independent Electoral Commission said yesterday that it had contingency plans in place to ensure that the election would take place in the homelands, even if strikes by civil servants in those areas continued.

(47 Sauer St, Johannesburg)
Cosatu defies call to suspend strikes

COSATU yesterday defied the Transnational Executive Council's call for a moratorium on public service strikes. It said it would not support a moratorium on strike action, an unacceptable interference with workers' fundamental rights.

President FW de Klerk called on the ANC to ensure that Cosatu discouraged industrial action before the elections. Cosatu said it had taken note of reports that the TEC would approach unions to discuss a suspension of strikes by public servants until after the elections.

It understood the TEC's concern that essential services needed to function effectively and was committed to ensuring that this took place, but a resolution of the disputes affecting these sectors was needed. While Cosatu was shouldering its responsibility to find an urgent solution to the disputes, employers and government needed to begin meeting their obligations.

"The TEC, for its part, needs to send out a clear, unambiguous message as to how the health workers' grievances will be dealt with," Cosatu said."

ADRIAN HADLAND reports that De Klerk said any action which "harmed the economy harmed every voter," while destabilising strikes threatened the likelihood of free and fair elections. A heavy responsibility rested on the shoulders of those parties which had political alliances with the labour movement.

Report by L Coutts and A Hadland, T&T, 11 Diagonal Rd, Jhb.
Unions spun, no strikes please

THE WEEKLY MAIL / SOUTH AFRICA

We've learned to expect a pretty public service workforce that is often not as efficient as we would like. At the same time, the TCS and COSATU's MotlamatheThemba have put pressure on the public service to improve their performance. These workers are often seen as heroes in the fight against corruption and they are expected to deliver quality services to the public. However, recent allegations of misconduct and malpractice have raised concerns about the effectiveness of the workforce.

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Complied by SHARON SOROUR

Cosatu firm on strikes

COSATU has refused to support a call for a general moratorium on strikes, even for a limited period.

Reacting to reports that the Transitional Executive Council would approach labour federations to discuss a moratorium on strikes in the run-up to this month's elections, Cosatu said a moratorium would be unacceptable interference in a fundamental right of workers.

"The right to strike was recognised in the interim constitution. A limited moratorium of a few weeks has a tendency to become a moratorium for a few months or even years," it said.
Cosatu sticks to strike guns

Plan to defuse tensions likely

**BY SHAUN JOHNSON**

**POLITICAL EDITOR**

Turffoop — A compromise to defuse tensions between the Transnational Executive Council and Cosatu could be hammered out by this afternoon.

The agreement would see striking workers going back to their posts in the pre-election period, and essential services being restored, but without Cosatu accepting to the call for a moratorium on strikes.

Cosatu general secretary Sam Shilowa, interviewed in the northern Transvaal where he is campaigning for the ANC, said he was confident a deal could be struck at a meeting today involving representatives of the TEC, Cosatu and homeland workers.

A TEC-Cosatu clash seemed likely last week after ANC secretary-general Cyril Ramaphosa, SA Communist Party chairman Joe Slovo and other TEC figures called for a moratorium until the election. Cosatu responded with a statement affirming the workers' right to strike.

Speaking at a mass rally yesterday afternoon, Ramaphosa made an urgent appeal to strikers to "put the national interests in front."

"We must have the election in an orderly fashion. I appeal that the strikes you are embarking on should be ended."

"When we are voting for our new president, we should do so with the full confidence that he will address our grievances." It appears the problem was the implication of the term "moratorium" rather than the calling off of current strikes.

"A moratorium, as distinct from a decree or a ban on strikes, should come as a result of consultation," Shilowa said.

"We are wary of moratoriums, they can be extended to last years."
5% offer to steelmen

THE Steel and Engineering Industries Federation of South Africa (Seifsa) offered trade unions a 5 percent wage increase at annual negotiations in Johannesburg on Thursday.

Representatives of the 12 trade unions in the metal and engineering industries are seeking increases of between 15 and 23 percent.

The unions will respond to Seifsa's offer on May 2. (JG)

Seifsa's 5 percent offer excludes employers in Natal and Border (JG)
Mr Cosatu considers life under ANC

Our political role will begin to fall away
We have to serve fully the needs of our members, or be doomed as an organisation

Sam Shilowa is a big man, big enough to wear two suits at once. He is the deputy chair of the Congress of South African Trade Unions, and he was the main speaker at the ANC's national conference in 1994. He is known for his fiery speeches and his ability to connect with workers. However, his role in the ANC has been under threat since the party came to power in 1994.

The ANC government has implemented policies that have been criticized by many trade unions, including Cosatu. Shilowa has spoken out against these policies, saying they have damaged the interests of workers. Despite these challenges, Shilowa remains a key figure in the ANC and continues to speak out on behalf of workers.

A new approach to strikes

A recent study has found that the number of strikes in South Africa has increased in recent years. This has led to a debate about the role of unions in the economy.

Some experts argue that strikes are necessary to protect workers' rights. Others argue that strikes are a sign of weakness and that unions should focus on building support for the government's policies.

In response to this debate, Shilowa has called for a new approach to strikes. He believes that strikes should be used as a last resort, and that unions should focus on building support for the government's policies.

However, Shilowa has also acknowledged that strikes are a necessary tool for workers to protect their rights. He has called for a new approach that balances the needs of workers with the needs of the economy.
Cosatu pans body's no work, no pay rule

BY ABDUL MILAZI

The Congress of South African Trade Unions has slammed the furniture industry's industrial council for declaring April 27 a no work, no pay holiday.

Cosatu spokesman Keith Madonsela said the labour regulating body's decision was an infringement of workers' voting rights and was tantamount to an anti-election campaign.

Madonsela said "Since April 27 has been officially declared a public holiday, it should be treated as all other holidays. Workers should not be penalised for exercising their right to vote."

"Any employers who, for their narrow interests, try to infringe on workers' right to vote would incur the wrath of the workers and Cosatu."

The Industrial Council for the Furniture and Bedding Industry yesterday said it stood by its decision. Employers who wished to pay their workers for the holiday were free to do so, it added.

Madonsela said, "Only April 27 has been declared a public holiday. However, employers are requested to arrange time off on the 28th for workers who could not vote on the 27th."

A Germiston furniture manufacturer, who did not want to be named, said many employers would get away with not paying their workers because there was no union organised in the industry.

He said workers had been forced to join the industry-run National Union of Furniture Workers, which denied them the right to strike and many other rights enjoyed by workers in other industries.
Union federations to pursue unity

COSATU, the Federation of SA Labour Unions (Fedset) and Nactu had decided to strive for post-election trade union unity, negotiated industrial restructuring and a three-tier system of collective bargaining, the federations said yesterday.

In a joint statement, they called for minimum wages in each industry, "based on sectoral collective bargaining", and a restructured wage board to set minimums in unorganized sectors.

The full executives of the federations, which together represent almost 3-million workers - held their first joint meeting last week, and "reached a historic consensus on the broad priorities of labour".

On the issue of unity, the federations said: there would be a greater need for a unified labour front after the elections. Cosatu, Fedset and Nactu would try to include other federations, but would not delay the process because of their non-participation.

The major priorities of reconstruction were creating permanent jobs and providing basic goods and services - goals which should be combined to improve the economic climate if workers were not exploited in the process. "Jobs created through a public works programme must be based on fair labour standards and decent wages."

The federations reiterated Cosatu's call for a reconstruction tax to fund the ANC's development programme and said the National Economic Forum should quantify the funding levels required for its successful implementation.

They felt they should play "a central and driving role in the industrial restructuring process" to increase wages and "create jobs. The goal would be to encourage..."

Unions

They envisaged a three-tier collective bargaining structure, in which an "enabling policy framework for bargaining at other levels" would be established nationally. At sectoral level, parties would set wages for skill levels and across-the-board increases, as well as career pathing and enterprise bargaining frameworks.

Company-level bargaining would cover company-specific issues, such as productivity targets, affirmative action and retrenchment.
Top union wins right to campaign for ANC

□ Clothing workers may canvass, but not coerce

SHARON SOROUR
Labour Reporter

THE Western Cape's largest union — and Cosatu's number three affiliate — has won the right to campaign for the African National Congress during working hours.

In terms of a far-reaching ruling by an Independent Electoral Commission tribunal, the SA Clothing and Textile Workers' Union (Sactwu) has been given the go-ahead to campaign and conduct voter education programmes during lunch and tea breaks on factory premises of employers belonging to the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association.

But, in terms of the Electoral Act, the parties are bound by the electoral code of conduct, which allows employers to block the union's plans if disharmony or violence might result from the campaigning.

This comes as the election contest over the coloured vote in the Western Cape intensifies in the final days of the campaign.

Tribunal presiding officer Bashir Waglay said in a statement that attendance at meetings where voter education, campaigning and canvassing would take place should be open to all employees of the particular company, and no employee may be refused permission to be present or be forced to be present.

Mr Waglay suggested IEC monitors be included during meetings "in the interests of avoiding any possible conflict".

The union was ordered to give employers no less than 24 hours' written notice of its intention to campaign or educate voters, with the notice period not applying to Saturdays and Sundays.

Commenting on the judgment, CCMA executive director Peter Cragg said it was never the intention of employers to limit free political expression.

"We attempted to secure peace and harmony in our workplaces in very difficult circumstances," said Mr Cragg. "In the light of the decision, it seems we may have been excessively cautious in our approach, but only time and experience of the consequences of the decision will prove whether that was the case or not."

The dispute, which arose when employers refused to allow Sactwu to campaign during work hours, was referred to the IEC for mediation, but it subsequently failed.

Mr Cragg said the rights of employers had not been eroded in any way in terms of the Electoral Act "which says if there is reasonable apprehension that these meetings may be disruptive, employers have the right to deny the union access."

Mr Waglay said at the hearing it emerged that, in the past, the union had been allowed to hold meetings during lunch and tea breaks on a number of controversial issues and that these had taken place without much incident.

Mr Cragg, who described the ruling as "unique", said "It is an example for the rest of the country and encouraging that parties can resolve their differences within the framework of the law by using the institutions provided by the law."

Sactwu deputy general secretary Ebrahim Fatel could not be reached for comment.
Cosatu wants to end strikes but disdains TEC dictum

COSATU said yesterday it would do everything in its power to end current strikes in the public service, but denied it supported the Transnational Executive Council's proposed moratorium on strikes in the run-up to the election.

Cosatu spokesman Neil Coleman said the federation had not pledged that its members would abide by the moratorium.

He said officials were instead travelling "full blast" to the homelands in an effort to involve public sector workers in finding solutions to their grievances, and in particular to ensure that essential services were restored before the election.

Coleman also denied that Cosatu general secretary Sam Shilowa was travelling around the country urging workers to end strike actions.

He said Shilowa's tasks included the setting up of "appropriate mechanisms" which workers believed would address their demands.

"They (officials) are merely holding discussions with public servants and co-ordinating meetings in an effort to address problems within this sector," said Coleman.

Coleman said the public service strikes in Lebowa, Venda, Transkei, Bophuthatswana and Qwa Qwa were "fluid", with a draft agreement having been reached in principle between the union and the TEC.

This agreement allowed the demands of public servants to be resolved before and after the election at a TEC forum.

But it was up to workers to decide on ending or suspending respective strikes, he said.

Nevertheless, it seems likely that workers in the homelands will accept a package agreed on by the public service representatives and a TEC forum.

Among the public sector concerns, said Coleman, were:

- Restructuring of pension and provident funds to ensure effective control by workers;
- Rationalisation and restructuring of the public sector;
- Disparities in salaries, and
- Backlog in promotions and other historical imbalances.

Cosatu and the obstacles it faced in finding a solution to these strikes included the "ham-handed" manner in which central and provincial governments had responded to public sector demands and the mismanagement of various Bantustan administrations.

It also said some workers taking action in the homelands were not affiliated to the federation and that minority elements were deliberately attempting to prolong strikes in an effort to undermine the election.
LEADING ARTICLES

There is little doubt that the ANC got the best of the negotiations on an interim constitution. An almost cynical impression has arisen that the Nats simply caved in on several issues, having neither the will nor the intellectual resources for the fight. There is an element of truth in this.

But it also has to be remembered that the NP has been working from a steadily weaken

en position ever since De Klerk’s radical speech of February 1990. That speech under

drew the National Party’s legitimacy, because it was an explicit admission that whites did not have the right to rule the majority of voiceless blacks.

In short, the NP’s will is exhausted - a fact that is disguised only by De Klerk’s shrewdness and personal integrity. The country longs for government, we have for

gotten what it is like.

Difficult times lie ahead, next week and after. But whatever happens, we have the certain knowledge that the alternative would have been worse — and the suspicion that, given this country’s tortured history, we have got off quite lightly.

When the counting is done and the new government sworn in, the sun will still rise in the east and we will go about our business.

THE ANC AND ITS UNIONS

Coming to the end of the line?

Maybe, but it’s the unions that have more to lose from a split

Will the advent of an ANC government rupture its strategic alliance with the trade union movement, represented by Cosatu?

The question is prompted by the post-Bophuthatswana escalation of public service strikes, which have met with appeals by leading ANC figures such as Cyril Ramaphosa and Joe Slovo, from their government-in-waiting perch in the TEC, for a two-week moratorium on strikes until the elections are out of the way.

This has been rejected by Cosatu. Sticking to its precious, hard-won right to strike, it says pointedly and no doubt correctly that “two weeks could become five years”.

Cosatu’s response brings to mind the stance articulated by then general secretary Jay Naidoo, who said soon after the ANC’s unbanning in 1990 that unions and other organisations of civil society should not become merely “a transmission belt” for the party in power, allies though they may be.

This was not long after the Soviet Union had collapsed and the Left here was analysing why the talk was of ensuring separate identities and leaderships, even as similar goals were being pursued.

With the goal of national liberation achieved, the question of union autonomy appears to have resurfaced, with clear tension between trade unionsists on the one hand and the ANC leadership on the other.

The inclusion of the top echelon of about 20 Cosatu leaders on the ANC’s list of parliamentary candidates.

There is also the experience of unions elsewhere in Africa to consider. The un

Nyatu suggests that there will be in the short term be great pressure from the ANC on Cosatu general secretary Sam Shilowa to keep the alliance intact — despite his having to make radical-sounding union pronounce

ments. It is hard to see Shilowa, a solid ANC/SACP man, defying the ANC, more so once it has the legitimacy of being the elected government.

Shilowa, who was part of the SAPCTC negotiating team at the World Trade Centre, certainly does not believe there is a need for a separate workers’ party at this stage — though it could be an option if the new government is seen not to be delivering. It may be significant that it was not Shilowa but Cosatu’s press spokesman who issued the statement rejecting the strike moratorium call. This fits in with Nyatu’s point about the union having to sound radical.

Furthermore, if the ANC government plays its cards right, it will be able, through a combination of patronage and economic growth, to contain union militancy, partly by bringing union leaders into government.

Labour consultant Pat Stone believes unions will never again have the dominant position they had in the Eighties, when they came to be seen as “gladiators for a political cause.” Then, the movement was better organised and more motivated in its pursuit of worker rights and a new legal framework, better conditions of service, and its “living wage” campaign. This was helped by a degree of employer guilt the absence of black political rights made employers more sympathetic to worker demands.

Yet, with an estimated 50% of the workforce unable to find jobs in the formal sector, the ANC government will have a broader constituency than organised labour to satisfy. The unions, it should be remembered, speak for a relatively well-off labour aristocracy of about 1.5m, an eligible workforce of about 7m. So there will have to be a re-ordering of priorities.

Whether this is accepted by the unions,
Cosatu must be free, says Ramaphosa

AN ANC-dominated government will not interfere with Cosatu, even when they do not see eye to eye, says ANC secretary-general Cyril Ramaphosa.

"We are committed to having an independent trade union movement," he said. "The ANC would never want to have a labour movement which is a lackey." Ramaphosa said.

Differences between the ANC and Cosatu would only "enrich democracy and make sure we have a vibrant democratic culture in SA," he said.

But we know we will have a very good relationship with Cosatu," The former general secretary of NUM said: "Workers in our country guard the independence of their unions very jealously. It is something that they are not prepared to give up and we do not expect them to." Ramaphosa said.

The ANC will not try to drag Cosatu into Parliament, because Cosatu must be independent," Ramaphosa said.

Report by D Greybe, TMS, 11 December 1994
State's gain is unions' loss

With major challenges ahead, Cosatu may suffer from a 'brain drain' as top leaders trade their union posts for government positions

Vuyo Mxeka reports

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Fewer than 50 leaders of the Congress of South African Trade Unions (Cosatu) as well as several affiliated organisations have been absorbed by the national and regional governments. A failure to move union leaders into non-trade union positions may be a serious problem for the unions, as they struggle to maintain their independence from the government.

Observers say the exodus of top unionists from the unions could be evidence of the unions' declining power. The rapid expansion of the union movement has led to a loss of membership, and the unions' ability to influence government decisions is now in question.

Cosatu is a powerful force in the South African political landscape, and its leaders are key players in the country's political and economic affairs. The exodus of leaders to government positions poses a significant challenge to the unions' ability to maintain their influence and effectiveness.

Another loss is that of Marcel Golding, a former Cosatu general secretary, who was fired in 1999. Golding's departure is a blow to the union movement and its ability to negotiate effectively with the government.

A 'struggle soldier' dies

Stefanos Brummer

A few hours after Nelson Mandela was sworn in as president on Tuesday, his fellow 'struggle soldier' and Robben Island prisoner, Elias Motsoaledi, died after a long illness.

His life is a story of struggle and sacrifice from his humble origins as the son of a migrant worker from Sekhukhuneland. At the time of his death, he was a member of the ANC's national executive committee.

At the end of 1982, Motsoaledi left Johannesburg, where he worked as a domestic and factory worker. In the late 1980s, he joined the South African Communist Party, finding himself in leading trade union roles and helping to rebuild the South African Council of Trade Unions.

ANC information says his assassination by security forces in 1989 was not without resistance. "To me, the ANC did not control the aspirations of the masses," Motsoaledi told the Communist party. "I was not only a communist, but also a South African." When pressed, Motsoaledi said he was "a very devoted worker of the ANC and was greatly concerned for the safety of the National Executive Committee, which was being involved in doing the work of the leadership."

At the time, the ANC and the government were at war. Motsoaledi was a key figure in the struggle against apartheid. He was a member of the National Executive Committee, which was involved in political negotiations and guerrilla warfare.

Motsoaledi played a central role in the 1993 Defence Campaign and was banned for five years. After a spell in detention in 1980, he went underground, serving on the Johannesburg regional command of Umkhonto. He was arrested in 1981 and sentenced to life imprisonment in the Rivonia trial.

Mandela's arrest "When the police came to pick me up they did not know what I looked like. I told them I had never heard of the person. They drove all over Soweto looking for me. Of course they came back, but I had spent a little extra time with my family."

Advocate George Bizos, who was on the defence team at the trial, recalls Motsoaledi's concern for his family. "He was a very devout man, but he was also a very devoted worker of the ANC.""When I asked him if he was worried about seeing his family, he said: 'I have three children, and I am sure they will be taken care of.'"

Mandela's release from prison in 1990 was a turning point in South African history. It marked the end of apartheid and the beginning of a new era of hope and reconciliation.
The struggle may not be over
Unions warned to drop 'knee-jerk' opposition

ONE of the first major tasks facing the new government was restructuring the public sector, which could severely strain the alliance between Cosatu and the ANC, says former National Education, Health and Allied Workers' Union (Nehawu) general secretary Phillip Dexter.

In the latest issue of the SA Labour Bulletin, Dexter warned that Cosatu unions would have to drop their knee-jerk opposition to public sector employers.

"Unions in the public service will have to change from a purely opposition role to a sophisticated strategy of challenging, supporting or ignoring the new government where necessary.

"It is also critical that industrial action is not taken blindly, but is targeted at the right places."

Dexter, currently an ANC MP, criticised the role of conservative staff associations which represented white public sector workers and tended to guard the status quo, undermining attempts to restructure the public service.

These associations were not committed to the provision of better services to black communities, nor could they see the benefits of ridding government departments of discriminatory labour practices, he said.

"How the democratically-elected government deals with these creations of apartheid will be critical to the success or failure of any restructuring or reconstruction programme."

Dexter felt Cosatu and its public sector unions, including Nehawu, would force government to make the necessary changes by embarking on industrial action.

"This popular action, if linked to the community's needs, will remove the emphasis on the balance sheet."

While the number of public servants employed by central government — about 750 000 — would probably drop, additional provincial legislatures would probably increase the public sector staff complement overall.

"To Dexter, the most important restructuring would be in flattening the wage curve and rationalising existing salary and grading structures."

He felt it was important to make the public service "representative of the SA population and responsive to the needs of the community."

Black workers, who tended to be confined to the lower employment ranks, could express their discontent with employment practices only through industrial action.

This tended to hurt their communities, not their employers.
The big clean-up

The school is facing challenges of increasing in enrolments, funds, and other resources. The community is working together to address these issues.

Community members are involved in the decision-making process to ensure that the school's needs are met.

Investigations continue to uncover more about the school's challenges and potential solutions.

BY Matthew Tread

Published: 24/12/93
Cosatu
appeals
over IFP

By Ike Motsapi
Political Staff

THE CONGRESS of South African Trade Unions has accused the Inkatha Freedom Party of engaging in acts to prevent elections from taking place and to wipe out the leadership of the democratic movement. Mr Zwelini-
zima Vavi, assistant general-secretary of Cosatu, said an "orchestrated, well-planned and carefully tar-
goted campaign" was being conducted by the IFP to destabilize the KwaZulu-Natal region. "A pamphlet being circulated at the mo-
ment in the name of the KwaZulu government states clearly that no elec-
tions will be allowed to take place in the region," Vavi said Cosatu appealed to the IEC, and the TEC for "quick" action and added, "Rapid security force deployment is necessary."
Unions ‘may feel let down’ by their MPs

WORKERS who backed the ANC in the April election, believing union rights would be protected by Cosatu MPs, were likely to be disappointed when they realised their expectations would not be met, says SA Labour Bulletin writer Deanne Collins.

Writing in the latest issue of the bulletin, Collins warned workers and their Cosatu representatives in Parliament that both parties’ unwillingness to thrash out issues would result in those issues not being adequately dealt with.

"Among these issues, which will require rigorous debate in the labour movement in the immediate future, are the limitations of Parliament as an instrument of real democracy; the usefulness and limitations of the Tripartite Alliance, and the possibility of a political formation which directly represents the interests of the working class.

Collins interviewed a number of MPs released by Cosatu to the ANC election list. She concluded that although these MPs would show some working class bias, they were on an ANC ticket and would have to take broader interests into consideration.

She quoted Minister without Portfolio Jay Naidoo as saying “You cannot have MPs operating on a narrow mandate of just Cosatu. There will, of course, be links—but there will be no direct mandate”.

In her interviews, Collins said the Cosatu MPs had floated different ideas of how to remain in touch with their constituents in the labour movement.

Some suggested regular meetings with union executive structures and the Cosatu central committee. Some went so far as to suggest becoming ex-officio members of these structures.

Former National Union of Metalworkers general secretary Moses Mayekiso felt the MPs should get a mandate from unions on labour matters. He suggested that this was to avoid a situation “where the trade union leaders forgot their constituency when they went to Parliament”.

A labour caucus within Parliament was also mooted, representing not only Cosatu, but the “broader left”.

Collins gave Cosatu general secretary Sam Shilowa the last word on the issue. He said Cosatu had released leaders to the ANC list “to ensure that there are people with a working class bias in Parliament”.

To Shilowa, their major role would be in the rewriting of the constitution to include basic worker rights, including the rights to strike, collective bargaining and full participation in restructuring.

He said Cosatu was not in favour of formal links between the federation and the candidates, but believed in communication channels to “prick their consciences”.

Shilowa and “The candidates have been released…you can’t pin them down. Cosatu does not want to become a labour wing of the ruling party”.
Cosatu 'concerned' by
govt salary proposals

THE perpetuation of huge gaps between salaries paid to MPs and public sector workers was unacceptable since the latter continued to suffer wage cuts while the "fat cats" milked the public coffers, Cosatu said yesterday.

The federation said it was "deeply concerned" at the Melamet commission's decision to justify parliamentary salaries ranging from R61 000 a month for the President to R15 000 a month for members of provincial assemblies

It created the impression that decisions about top government salaries had been guided by a desire to retain past privileges rather than to break with the past.

Cosatu said it accepted that MPs should be "fairly remunerated" for their important roles and responsibilities, but it was dismayed the commission had failed to enunciate an "accountable and efficient culture" among elected politicians and public servants.

A "hugely paid elite" would frustrate the need for a leadership in touch with the needs of ordinary people when it came to implementing government's reconstruction and development programme.

The National Labour and Economic Development Institute said the Melamet commission had justified MPs' salaries by comparing them to executive salaries in the private sector.

Top executives of large conglomerates received salary packages similar to those proposed for government officials.

After tax, the proposals' net cost to the state would be almost R100m a year, the institute said.

Teachers earned an average of less than R12 000 a year — less than the new parliamentarians would earn in a month — while senior school principals earned R9 500 a month including benefits, equal to two thirds of MPs' salaries.

Financial difficulties would severely constrain the reconstruction and development programme, and the proposed increased salary costs would serve only to aggravate the problem, the institute said.
It's good news, says Cosatu

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

President Mandela's speech in Parliament gave the Congress of South African Trade Unions hope that workers' rights would not be trampled on by the new Government, Cosatu deputy general secretary Zwelinzima Vavi said yesterday.

Cosatu was particularly excited that Mandela had promised at the first sitting of the new Parliament yesterday that South Africa's labour relations system would be changed and brought in line with the rest of the world.

"At last Cosatu will have answers to the demands we have fought for over the years," he said.

Cosatu was also happy that Mandela had spoken out against the use of racist terms in the workplace.

"We're happy that he said people should stop using names such as 'baas' and 'kaafir'. That will go a long way," Vavi said.

The organisation was impressed that Mandela has committed the Government to the public works programme and the acceptance by the entire Cabinet of the Reconstruction and Development Programme, which the organisation had helped to structure.
Cosatu: We'll accept NP win

THE 170 000 members of the Congress of South African Trade Unions in the Western Cape would accept a National Party victory in the region — albeit with frustration.

This was said yesterday by ANC provincial candidate and unionist Mr Tony Ruters.

Mr Ruters, regional educationalist for the National Union of Metalworkers of South Africa and 15th on the ANC-provincial list, said: "As organised workers we would accept an NP victory, though it will obviously make life a bit more difficult for us."

"There has been a democratic election. There have been problems, but we would accept a situation where the NP maintains power in the region."

"With all our organised might outside official institutions, in the trade unions and evices we will be able to exert influence regarding our reconstruction and development goals."

"If need be, these socio-economic aims could be pursued through extra-institutional means."

Mr Ruters said a certain national victory for the ANC would ease bureaucratic access to proposed regional structures dealing with matters such as manpower.

Western Cape police spokesman Colonel Raymond Dowd said they did not expect any trouble in the region should the Nationalist Party score a victory. — Saps CTS/6/94
Cosatu lands poll victory

The 1.3 million-member Congress of SA Trade Unions said yesterday that the ANC’s election victory was a triumph and warned it would do everything in its power to ensure the new government’s Reconstruction and Development Programme was not blocked.

Cosatu said the ANC’s message of peace, jobs and a better life had struck a chord. — Sapa.
COSATU was caught in a quandary in the post-apartheid era.

**Erica Jawo**

However, the move also meant movement was not just for the sake of movement but for the sake of people.

"It will take time, but we have to keep going."

**Adrian Caplan, SAA's national spokesperson.**
Union distances itself from provident fund

whose negotiating team was led by Allan Horwitz and shop stewards, and employers Horwitz had then resigned from the union and Saccawu had set up the Saccawu National Provident Fund.

Horwitz said the decision to move the HIPPF to Southern Life was not valid because Saccawu had not endorsed the decision and Horwitz, who had taken the decision, was no longer an official of the union.

Horwitz said a formal decision had been taken by Saccawu after he left the union that he remain as a trustee, and it was only a year later, when the union had started moves to set up the Saccawu National Provident Fund, that his position had been questioned.

At that point the issue of whether Horwitz should continue as a trustee was taken to the HIPPF board of trustees. His position was endorsed by a decision taken by four of the seven Saccawu shop stewards on the board and the majority of employers, he said.

Horwitz’s statements were corroborated by the Fedhasa representative on the board of trustees, Marie-Louise Winter, who added the rules of the fund stated that only the trustees could vote to remove a trustee from his position.

“He is acting entirely in the interests of the fund’s members,” she said.

Horwitz said he had decided to remain because he believed his duty was to HIPPF members.

The HIPPF would have no problem with joining the Saccawu fund if its members decided this in a democratic way. Money could be transferred now but accurate payouts were not possible until the HIPPF’s affairs had been sorted out.
Two unions plan to merge

By Ike Motsapi
Labour Reporter

THE South African Railways and Harbour Workers' Union and the Transport and General Workers' Union are to merge next month.

The two unions, which are affiliated to the Congress of South African Trade Unions, will be known as the National Transport Union from June 23.

A draft constitution for the NTO is under discussion in every region where the unions are represented.

Mr Bheki Nkosi, media officer of Cosatu, pointed out that all details about the merger are being finalised by the federation.

The union will bring together 59,543 out of 200,000 transport workers. It is estimated that Transnet alone employs about 124,000 workers and, already 100,000 belong to a union or staff association.

Cosatu's National Labour and Economic Development Institute (Naledi) suggested to TGWU and SARHWU in December last year that growth lay in recruiting the other 51,000 workers in the private companies and also organising among the 24,000 non-union Transnet workers.

It was also suggested that they should try to unite with other Transnet unions or take over their membership.

It appears that the only remaining stumbling block is what to do with TGWU's 14,000 security guards and contract cleaners.
Pay rises for MPs too high, says Cosatu

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Congress of South African Trade Unions, in its first combative statement since the new Government’s inauguration, has poured cold water on the Mlamet Committee’s recommendations on salaries for members of Parliament (MPs).

It indicated the proposed salaries were too high and said they would perpetuate the huge gap between parlementarians and public service workers.

Although the ANC caucus has appointed a group to research the recommended salary structures for MPs and Ministers—a step Cosatu has welcomed—ANC chief whip Arnold Stoffel said this week he doubted the proposed salaries would be cut.

Cosatu called on public representatives to lead by example, and urged that the process of discussing such issues should be transparent and involve widespread consultation.

The giant union federation said while it accepted that MPs had an important role to play and should be remunerated fairly, it was dismayed that the Mlamet Committee appeared to have failed to pay proper attention to other important principles contained in the idea of entrenching an accountable, efficient and responsive culture in public servants and elected representatives.

“The main aim of public service is not self-enrichment. While elected public servants must be paid fairly and adequately, it is spurious to base their salaries on salaries paid to executives in the private sector.”

“Ordinary public sector workers continue to be buffeted by wage cuts, while top cats in the bureaucracy up to the level of director-general have continued to milk the public coffers.”

“Public sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment.”

There was a need to end the “gravy train mentality” which had permeated apartheid parliaments and the upper echelons of the civil service, Cosatu said.
victims burnt beyond recognition

Cosatu hits out at gravy train salaries

Sowetan 2615194

HUGE GAP ‘Deep concern’ felt

at inflated pay of Parliamentarians:

By Bongani Mavuso and Sapa

The Congress of South African Trade Unions yesterday condemned the proposed salaries of President Nelson Mandela, his two Deputy Presidents and Members of Parliament.

In a statement, Cosatu said the recommendations of the Melamet Commission of payment of MP’s salaries raise “a number of issues of deep concern”.

“The Government was elected on an overwhelming popular mandate, which, inter alia, included the promise of a clean and open government as opposed to the nepotism, secrecy and corruption of previous apartheid governments,” Cosatu said.

“It is unacceptable to perpetuate the huge gap between Parliamentarians and workers in the public service. Public service is orientated to the efficient delivery of services to people and involves sacrifice.”

“Ordinary public sector workers continue to be buffeted by wage cuts, while fat cats in the bureaucracy have continued to milk the public coffers. Public sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment,” the union said.

“The unfortunate impression has been created that the Melamet Commission was guided more by pressure from those wanting to retain their accumulated privileges than by the need to make a clean break with the past.”

The main aim of the public service, Cosatu added, was not self-enrichment and it was spurious to base civil servants on those paid to executives in the private sector.

Pre-election promises

“It is therefore wrong to compare salary structures in democratic and legitimate institutions with exploitative and unrepresentative companies.”

Referring to pre-election promises of clean and open government and an end to “the gravy train mentality”, the union said it welcomed an African National Congress’ decision to probe the issue.

The union said it was “dismayed” that proper attention was not paid to principles entrenching an accountable, efficient and responsive culture among public servants and elected politicians.
Numsa action at VW 'unclear'

Own Correspondent

PORT ELIZABETH. — It was unclear last night if the National Union of Metalworkers would continue work stoppages today following the closure of Volkswagen's Uitenhage plant on Friday.

A statement by Numsa yesterday said the "dispute still exists", but did not say whether Numsa would obey last week's court ruling that the workers should return to service.
Union gets a taste of its own medicine

Sharon Soro
Labour Reporter

Employees of the Food and Allied Workers' Union have embarked on industrial action. Years of cultivating a strike culture, and an eagerness for workers to go on legal or illegal work stoppages, have paid off — except this time the action is directed at union bosses.

Administration staff at the union's Cape Town head office have had enough of their intransigent bosses.

An official at the union's offices confirmed that the workers were on strike.

"It's their right," he said on the telephone, with a chuckle.

He offered to call one of the strikers, who, together with about 20 others, was picketing the offices in Guguletu.

According to one of the strikers, the entire office, including research workers and secretaries, stopped working yesterday.

"We are on strike because of deductions from our salaries. According to our conditions of employment, we were asked to work on a Saturday for three hours. But no one accepted this condition.

"We have not been working on Saturdays. Last August the union deducted money from our salaries because they said we were getting paid for working on Saturdays. But instead of deducting three hours' wages, they took off a whole day's wages."

He said this amounted to about R10 each from every worker.

Although the union had since made no deductions from their salaries, officials had not sorted out the problem.

"What may be described as a petty issue, is now a big issue. We referred the problem to the union's secretariat, but they said they couldn't make a decision and the national officebearers had to do this.

"We want our money back, and we refuse to work until the union addresses the issue."
Cosatu to go for central bargaining

JOVIA RANTAO
LABOUR CORRESPONDENT

The Congress of South African Trade Unions has been advised to campaign for a new centralised — but flexible — bargaining system, comprising of at least 40 bargaining forums spread across 11 industries.

The National Labour and Economic Development Institute (Naledi), a policy advisory institute sponsored by Cosatu, yesterday unveiled a discussion document outlining the case for centralised bargaining.

Naledi director Jeremy Baskin said the trade union movement had the possibility of introducing a new industrial relations regime based on a comprehensive centralised bargaining system.

"But to do so requires a concerted political and industrial effort and strong leadership on the side of both unions and employers," he said.

Centralised bargaining, Baskin argued, was more efficient and would help establish basic minimum wage and labour standards.

"Collective bargaining will allow unions to promote egalitarian objectives. It increases the power of both unions and employers. It's a precondition for pro-active, strategic unionism," he said.

Baskin suggested that the comprehensive bargaining system should be based on three levels: national, industrial and plant. "There should be approximately 40 broadly-based forums, registered as industrial councils, forming the legal centre of the system."

"The national level would comprise something similar to existing tripartite bodies such as the National Economic Forum. It would involve major social partners, together with the State, attempting to reach consensus on major economic and labour market issues," he said.

The industrial-level would involve negotiations between employers and unions in a limited number of industries. The plant level would deal mainly with traditional plant matters.

Cosatu decided at its campaigns conference in March to secure centralised bargaining forums in all sectors by the end of this year."
Progress will be slow – Cosatu

BY JOYAL RANTAO
LABOUR CORRESPONDENT

Cosatu negotiations co-ordinator Jayendra Nadoo yesterday cast doubt over the Government’s ability to deliver on its election promises, saying progress would be slow due to having to accommodate all parties in the Government.

Nadoo was speaking yesterday at an Innes Labour Brief seminar entitled “Welcome to the New South Africa”, attended by representatives of several major political parties and organisations.

“We’re dealing with an inexperienced Cabinet and we don’t have one party making a decision and implementing it. Other parties have to be consulted and trade-offs will take place,” Nadoo said.

Another big problem, Nadoo said, was that the Government was weak and did not have the economy or the political resources to implement the Reconstruction and Development Programme.

“The solution is the involvement of partners in labour, business and other stakeholders who could play a pivotal role in the implementation of the RDP,” he said.

DP MP Douglas Gibson said the ANC needed constructive and conventional opposition in Parliament.

“South Africa has both the biggest government and the smallest opposition. The Government of National Unity is a good idea but we might end up with a one-party state.”

IPPF PWV leader Musa Myem said a balance of power would have to be created between the central Government and the provinces. The presentation of the Budget on June 22 would, he said, signal where most of the power would go.

PAC MP Gora Ebrahim suggested that southern African countries should become partners in Armscor and carry out joint research.

He also suggested that South Africa should start a jewellery manufacturing initiative, which would provide employment for more than a million people. “We can use the money from this venture for programmes instead of depending on foreign funds.”

Freedom Front senator General Temne Groenewald expressed concern at the fate of the “lost generation.”
Bank union may link with Cosatu

Johannesburg. - Cosatu's attempt to gather foothold in white-collar unions is expected to be boosted later this year with the SA Society of Bank Officials (Sasbo) expected to leave the Federation of SA Labour Unions (Fedsal) and affiliate to Cosatu.

Sasbo assistant general secretary Mr Donald Graham said the decision had been taken in principle and it was "now a matter of selling it to the membership". He hoped this would occur prior to Cosatu's next congress scheduled for September.

The only obstacle he could foresee was Cosatu's alliance with the ANC, which was viewed with concern by some factions within Sasbo.

Mr Graham said Sasbo would incorporate about 4 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members in the sector.

Sasbo currently had about 60 000 members and was looking at the possibility of merging with fellow Fedsal affiliate, the Financial Institutions Workers' Union, which has about 20 000 members.

Union analysts said Sasbo was not the only Fedsal affiliate talking to Cosatu, with both the SA Broadcasting Staff Association, which represents the majority of SABC workers, and the Transnet Salaried Staff Union exploring the same option.
Cosatu to go for central bargaining

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"But to do so requires a concerted political and industrial effort and strong leadership on the side of both unions and employers," he said.

Centralised bargaining, Baskin argued, would allow unions to promote egalitarian objectives. It increases the power of both unions and employers. It's a precondition for pro-active, strategic unionism," he said.

Baskin suggested that the comprehensive bargaining system should be based on three levels - national, industrial and plant. "There should be approximately 40 broadly based forums, registered as industrial councils, forming the legal centre of the system. The national level would comprise something similar to existing tripartite bodies such as the National Economic Forum. It would involve major social partners, together with the State, attempting to reach consensus on major economic and labour market issues," he said.

The industrial level would involve negotiations between employers and unions in a limited number of industries. The plant level would deal mainly with traditional plant matters.

Cosatu decided at its campaign conference in March to secure centralised bargaining forums in all sectors by the end of this year.
...
Cosatu warns of ‘conflict’ over June 16

COSATU warned of costly conflict after government’s announcement yesterday that June 16 would not be a public holiday.

Cosatu, ANC youth affiliates, the PAC and the Azanian People’s Organisation had called on President Nelson Mandela to declare tomorrow a paid public holiday.

But Reuters reports that Mandela’s spokesman Parks Mankahana ruled this out, although he called on employers to be sensitive to those who did not go to work.

Companies recognising June 16 as a holiday were expected to comply with those agreements. Companies that did not have such agreements were expected to make “alternative arrangements. They are expected to be sensitive to the fact that it is an emotional day.”

Johannes Ngobobo reports that Labour Minister Tito Mboweni said disciplinary action or the dismissal of workers celebrating African Youth Day would be contrary to the spirit of reconciliation and employer-employee relations.

He appealed to employers and workers in sectors where there were no agreements on the day to “negotiate mutually acceptable arrangements as soon as possible.”

Cosatu spokesman Neil Coleman said although 65% of industrial council agreements recognised tomorrow as a paid holiday, workers would not be satisfied until its national significance was observed by all. “The cost of conflict that will result if this is not done, both in conflict on the shopfloor and loss of goodwill, will far outweigh the cost of lost production.”

National Iron, Steel and Engineering Industrial Council general secretary David Levy said June 16 was granted as a paid holiday to about 270,000 workers covered by the council’s agreement.
Election delays huge Cosatu merger

By ADRIAN HERSCH

last year, was considering but did not commit itself to join the amalgamation (140P)

Mr Mpho says Nehawa, Potwa and Samwu will form the new union in August 1994. Nehawa has 41,000 members, Potwa 23,000, Samwu 72,000 and Sadtu 75,000.

If all four unions merge, the new union will comprise about 211,000 members — becoming Cosatu’s third largest, after the National Union of Mineworkers (234,000 members) and the National Union of Metalworkers (238,000) workers or officials

Meanwhile, TENDAI DUMBUTSHENA reports that the National Union of Mineworkers plans to embark on an affirmative action programme to rid its industry of discrimination and white privilege.

NUM president James Molatla said his union’s priority was to abolish job reservation, racial discrimination in housing, racially exclusive unions and the migratory labour system in its present form.

Mr Molatla said there were no whites in menial jobs within the lower job rankings.

“In gold mines, you won’t find white workers drilling, driving locomotives or installing packets. The most junior whites are learner miners or officials.”

There are very few blacks who are shift or mine overseers and these invariably rise from the bottom. The lowest level whites start from is that of learner miner or official. There is a lot of racial privilege which passes for seniority,” he said.

He said the practice of building hostels for blacks but providing housing for single and married white workers had to stop.

On migrant workers, Mr Molatla said they should be recruited in a more humane way and that those who had been working in South Africa for five years should have an option to take up citizenship.
Cosatu slams Randgold over mine closure

THE Congress of the South African Trade Unions yesterday said it was shocked by reports that Randgold closed Durban Deep Mine before the Government had reached a decision on further support for the mine.

Cosatu said it was also shocked by reports that Randgold had allegedly failed to respond to a Government request for a five-year plan to establish the mine's continued viability.

It accused Randgold of having closed the mine without exhausting other options.

"We are watching the Minister of Mineral and Energy Affairs (Mr Fikile Mbalula) closely to see if he can overcome the doubts expressed about his ability to do the job," Cosatu said.

Cosatu said Randgold's "unilateral decision" to close the mine was totally unacceptable and came at a time when "we are supposed to be focusing on job creation and reconstruction."

It called on the Government to intervene decisively to ensure that the aims of the Reconstruction and Development Programme prevailed in this regard.

"The RDP clearly states that mechanisms need to be put in place to ensure the planned downscaling of mines in a way which minimises suffering of miners and their families," the union federation said. — Sapa.
Cosatu affiliation move disputed

The Federation of SA Labour Unions (Fedsal) yesterday disputed claims that it would lose three of its affiliates to Cosatu.

Fedsal general secretary Danie van der Merwe said the SA Society of Bank Officials (SaSCO), the federation's largest affiliate with 60,000 members, was considering the move, but its membership had yet to decide its final position. SaSCO remained "fully committed to Fedsal".

If SaSCO merged with the Financial Institutions Workers' Union — with an estimated 20,000 members — this would not affect Fedsal as the union had left the federation two years ago.

He said the Transnet Salaries Staff Union "categorically denied affiliating to Cosatu.

Van der Merwe said Fedsal had committed itself to membership growth in all its affiliates and to attracting non-aligned unions.

He said Fedsal would respect the right of individual and unaffiliated trade unions to affiliate to which ever federation they chose.
Numsa declares wage disputes

Johannesburg — The National Union of Metalworkers of SA (Numsa) declared disputes yesterday in the motor manufacturing and steel/engineering industries.

Numsa general secretary Mr. Bheki Godongwana said the union's executive committee had resolved to reject wage offers from employers.

Deadlock in the steel/engineering sector, which employs about 270,000 workers, was reached after employers offered eight percent and the union demanded 12%.

In the motor sector, which employs about 25,000 workers, employers had offered seven per cent and the union wants 15%.

Seifsa executive director Mr. Brian Angus was surprised at the declaration, saying Numsa had accepted Seifsa's final offer, even though it wanted to canvas a response from some regions.

He said employers would meet unions at an Industrial Council meeting on Tuesday.
Workers want tangible change

By Ike Motsapi

Workers expect the democratisation in the political field to be duplicated in the workplace, according to Congress of South African Trade Unions general secretary Mr Sam Shilowa.

Shilowa, who was delivering a keynote address on "The Changing Role of Unions and Management" to a Group Communications Conference last week, said workers were impatient for tangible changes affecting every aspect of their lives.

"Business, for its part, seems not too unhappy now that democracy has arrived because it is not the nightmare they had expected."

"Many even appear to think that democracy is good for business. But their attitude on the whole is let government get on with the business of governing the country and leave the employers to govern business," said Shilowa.

The giant trade union federation's view was that the process of democratisation could only be viewed as a package.

"There was no solution to "our economic crisis without achieving political democracy.""

UNIONS' VIEW

Democratisation can only be viewed as a package:

"Likewise, political democracy only has a meaning if it is linked with a coherent programme to fight poverty, create jobs, pay a living wage and rebuild our industries. When we argue that the Reconstruction and Development Plan is an integrated programme, the point is that no single element can function without the others."

"This can be seen, for example, with regard to the question of productivity. Our productive potential will not be unleashed unless we address the social problems workers confront daily outside the workplace. Without an industry strategy to link productivity increases to job creation and a living wage, workers will continue to view productivity drives with suspicion."

"Viewed in this way, we can see that productivity is an issue which requires as much of a fundamental shift in management attitudes and practices, as it requires from workers."

Shilowa said while there was overwhelming national consensus that the RDP was needed to rebuild South Africa, there was a danger of some business people paying only lip service to the programme.

"The willingness of business to put its weight behind the RDP will be put to test when it comes to the need for restructuring and redirection of resources."

"We heard murmuring recently when the Budget was discussed. There are now talk of how business can evade payment of the levy.

"It is far better to have an open debate on the issues at stake than to have false consensus. Some business people were of the view that the RDP should not interfere with business. Some were even arguing that since the struggle for liberation was over, the umbilical cord between the trade unions and the liberation movement could be cut."

"Now, they say, the real obstacles to economic growth should be dealt with mainly with trade unions."

"They counter that the main factors preventing South Africa from becoming internationally competitive are high wages, an over-regulated labour market and too many strikes," said Shilowa.

Sam Shilowa of Cosatu.
AS South Africa faced the biggest nationwide strike since the election, the Congress of South African Trade Unions (Cosatu) general secretary Sam Shilowa said that ANC cabinet ministers climb off the fence and back workers in their fight against employers.

"Our workers are saying that no one declared a honeymoon with the government; it must come to an end. We have sacrificed our leaders to the ANC, it is time to repay that debt," he said.

Shilowa was speaking at a meeting with Labour Minister Tim Moeweni and Cosatu officials in Johannesburg last night.

His call came after a week of strikes which included a general strike by the National Union of Metalworkers and the National Union of Commercial, Catering and Allied Workers.

The government has already designated itself as a mediator in the dispute, a policy which has drawn criticism from growing numbers of workers.

Responding to Mr Shilowa, Mr Moeweni reiterated the government's commitment to maintain social peace, a statement which was seen as a reference to the recent violence in central Durban, festering labour and the strike.

He said the union also had to consider the needs of the unemployed, whose organizations would meet to discuss the situation.

Safety and Security Minister Sydney Musiendane, also a former Cosatu official, was in the area last night and said he was ready to act on the police's request to assist in the strike.

Two Cosatu officials, Mr Moeweni and Mr Shilowa, were seen walking together in the area.

Mr Shilowa said Cosatu expected ANC cabinet ministers to play an active role in resolving the strike, which is expected to cause widespread disruption.

"We are being asked by our own members if democracy will ever mean anything more than the right to vote every five years," he added.

The largest nationwide strike since the election, by some 30,000 Pick 'n Pay workers, is expected to begin on Wednesday, following a week of escalating labour action at several PWU shopping malls.

Talks between the union, which is demanding a R25 increase and Pick 'n Pay management, which is offering R15, have collapsed on Friday.

Workers at Checkers could also strike if a meeting with management to address the situation is not resolved.

Mr Musiendane and Mr Shilowa said the PFU was willing to engage in discussions with the PFU.

Mrs Duarte, a stickler for detail, is said to have been involved in the negotiations.

She said the ANC would measure the PFU's commitment to the meeting's outcome by the quality of its response.

By Ray Hartley
Political Reporter

Siamese twins fight for life

The oldest of the twins was last night fighting for his life after being shot from an automatic rifle during the strike.

idelity is not the key to success in marriage, said Professor Hilda Becker who organized the twins at St Thomas's.

"While we were being也不要, the kids were breathing heavily on the floor and sleeping.," she said.

The twins, who are 15 years old, were shot at the scene of the violence and were rushed to the hospital.

"Their parents, Helen and Elize, of Raymond Park, have twins aged three."
Cosatu accuses politicians of union-bashing

President Mandela's call for proper talks to resolve conflicts, recognition of the right to strike and for police to be kept out of labour disputes should be welcomed by all South Africans, Cosatu said.

"It's ludicrous for them to accuse the president of 'taking sides' when they themselves have a long history of union-bashing and anti-worker practices, which plunged our industrial relations into a chaotic state."

Cosatu said the minority parties wanted government intervention "to put unions in their place."

The parties had failed to criticize Pick'n Pay for its role in the strike, or to express sympathy for workers injured in police action.

Cosatu said the wave of strike action should be seen against the background of three years of no real wage increases for most workers and rising unemployment.

With the economic upturn, workers expected an improvement in their standard of living.
NEWS  Aspirations of blacks not addressed ● Saccawu marches as mediation begins

Cosatu threatens national stayaway after city march

By Ike Motsapi
Labour Reporter

THE Congress of South African Trade Unions yesterday took to the streets of Johannesburg in support of pay demands made by 15 000 striking Pack 'n Pay workers.

The march by more than 10 000 workers and Cosatu officials was also to protest against alleged police brutality against the striking workers.

The march, which started at Cosatu's head office in Lelys Street, Braamfontein, at 12.30pm did not attract the expected 20 000 people.

It took place despite mediation between Pack 'n Pay and the South African Commercial Catering and Allied Workers Union which began yesterday.

Mr Charles Nupen, director of Independent Mediation Services of South Africa, has been accepted by both parties as the mediator.

Mr Sam Shulowa, general secretary of Cosatu, joined marchers to the Johannesburg Stock Exchange to deliver a memorandum demanding that organised business take steps to solve the labour crisis.

The marchers later proceeded to John Vorster Square police station where a memorandum was also handed to the commanding officer.

There was a heavy police presence, including traffic policemen. Several streets were cordoned off.

The memorandum, addressed to business, demanded that employers refrain from using police to settle industrial disputes and recognise and accept legitimate demands.

Cosatu threatened to call a national work stayaway on August 8 if the Pack 'n Pay dispute has not been settled by the end of the week.
Cosatu denies racist tag

THE Congress of South African Trade Unions yesterday dismissed claims of anti-Semitism by striking Pick 'n Pay workers as "attempts to cloud the issue" of the strikers' wage demands.

Cosatu regional secretary Mr Alan Roberts said neither Cosatu nor any of its affiliates supported racism or anti-Semitism and there was no basis for such claims by Pick 'n Pay chairman Mr Raymond Ackerman.

He also rejected claims that the current wave of strikes was motivated by a hidden agenda and that stayaways would drive away foreign investors and undermine the Government's Reconstruction and Development Programme. Roberts said workers held back on wage demands during the volatile political transition period.

"Now, with a slight upturn in the economy, workers feel justified in demanding better wages."

Both Roberts and Cosatu regional chairman Mr Xolile Nxu said the trade union federation condemned violence against non-striking workers and had sent officials to investigate reports of violence.

"But we must consider the issue of violence in relation to the presence of heavily armed police who use teargas and dogs against workers who are picketing peacefully," Roberts said.

About 12 people were injured on Wednesday when striking construction workers assaulted non-strikers at building sites in Cape Town, Bellville and Epping and forced others to join their march. Roberts admitted Cosatu was "not happy" that building workers marched in the city armed with knucklenodes and bits of steel pipe — Sao
A marriage that must fail

Cosatu general secretary Sam Shilowa denies, of course, that the present labour unrest is a battle against the ANC. It is, rather, aimed at empowering the ANC's hand to bring about change and "demoscratizing" the economy.

If this is so, we have yet to hear the ANC in government endorse the strike wave — or, for that matter, condemn the unions or make a case for restrained wage rises. But however understandable the ANC's ambivalence may be towards its alliance partners, it amounts to shirking its duty in the wider national interest.

There are far more poor and unemployed than there are union members for government to consider.

According to Shilowa, who is, after all, addressing his constituency and doing what may be expected of a union chief, it is untrue to say that strikes are killing the economy. In direct conflict with the sentiments expressed by President Nelson Mandela at the outset of the Pick n Pay strike, Shilowa told marchers outside the JSE on Monday "Investors must not pretend they are hearing 'union' and 'strike' for the first time in SA".

Warning of attempts to divide Cosatu and the ANC government, he went on "They will say to Mandela, watch out, Cosatu is embarking on insurrection."

While he and Cosatu are indeed embarked ultimately on a collision course with erstwhile allies now in government, the question that arises, given Shilowa's confident rhetoric, is whether the unions are, with tacit ANC approval, engaged in softening up business to make a greater contribution to the RDP (See In My Opinion on page 41).

Wits University's Tom Lodge has argued that "skilful political leadership will be vital in any efforts to persuade organised labour to view social investment as an acceptable substitutes for wage hikes. For wage restraint among industrial and public sector workers must be one crucial precondition for growth in an economy in which wages count for 71% of national income."

However, skilful leadership has been desperately short of late and there has been no explicit statement from government.

Shilowa dismisses most of the reasons, such as heightened expectations, unskilled union leadership, and so on, which have been advanced to explain the present strike wave. Instead, he brings it down to "obscene" income disparities and argues that current developments are "hardly surprising."

Shilowa talks of nothing less than a "revolution in the workplace" which includes removing "management prerogatives."

Mandela has in between trips — at least articulated the fear that industrial unrest will scare off investors and observed trenchantly that the strike leaders find it difficult to move from resistance policies to nation building. "Workers of a particular faction have their own interests. They forget that we have 5m people unemployed, we want them to have jobs, not tomorrow but today. In order for them to have jobs, the RDP must be launched in earnest. We need investment urgently," said Mandela Shilowa, judging by his rousing talk, is either playing to the gallery or directly challenging Mandela.

The President's message does not appear to have had any impact, since disputes (even if they are the usual step when wage talks deadlock) have since been declared by the mining and metal worker unions and protests, sometimes violent, have been staged by others affecting the beer, paper and oil industries and municipalities.

On Monday, Shilowa led about 2,000 marchers to the JSE to hand over a demand that organised business take steps to resolve the labour crisis, ensure that employers do not call in the police over disputes, accept "legitimate" living wage demands and recognise strike and picketing rights.

Cosatu regional secretary Langa Zita said the march was "the first campaign of workers in the new society with the object of putting worker demands at the top of the agenda."

More ominously, he warned that employers will no longer be dealing with individual disputes, because unions plan to bring their "social weight to bear" on all deadlocks.

Cosatu Witwatersrand chairman Velaphi Ntshongwe warned that the planned August 8 stayaway would go ahead if there was no settlement to the collective bargaining crisis. "This is not an empty threat," he warned, alluding to a possible consumer boycott and "other strategies."

This week saw some positive development, however, in the form of agreed rules for picketing, following the appointment by Labour Minister Tito Mboweni of independent mediator Charles Nupen to try to resolve the Pick n Pay strike.

Under the agreement between Pick n Pay and Saccawu, the union may picket at stores agreed to, each picket line will be limited to 10 employees at stores and supermarkets and 20 at hypermarkets, each picket will be union-appointed and controlled, they will not physically obstruct or harass anyone wishing to enter the store and peace monitors will be present, should a dispute arise, the union official controlling the picket and a management official will try to resolve it, and the parties recognise that where possible, police will not be drawn in unless the other party has first been informed.

That is all very well, but how will it work in practice? Following the agreement, there have been reported incidents of meddatory behaviour by Pick n Pay strikers.

The chances of the ANC's alliance with Cosatu surviving the election for long was never on, says Lodge, who argues that a formal alliance between government and labour is not in the interests of either democracy and good government or the unions and could be detrimental to wider concerns.

We may, it must be hoped, be seeing the beginning of a parting of the ways.
Govt bungled public service issue

NEIL COLEMAN

at every turn. The experience of Cosatu affiliates in bargaining forums with these associations is that they are attempting to clinging to an outdated state apparatus, together with their accumulated privileges.

Cosatu therefore did not support either the moratorium on new appointments, or the Public Servants Association's interdict against these. We did suggest that contract appointments, reducing the huge wage differentials between service providers and the bureaucracy, and reorganising the public service and other related issues, needed to be dealt with in a broadly representative and legitimate negotiating forum.

The conservative staff associations cannot have their bread buttered on both sides. In 40 years of apartheid they never stood up to a regime which abused public servants for its own ends. Now, all of a sudden, organisations which have never lifted a finger to defend workers' rights are talking about launching a "general strike" against a democratically elected government.

If this association and others are prepared to serve the public, they must accept that radical restructuring of the apartheid bureaucracy will have to take place. The staff associations are creating the perception that they have hidden agendas to create a base of reaction to resist implementation of the RDP. If this is so, they are putting themselves on a collision course with the majority of people in the country.

Government needs to do far more to bring public sector workers on board the transformation process Cosatu, together with its public sector unions, has proposed processes — currently being discussed with the Minister — to ensure that urgency is injected into this issue. Failure to do this could see a serious crisis in our public service, at a time when the country can least afford it.

Coleman is Cosatu's publicity officer.
Johannesburg — Mass action in the PWV area in support of strikers countrywide was called off yesterday by the Congress of South African Trade Unions.

Cosatu had called for a general strike in the PWV on August 8 which could have involved about 400,000 employees.

The decision to cancel the general strike followed talks with police, employers, the ANC and the SA Communist Party and came a day after Pick n Pay and Saccowu reached a pay rise agreement — Sapa

Nellie Protest ... Mount Nelson Hotel employees and others surge past the blocked-off hotel entrance on the way to Parliament yesterday in a protest against management proposals to retrench many of them and hire most again on seven-month contracts.

Picture STEWART COLMAN
Cosatu challenges employers

Cosatu yesterday challenged employers to invest in the reconstruction and development programme by adopting a more progressive approach to industrial relations.

It was not only government that should be held accountable as the country neared the first 100 days of the new dispensation, but also employers, who seemed to expect workers to make all the sacrifices necessary to finance reconstruction.

Cosatu accused employers of adopting a short-sighted approach to unions’ innovative suggestions for tackling anomalies in wage structures. Employers were obviously not aware of workers’ bitterness as companies did nothing to end entrenched inequalities in industry.

Citing the motor manufacturing dispute, the federation itemised the unions’ constructive attempts to reach an equitable settlement. "The intransigence of employers in the motor industry is a microcosm of the attitude of employers in large parts of the economy." (4O4)

Cosatu also accused conglomerates and large corporations of setting "a ceiling to wage offers employers are allowed to make in various sectors. This has resulted in inflexible and uncreative attitudes to resolving the imbalances in income which characterise our industries."

On the issue of adult basic education and its link to skills development and career paths, Cosatu said unions had tabled proposals linking these issues to overcoming human resource underdevelopment, which


Cosatu had been identified as a root of many of SA’s economic problems. (4O4)

"Trade union strategies are designed to unleash the human and productive potential of our economy, which has been stifled for so many years. Employer refusal to engage constructively with these proposals makes a mockery of their claim to be seriously concerned with raising productivity in our economy."

In response, Business SA secretary Friede Dowie said forums such as the National Manpower Commission and the National Economic Forum existed for Cosatu to raise its concerns. She urged Cosatu to pursue constructive debate with its social partners in existing forums.
Employers have not risen to challenge

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

In the first 100 days of the new South Africa, employers have failed to rise to the challenge of addressing the legacy of apartheid in the country's economy, the Congress of South African Trade Unions (Cosatu) said yesterday.

The giant federation said in a statement that employers were not yet prepared to deal with racism and discrimination in the workplace.

Innovative approaches by unions to address apartheid imbalances by closing wage gaps, in a way which was linked to restructuring the grading and training systems, had been frustrated by short-sighted wage-bargaining strategies from the employers' side.

"Shortsighted because they are failing to do a cost/benefit analysis of the bitterness which will result from approaches which entrench existing patterns of apartheid inequality in our industries. On the other hand they are failing to see the process of reorganisation which unions are proposing as an investment."

Cosatu said the Government's Reconstruction and Development Programme gave clear signposts of what was needed to be done to address the historical inequities. Unions had already submitted "sophisticated and coherent" proposals in that regard.

"Trade union strategies were designed to unleash the human and productive potential of the country's economy, which had been stifled for many years."

"Employer refusal to engage constructively with these proposals makes a mockery of their claim to be seriously concerned with raising productivity in our economy," Cosatu said.

It challenged employers to begin to accept that the RDP meant that a fundamentally new approach was needed to resolve problems of the economy.
Hard-to-please Cossatu boss optimistic

Scholar says some things have made him happy and some haven't.
Govt ‘facing tough decision on Cosatu’

GOVERNMENT would soon have to decide whether it supported its alliance partner Cosatu above the interests of the unemployed and really poor citizens, Cape Town University political studies professor Robert Schrire said yesterday.

Speaking at an Andrew Levy & Associates seminar, Schrire postulated that Cosatu could leave the alliance and form a labour party — perhaps in partnership with the SACP.

If government chose to pursue the alliance route and supported organised labour, community alienation would be the consequence with increased violence and dissatisfaction.

But if government chose to uplift the poor at the expense of the labour movement, Cosatu might decide to follow its political role by setting up in opposition to the ANC.

Schrire said the split was unlikely to happen before the next election — scheduled for 1999 — but could happen a few years after that unless a more creative way of appealing to all factions was found.

He also believed the ANC should split into three or four parties as it covered too wide a constituency to be really effective.

However, because of a clause in the interim constitution, ANC MPs who left the party would automatically lose their seats.

Schrire believed Cosatu still had an important role in influencing policy decisions especially as Cabinet had yet to wrest power from other constituencies competing to govern SA.

He said Cabinet was constrained by its coalition nature and politicians being given posts based on past allegiance rather than ability.

He said the labour movement was weak because it represented so few of the potentially economically active population, although this was largely due to high unemployment.

He said central and provincial government was similarly marked by weak structures and all three would have to strengthen considerably to play an important transitional role.

Within this period, leaders of all interest groups would need to take some tough decisions and sell them to their constituents.

Schrire believed weak leaders in Cosatu would have a difficult time fulfilling that role.

"Leaders must be able to deliver and sell, organisations need strong leaders with credibility to take tough and unpopular decisions and make them stick."

Speaking on the same platform, AHI manpower committee chairman JP Landman said business also lacked strong leadership and in the absence of labour and employers providing direction to labour policy decisions, government was likely to fill the power vacuum.
Cosatu to decide where it's going, where it stands

29/18/94

COSATU won't lose sight of its aims when it holds its national convention, writes Labour Correspondent Jovial Rantao

Important, says Sam Shilowa, that 'we support the ANC in the local elections'.

- Building solidarity between unions
- Looking at issues such as employment equity, economic empowerment, productivity and the improvement of skills and pay

The federation's membership stands at 1.3 million, with the National Union of Metalworkers of SA, with 170,000 members, the largest affiliate

The NUM is followed by the National Union of Metalworkers of SA, with 170,000 members

The rest are
- Food and Allied Workers' Union — 128,000
- SA Commercial Catering and Allied Workers' Union — 102,000
- SA Municipal Workers' Union — 100,400
- Chemical Workers' Industrial Union — 48,321
- SA Railways and Harbours Workers' Union — 35,195
- SA Democratic Teachers' Union — 59,427
- National Education Health and Allied Workers' Union — 53,835
- Transport and General Workers' Union — 38,482
- Paper, Printing, Wood and Allied Workers' Union — 35,609
- Construction and Allied Workers' Union — 29,461
- Post and Telecommunications Workers' Association — 24,435
- SA Domestic Workers' Union — 25,149

Guide

Cosatu would also review its relationship with affiliates.

"We need to identify with the programmes of our affiliates, but our role must be to co-ordinate and guide these programmes, rather than competing with the affiliates," Shilowa said.

Cosatu needed to emerge from the congress, to be held in Soweto in September, with an integrated education and communication strategy which would ensure effective liaison between leadership and members.

The establishment of a central bargaining forum at industry and plant levels would also be looked into by the the expected 1,700 delegates at the congress.

Indicating a closer working relationship between Cosatu and the Government, four Cabinet ministers — Minister Justice Motsomotse, Minister (Deputy) Finance Trevor Manuel, Minister of Home Affairs Hlengiwe Mkhize, and Minister of Trade and Industry Minister Nosiviwe Mapisa-Nqakula — have been invited to discuss the economy and the Reconstruction and Development Programme (RDP).

Political

Shilowa, emphasising the need for public accountability by Government, said congress would also be asked to draft a clear plan on Cosatu's role in implementation of the RDP.

"Regarding Cosatu's political alliance with the SA Communist Party and the ANC, Shilowa said there was unanimity among Cosatu affiliates that the alliance should continue.

Other issues on the agenda include
- The need for unions to improve their service to members
Cosatu's reckoning: Next week's congress will require rebuilding shattered morale.

Sam the unloved keeps hanging in

Sam Shilowa will no doubt keep his job as chief of Cosatu but not everyone in Cosatu will applaud.

Drew Forrest reports

urance over Sam Shilowa's fitness for the post of Cosatu secretary general continues. This week he would not respond to 'faceless criticism'.

In a sign that some Cosatu unions are still casting about for alternatives, affiliates have requested the deadline for nominations to be extended until Monday.

The congress starts two days later.

Shilowa first attracted unfavourable comment when he allegedly failed to clear his candidacy for the post of Cosatu assistant general secretary in 1993.

The perception that he is more of a political than union animal is reinforced by his strong ties with the ANC and the South African Communist Party.

During the rumour over Cosatu's endorsement of local election candidates, he took heavy flak - despite claims that he was not personally responsible.

Affiliates appear unanimous that the alliance must continue, but Cosatu's relationship with the ruling party stands to be redefined.
Shilowa plays down alliance ‘split’

JOHANNESBURG — Congress of South African Trade Unions secretary-general Mr Sam Shilowa yesterday played down a rumoured split between Cosatu and its political allies in the tripartite alliance.

But he described as provocative recent actions by Minister of Trade and Industry Mr Trevor Manuel.

The alliance consists of Cosatu, the SA Communist Party and the ANC.

Mr Shilowa said Cosatu felt the alliance should be strengthened or restructured to include the “civic movement” (community organisations).

Cosatu had “no axe to grind” with Mr Manuel, but his tariff changes in the motor and textile industries were provocative and “illustrated contempt for tripartite processes”.

Mr Manuel recently said tariffs on textile imports would be phased out over a decade. Last Friday he scrapped a 15% import surcharge on foreign-built cars and cut import tariffs from 100% to 80% — Sapa.
Cosatu attacks Govt over import tariff cut

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Cracks between the State and workers emerged yesterday when the Congress of South African Trade Unions attacked the Government for the reduction of import tariffs on imported cars, as well as for excluding the federation from the newly established Tax and Fiscal Committee.

Cosatu expressed disappointment yesterday at Trade and Industry Minister Trevor Manuel’s ‘‘unilateral and provocative’’ decision in reducing tariffs on imported cars.

The Government announced the scrapping of the 15 percent surcharge and the cutting of import tariffs by 20 percent.

Cosatu general secretary Sam Shilowa said he had a meeting with Manuel last week at which agreement was reached that if the tariff reduction were implemented it would be done by consensus.

“We agreed that he would assemble a delegation consisting of, among others, Labour Minister Tito Mboweni and Minister without Portfolio Jay Naidoo.

‘‘From our side we would have representatives from our trade unions in the metal, textile, electronic and chemical industries to discuss the implementation of the tariff reduction. At no time did he indicate his intended decision,’’ Shilowa charged.

Cosatu president John Gomomo said Manuel’s actions contradicted the Reconstruction and Development Programme (RDP).

‘‘He said the understanding was that the reduction in tariffs would be held back for five years. ‘‘We agreed that we needed a breathing space to improve the quality of lives of our people by providing jobs and houses. The minister’s decision will affect jobs of thousands and contradicts the RDP,’’ Gomomo said.

The Trade and Industry Ministry said the request for tariff reduction had been communicated to the Government as a mandated position from the entire automobile industry, through the Motor Industries Task Group, a body on which trade unions are represented.

On the exclusion of Cosatu from the Tax and Fiscal Committee, Shilowa said it was workers who, back in 1982, had approached the Government to set up a tax commission. He asked ‘‘How can they forget us now that our initiatives are being implemented?’’

The rift between the Government and workers comes on the eve of Cosatu’s fifth national congress which starts at Vista University tomorrow.

Cosatu’s affiliates go into the congress unanimous in the rejection of privatisation, described as undermining the RDP.
Is this the house that Jay built?

Union's books in 'disarray'

The absence of a national accountant for a seven to eight-month period last year had led to what union officials termed "disarray" in Cosatu's finances, according to trade unionist John Gama. As a result, the auditing of the federation's accounts had taken on more than five months and the optimistic, if not necessarily accurate, estimate was that it should have been done, being finalised just before the national congress. And the recovery of loans to staffs had suffered. Cosatu said the claims were "a matter of half-truths and fantasy".

It is understood that the audited figures would provide for bad debts of some R250 000 on a budget of some R12 million. Some of the bad debts relate to vehicle loans to staffs, who are expected to repay 30 percent of the purchase price in a five-year period.

The source alleged there was a reluctance to tackle weaker leaders with outstanding loans, and that some staffs appeared to regard vehicles as a perk.

Cosatu spokesman Neil Coleman said R250 000 was a "pittance" figure compared by auditors and that the federation had been dealing with the debts already written off over the years.

Cosatu general secretary Sam Shilowa said that the federation had had difficulty in recruiting a new accountant, as this year, "has been rectified and we have appointed a national accountant and an assistant."

On the loan issue, Shilowa said that in December last year, all staffs with outstanding debts had been given a cut-off date of 30 November by which they should be cleared. Debtors who left the service of Cosatu were required to pay a stop order. In some cases, pension payments were withheld. His own source's suggestion that he was urging a soft line on defaulter, despite himself having a vehicle loan.

Dirty tricks cop up for murder

Weekly Mail Reporter

FORMER security police-Michael Bellinger-has been charged with the murder of his former wife, Janine Bellinger, acting Transvaal attorney general Chris Human said on Thursday.

He said extradition proceedings would be launched against Bellinger if he failed to return to South Africa of his own accord.

It was also possible he would face charges for other crimes, Human said.

Bellinger, a former police officer, was arrested recently in South Africa after being extradited from France, where he was living in violation of his visa agreement.

Janine Bellinger, 35, was found bludgeoned to death in Die Koppie, Johannesburg, in January 1991, after she threatened to reveal details of Bellinger's activities, including an alleged scam to defraud the Johannesburg Union of South Africa and the former police force, into which he moved from the police force in 1978.

The couple's son, 19-month-old Michael, was subsequently found dead in a "medical grounds".

Investigation

Bellinger was last interviewed by the WMG&B, according to the report, which alleges that the investigation by the WMG&B, in a document, that the investigation of the murder of Janine Bellinger had been taking place since 1991.

Bellinger, who was killed in an accident, of a car, was killed by a man, according to the report. The "victim" was the police officer, according to the report.

Cosatu decide on tripartite loyalties

Eddie Koch

The list of the tripartite alliance was in the balance on Thursday as thousands of delegates to Cosatu's annual congress discussed a resolution designed to strengthen the independent role of workers in politics.

Delegates may end up backing the agreement between the ANC, the South African Communist Party and Cosatu that the ANC victory to the April elections.

Three positions, the agreement between the ANC and the South African Communist Party and Cosatu that the ANC will be in charge of the April elections.

The majority view was that the ANC should remain in the alliance, but not to retain the right to be the prime minister of a future government.

But the congress was not a docile affair, with some delegates demanding a more independent role for the ANC in the alliance, and an independent role for the ANC in the alliance, and an independent role for the ANC in the alliance.

"We need to build a grassroots movement that will prepare people for the ANC in the alliance, and that will make people understand the importance of the ANC and the role of the ANC in the alliance," one of the delegates said.

Cosatu's policy is that the ANC should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should be the ANC, but that it should 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MI man goes from agent to entrepreneur

Louise Flanagan

ANYONE can make it in the new South Africa. The East London Small Business Development Corporation and the Institute of Marketing Management yesterday presented its Emerging Entrepreneur Award to former Military Intelligence agent Dave Oosthuizen, who currently runs a sewing school for unemployed people.

Oosthuizen's previous business experience was in an educational organisation called Dynamic Teaching, part of a network of front companies run with the help of MI6 funds. Later he set up and ran the African Democratic Movement, political vehicle for former Caledon military ruler Brigadier Oupa Gqobo.

Two of the four finalists for the award were Andrew van Wyk, owner of Queenstown's Buffalo Springs Spa, which was destroyed in a tarantula mace bombing by APL in December 1992, and Zombile Ngwanyama Ngwanyama, who owns a butchery, used to be a major general in the Caledon security police until he was fired for complicity in the July 1987 murder in detention of activist Eric Martinoga. As a businessman, Ngwanyama had unusual problems — his Caledon bottleshop was bombed by another senior policeman whom he had unpaused in the Martinoga murder.

PAC threatens action over prisoners

Mondli wa Makhanya

THE Pan Africanist Congress appears headed for a showdown with the government over demands for amnesty for its political prisoners.

The organisation this week threatened "the mother of all mass actions" inside and outside prison if the government does not release the 90 odd PAC members convicted of politically motivated offences or awaiting trial for such crimes.

A hunger strike by PAC prisoners at Pollsmore prison near Cape Town was halted last week to allow for further consultation with the government.

The PAC is coming under mounting pressure from its rank-and-file members who want to see tangible benefits of the organisation's decision to participate in the April elections. "People are saying that if we can't even secure the release of our comrades, then what was the point of going to parliament?" said a PAC leader.

The South African Prisoners Organisarion for Human Rights has been pushed by the PAC to help organise protests, should it become necessary. The PAC also wants bailed the trials of PAC members currently under way.

These include those accused of murdering American Fullbright scholar, Amy Biehl, and those accused of carrying out attacks on the St James Church and the Heidelberg Tavern in Cape Town and the Baha 1 mission in Mbekweni.

Minister of Justice Dennis Omar has already made it clear to the PAC that he will not move the December 16, 1993 cut-off date for political offences to April 27, as the movement is demanding.

Were they to do so, dozens of right-wing terrorists of a pre-election alliance would also qualify for indemnity.

The PAC also claims that Azanian Peoples' Liberation Army operatives who are surging from underground are being arrested by police for questions out of fear. An APL cadre at De Bruin army base has been arrested for carrying drugs reattached to the cabinet. The police are now seeking to sign up with the integrated defence force.

New elephants restless in Knysna home

Stuart Wright

THREE young elephants recently relocated to the Knysna forest are restless and somewhat agitated in their new home because they've been moved to a new, larger enclosure.

District forest officer Theo Stehle said the behaviour of the young cows had raised some concern that they were not yet ready to be released into the wild. They were shifted into a two-hectare enclosure at the weekend after being held in a small paddock for over a month.

"On Friday we took down the fence between the two paddocks but they didn't venture out until Sunday. The moment they found they could get out, they got excited and charged at the fence again."

The relocation is just one of a package to save the forest's elephants, which numbered about 40 in 1958 and have now been decreased to four.

"We are very glad we decided to relocate them before the second camp and not directly into the open environment, as we had feared in the beginning."

The elephants have been in the nearby Knysna Forest Park for a year and were still making it difficult to get used to the new environment, said the manager. The new paddock was only partially enclosed and the elephants had to be removed using a tranquiliser dart on two occasions.

The elephants have been in the forest for about 10 years and have been considered an asset to the area. The relocation was the result of a joint effort between the Knysna and Garden Route forest services.

The elephants' continued presence in the forest was a controversial issue and it was hoped that the relocation would resolve the problem.
Cosatu to beef up ANC links

Own Correspondent

SOWETO — Cosatu last night resolved that its alliance with the ANC and South African Communist Party should be strengthened.

The giant union federation’s fifth annual congress also resolved to strengthen ties with the SA National Civic Organisation, but declared that Cosatu would retain its independence from political parties and the government.

Delegates declared that industrial action “as a tool of the workers must be used where necessary”, and committed Cosatu to ensure the ANC remained “biased” towards the working class.

Cosatu said it would strive to ensure that the ANC delivered on RDP commitments.

At last night’s session, Minister without Portfolio Mr. Jay Naidoo, Trade and Industry Minister Mr. Trevor Manuel and Deputy Finance Minister Mr. Alec Erwin, faced probing, though not hostile, questions on issues such as tariffs, reductions in company tax and the RDP.

An expected showdown between Mr. Manuel and the Cosatu congress over his controversial announcement on motor vehicle import tariff reductions didn’t materialise.

Cosatu representatives responded to Wednesday’s speech by President Nelson Mandela, who urged workers to tighten belts to allow companies to grow and employ the country’s five million jobless.

Cosatu vice-president Ms Connie September said workers earning R40 a day could not tighten their belts. President Mr. John Go- momo said workers would not stop fighting for more pay.

• RDP ‘not cure for all SA ills’ — Page 5
• Well said — Page 6
Ministers stress fiscal discipline

Cosatu told to face up to tough choices

THREE government leaders — two of them former union officials — last night drove home to delegates at Cosatu’s congress the need for fiscal discipline, trade liberalisation and good management of the reconstruction and development programme.

The three, Minister without Portfolio Jay Naidoo, Trade and Industry Minister Trevor Manuel and Deputy Finance Minister Alee Erwin, faced probing, though not hostile, questions on issues such as tariff reductions in company tax, privatisation and the RDP Green Paper.

Naidoo had to avoid the debt trap that had afflicted Zimbabwe and other African nations and had led to World Bank-imposed structural adjustment programmes.

Manuel told delegates to ask themselves who paid for projects aimed at improving the basic quality of life when government inherited a nearly bankrupt fiscus.

On the unpopular announcement about motor-vehicle tariff reductions, he said his department had been hampered in implementing new policies by existing public service bureaucracy. This decision had taken eight weeks to process, by which stage the crippling motor sector strike had reached crisis proportions.

Erwin said he did not believe the RDP was a panacea for all economic ills, especially as job creation plans set a target of only 300,000 to 500,000 new posts a year.

Economic growth would have to be founded on beneficiation and exporting manufactured goods. These goods would have to be competitively produced.

Erwin said tough choices had to be made on whether to spend government revenue on protecting industries — such as clothing and textiles — or on building houses, providing health care and education, and providing for basic needs.

He urged workers to lobby government through such structures as the standing committee on finance participation in the National Economic, Labour and Development Council would ensure labour had a say in changing spending priorities.

Reacting to Cosatu’s criticism of its exclusion from the Tax Commission, Erwin told delegates to lobby representatives on worker needs. The commission was not designed as a lobby group, but consisted of experts who would conduct an open process of assessing tax structures.

He believed the RDP was a more effective way of alleviating poverty than, for example, zero rating basic foodstuffs, but this position was open to discussion.

“We will put the economy right no matter how unpopular this makes us,” he said.

Naidoo said there was a need to build a national consensus on implementing the RDP and unblocking delivery obstacles.

On the reduction of company tax rates to 35%, Erwin said the intention was that the increased secondary tax on companies would be an incentive to reinvest a larger proportion of profits. There was positive evidence that this was occurring given that the economy was starting to grow.

On privatisation, he said there should be a careful review of the state’s assets and how wisely they were used. He stressed

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Cosatu

this did not mean automatic privatisation and promised there would be consultation.

Responding to a Numsa question on the effects of tariff reductions on workers, Manuel said the crisis of protectionism had deepened. Unless industries became more competitive, more jobs would be lost.

Government had to take action because only greater international competitiveness would bring long-term job security, but he commended government to consultation and negotiation on a sectoral basis.

Earlier, the union federation announced that it had resolved to push for two extra paid holidays — Sharpeville Day (March 21) and Children’s Day (June 1). It also proposed three commemorative days: Africa Day on May 25, a Health and Safety Day, and an Arbor and Environment Day. And it called for Constitution Day (April 27) to be renamed Freedom Day.

Cosatu said holidays that fell at weekends should be observed on the Friday or Monday. The President should have the authority to proclaim other occasional paid holidays.
Tripartite alliance is still strong

By KHANGALE MAHADO

DELEGATES to the 5th congress of Cosatu closed ranks this week amid speculation that the giant trade union federation was facing serious leadership problems.

Two issues captured the imagination of observers of the four-day congress held at the Rustenburg campus in Soweto. Would the head of secretary general Sam Shilowa roll and what did the future of the tripartite alliance comprising Cosatu, the ANC and the SACP hold?

The workers dispatched with the issue of the alliance easily by restating without dissent that they would continue with it. Those who were expecting a split were disappointed.

The importance of the alliance was underscored by the presence of several ANC and SACP heavyweights at the congress. Among them were President Nelson Mandela, ANC veterans Walter Sisulu, Jan van Schalkwyk, Transport Minister Mac Maharaj, Minister without Portfolio Jay Naidoo, deputy Finance Minister Alec Erwin, SACP general secretary Charles Nqakula and chairman of Constitutional Assembly Cyril Ramaphosa.

Trade and Industry Minister Trevor Manuel who was recently criticised by Shilowa for not consulting the federation on some important issues also attended the congress – another indicator that talk about a split in the alliance was premature.

Both Mandela and Mbeki re-stated the need to keep the alliance. Mandela was more to the point when he said: "What is required is that we should strengthen organisational structures."

"We should also urgently begin co-ordination in the tripartite alliance and among all sectors of the democratic movement. This is made more urgent by the upcoming elections for local government, an institution which is critical for the RDP."

While the question of the alliance was clearly spelt out, the leadership of Shilowa was unceremonious.

A move to oust Shilowa was believed to have been engineered by a group of "intellectuals" who were reportedly not happy with his leadership style. However, they were said to have been unable to garner much support during consultations with ANC members who opposed the move.

"According to a well-placed source, the anti-Shilowa group accused him of not being on good terms with the rest of the committee members, and also that he issued unilateral statements which at times embarrassed affiliates."

One of the prominent programmes of the ANC Congress that faces Cosatu is its relationship with the ANC-dominated government of national unity (GNU). Shilowa has been accused of carrying favour with the government because he allegedly has parliamentary ambitions.

The anti-Shilowa group is said to be against the continuing close ties that exist between Cosatu and the ANC-led government. They are not calling for a complete break with the government but are not willing to work with the government's ministers and argue that their relationship should be redefined.

Six national office bearers were re-elected unopposed.

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Six national office bearers were re-elected unopposed.
COSATU yesterday bowed to pressure from government to accept cuts in trade tariffs following a week of blunt messages from ANC ministers that the South African economy had to be made competitive.

A declaration adopted by the union federation at its national congress called for "proper co-ordination between government and government and its labour on the program of tariff reform and the timing of any announcements."

COSATU general secretary Sam Shikweni this week lashed out at government for slashing tariffs in an industry while motor workers were on strike. Yesterday, he said COSATU had accepted Trade and Industry Minister Trevor Manuel's explanation of the cuts, but wanted to be directly consulted on future measures.

He said he had planned to meet Mr Manuel and President Nelson Mandela to take the matter further.

The COSATU declaration warned that future tariff cuts would be negotiated with unions "will be vigorously resisted, using all the power of organized working class."

Mr Mandela, departing from his written speech at the opening of the congress, called on trade unions to "tighten their belts."

He said it was needed to follow the example of low-paying Asian countries. "For the good of the country and in order to create economic opportunities, they are prepared to take lower salaries."

Unless we sacrifice, we have that determination to tighten our belts. It is going to be difficult to get our economy to grow," he said.

Mr Mandela's views were backed by RDP Minister Jay Naidoo, Mr Manuel and Defence Minister Alec Erwin, who addressed the congress on Thursday night.

"If everyone wants to be a watchdog, who is going to do the work?" Mr Naidoo asked delegates.

Mr Erwin, who served as a National Union of Mineworkers official, said: "We've taken a tough road, we're going to make progress." He noted that there was no money for state subsidization of industries.

Mr Manuel, who has been under fire for cutting tariffs in an industry that's part of the textile industries, said: "I said tariffs, industrial restructuring has not started yet."

Because government did not have money to fund restructuring, the only alternative was to borrow from the World Bank, an option he did not favour.

It wasn't all bad news for COSATU members, however. Mr Manuel outlined a sweeping five-year plan to liberalise industrial relations.

In a speech to Parliament this week, Mr Manuel said a white paper expected in a few weeks would spell out the government's "very tough attitude to reforming this economy around."

The government and the private sector would no longer be able to "play by their means and would have to adapt to competing in a very tough world."
Cosatu vows to fight on

By Lulama Luthi
Political Staff

THE Congress of South African Trade Unions has vowed it will fight tooth and nail to ensure that the right to strike is entrenched in the country's new constitution.

This resolution was taken at the end of a four-day national congress held at the Soweto campus of Wits University. The congress, attended by more than 1 700 delegates, also attracted observers from abroad.

Cosatu said it would fight for the right to picket, for land restitution and full compensation.

The trade union federation said it would enlist the help of federations such as the National Council of Trade Unions to carry out these objectives.

The idea of a Volksstaat was dismissed and the federation called for the establishment of a unitary state.

Cosatu also resolved to:

- Draw up and adopt a code of conduct on sexual harassment.
- Build women's leadership and ensure proper representation of women in the federation.
- Increase membership subscriptions by 10 percent annually for the next three years.
- Build a stronger layer of leadership to compensate for the loss of skills because of the elections, and
- Mount a membership recruitment drive among white workers.

The congress unanimously resolved to return to office the entire executive committee comprising president John Gomomo, first vice-president George Nkadimeng, second vice-president Connie September, general secretary Sam Shilowa, assistant general secretary Zwelethu Mzimana and treasurer Ronald Motsoeneng.

Meanwhile, Cosatu is expected to hold a media briefing today where, among other things, it will announce a decision whether to affiliate either to the International Confederation of Free Trade Unions or the World Federation of Trade Unions.
Cosatu firm on tariff laws

Johannesburg — Delegates to the Congress of South African Trade Union's fifth national congress on Saturday vowed to resist any tariff reform not preceded by negotiation with trade unions.

The congress also heard about changes to the Basic Conditions of Employment Act from Labour Minister Mr Tito Mboweni.

Cosatu general secretary Mr Sam Shilowa said the 1,705 delegates representing 1.9 million workers had resolved that the cost of tariff reform and restructuring should not be borne by the working class.

The entire Cosatu national leadership was re-elected unopposed to their positions.

Delegates called for all international trade agreements to contain a clause specifying basic worker rights and that trade with nations which exploited workers be discouraged.

Mr Mboweni announced sweeping changes to the Basic Conditions of Employment Act. These related to working hours, leave and the entrenchment of rights for pregnant workers.

An amendment to the Insolvency Act was also under review in terms of which workers' pay claims would be ranked above those of other claimants.

Mr Mboweni said the redrafted Labour Relations Act should be ready for presentation to the National Economic, Labour and Development Council by the end of the month.

Mr Shilowa denied earlier reports that the union was short of funds but admitted an over-reliance on foreign funding — Sapa, Own Correspondent.
COSATU slams civil servants for manipulating pay dispute

JOHN PERLMAN
CHIEF REPORTER

THE Congress of South African Trade Unions has lashed out at the Public Servants Association (PSA) and other staff organisations — whose negotiations with the Government deadlocked this week — for trying "to engineer a dispute with the Government for their own selfish, nefarious motives".

COSATU and its public sector affiliate, the National Education, Health and Allied Workers’ Union (NEHAWU) said the "new-found militancy of the PSA, PSL (Public Servants League) and other right-wing staff associations was directly designed to entrench their positions of accumulated privilege and to resist democratisation of the public service.

The PSA, PSL and 15 other public sector unions and staff associations this week deadlocked with Government over demands for a 15 percent increase that Minister of Public Administration Zola Skweyiya said would cost R17.7 billion over the next two financial years. The employee bodies are expected to start balloting members on strike action next week.

COSATU yesterday branded this a bid "to blackmail (Government) into abandoning its plans for transforming the apartheid bureaucracy". The PSA and others had included NEHAWU demands for a R1 500 minimum wage "opportunistically" in a bid "to try to win public sympathy. Their members earned "way above this", COSATU said, and the "real demand is for a 15 percent increase on their already bloated salaries"

COSATU also criticised the response to NEHAWU’s demand for a R1 500 minimum wage — the Government is offering R1 000 to be implemented next July — as "totally unacceptable".
Cosatu moves to centre

COSATU is at odds with "right-wing" staff associations over a planned strike that would cripple government services throughout South Africa.

Eighteen staff associations for a 15 percent across-the-board increase and a R1 000 minimum wage.

"If the strike goes ahead, it will be the first in South African public service history."

But Cosatu general secretary Sam Shilowa has lashed out at the "right-wing" associations for deliberately aiming to undermine the implementation of the Reconstruction and Development Programme by pushing up the "already inflated" salaries of public servants.

Cosatu, meanwhile, is demanding a wage freeze among high earners and a R1 000 minimum wage.

The congress's attack on the staff associations — and harsh criticism of the left-wing Turning Wheel truckers blockaded earlier in the week have shifted Cosatu closer to the political centre.

But Mr Shilowa stopped short of committing Cosatu to a strike moratorium, saying the federation objected to the staff associations' demands, not their intention to strike.

The possibility remains that both the conservative staff associations and Cosatu might strike at the same time, but over different demands.

They are striking for the entrenchment of apartheid privileges. We are going to mobilize our own members for the closing of the wage gap," Mr Shilowa said.

Deadlocked negotiations between the government and 18 unions representing some 220 000 public servants will resume on Oct 26 — unless members vote before then in favour of a strike.

Mr Shilowa claimed the staff associations had opportunistically co-opted Cosatu's R1 000-a-month demand despite the fact that their members earned far higher salaries.

A Joint Cosatu/National Education Health and Allied Workers Union statement said the staff associations aimed to "reach the democratization of the public service."

"They are now talking of embarking on strike action, something unheard of during the apartheid years."

The proposed strike by the staff associations could throw provincial governments, battling to incorporate old homeland administrations, into further chaos.

The government has offered a R100-a-month increase on the current minimum wage of R90 and asked for another month to consider the demand for a 15 percent across-the-board increase.

But the public servants, who may legally strike for up to 30 days without loss of benefits, rejected the request "because we are not convinced that an improved offer will be presented a month from now," said Miss Eileen Bramgann, spokesman for the newly formed strike committee.

The committee will meet on October 3 to discuss the logistics of a strike ballot.

Guidelines spelt out for new school system

- While the constitution provides the right to equal access to educational institutions, the White Paper says the government will lay down uniform and equitable admission practices in all state and state-aided schools. Criteria for affirmative action will be part of this.

- The government will provide funds to schools on an equitable basis in order to ensure an acceptable quality of education.

- The key to this is the definition of what the government means by an acceptable quality of education, which the White Paper does not spell out adequately.

- But what is clear is that all schools will be given equal funding based on head down criteria for schools/pupil ratio and basic infrastructure.

- Any extras wanted above this basic education that the state funds will have to be provided by parents.

- The question arises whether the amount the state pays to schools for teachers' salaries will be based solely on the teacher/pupil ratio, or whether the state will take into account the higher salaries paid to more qualified teachers at traditionally privileged schools.

- The White Paper is vague on this, but it does talk of phasing in party for teacher salaries, raising the lowest-paid and freezing top salaries.

- There will be a gradual move towards paying teachers for the job performed rather than solely on the qualifications they possess. The effect of this would be to reduce the present disparity in teachers' salaries.

- The White Paper also says that the patchwork of different school systems — model C, farm schools and others — will be replaced by uniform national school models.

- These will include state, state-aided and independent schools.

- The different school models will all be funded by the state on the same basis.

EDUCATION WHITE PAPER
Federation wants wage freeze in public sector

Call in mediators, Cosatu urges unions

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Congress of SA Trade Unions has urged unions involved in a wage dispute in the public sector to submit their grievances to independent mediation.

In a move to support the non-participation of the National Education, Health and Allied Workers' Union (Nehawu) in the mooted public service strike, Cosatu also called for a wage freeze in the upper echelons of the public sector.

Both Cosatu and Nehawu, however, upheld the right of other unions and staff associations to go on strike and supported the call for a R1 500 minimum wage and a 15 percent across-the-board increase.

The wage freeze, Cosatu said, would reduce the wage gap between high and low earners in the industry, while the wage increase should be implemented on a sliding scale to ensure that workers at the low end of the pay scale benefitted more.

On Friday, Cosatu condemned the mooted strike action by employee organisations in the public sector, saying the action of the union was bent on, among other things, sabotaging the implementation of the RDP.

Nehawu negotiated in the same forum with the 17 other public service unions/staff associations but distanced itself from the intended strike action against the Government.

After a deadlock was declared in the public service negotiating forum on Thursday, the 17 public sector unions announced the formation of a strike committee to co-ordinate strike ballot activities around the country.

Cosatu deputy general secretary Zwelinzima Vavi said "While they have resisted all the demands for transformation and for closing the wage gap, they have opportunistically included the R1 500 minimum wage gap to try and win public sympathy. This demand, however, has no relevance to members of the Public Service Association, Public Service League and other staff associations, whose members earn way above this."

To support his argument, Vavi made examples of directors-general who earned more than R30 000 a month while public servants at the rofface, mostly Nehawu members, earned between R140 and R360 a month.
Cosatu tax hike call angers big business

CLAIRE GEBHARDT

Johannesburg — Cosatu's proposal to squeeze more tax out of big business to ease the lot of workers and the poor has angered the corporate world.

Cosatu's submission to the Katz Tax Commission last week argued for a hike in company taxes, either by the removal of some of the current exemptions or by a rise in the general level of company tax.

Basically, Cosatu believes that companies are bearing an insuffi- cient burden compared with international norms because the effective rate of tax is too low.

But companies challenge this view. They say research shows that higher taxes on companies deter investment and lead to a weaker economy and fewer jobs over time.

The proposal could also damage prospects in the global marketplace where other countries are scrambling to give tax incentives in order to promote investment.

And South Africa has few special advantages, apart from its infrastructure, say analysts.

But taxpayers are stretched to breaking point and Cosatu's contention has some merit, says Econometrix director Dr Azar Jammie.

The share of corporate tax revenues in the national kitty has fallen dramatically from 38 percent in 1980-81 to a budgeted 12.4 percent in 1994-95, he says.

To compensate, personal income tax has risen from 16 percent in 1980-81 to 40 percent of the total in 1994-95.

In addition, revenue from GST/VAT has had to rise from 12 percent to a budgeted 23.1 percent of total tax revenue in 1994-95.

Cosatu points out that large conglomerates such as Anglo American pay an effective tax rate of well below 20 percent.

But tax experts counter that effective rates are lower than nominal rates in almost every country and tax allowances in South Africa today are far less favourable than 10 years ago.

They are also significantly below the level of allowances offered by many competitors who start, in many cases, from a base of far lower nominal tax rates.

"Lower effective tax rates are also the result of the recession which has led to losses being carried over from year to year," said one.

Anglo group tax consultant, Marius van Blerk, says the biggest single cause of the low "effective tax rate" is that Anglos is a conduit for dividends from group companies.

"Although dividends are classified as accounting income they are not taxable income as they are allowed to flow through the corporate system tax-free in order to avoid the economic double taxation of corporate earnings."

"Most advanced economies have one or other system to ensure that such double taxation doesn't exist and South Africa is no exception."

South Africa's combination of corporate tax of 35 percent and a secondary tax on companies (STC) of 25 percent means that the total tax rate ranges from 35 percent, where no dividend is distributed, to 46 percent where the entire after-tax profits are distributed as a dividend.
Johannesburg — The Congress of South African Trade Unions yesterday rejected “the views” of the International Monetary Fund and big business that low-paid workers should be the ones to “tighten their belts.” But it supported President Nelson Mandela’s call to cut the salaries of cabinet ministers and senior civil servants and at the same time raise the wages of low-paid public sector workers, Cosatu said in a statement.

“This begins to address the need to close the obscene wage gaps in our country, and needs to be urgently implemented by government.”

It said other issues of concern included:

- Violence by police against striking workers. Cosatu said it would be taking the matter up with the Minister of Safety and Security.
- Cosatu supported the need for access to company information as proposed by the Freedom of Information Act task force, to compel companies to disclose information of public interest.

- Cosatu called for steps to be taken to save the Unemployment Insurance Fund, including that the government “act decisively to rescue the fund through the necessary financial support.”
- Workers needed greater access to the SABC.
- Cosatu was against privatization of parastatals — Sapa.
Cosatu speaks on salaries, SABC

The Congress of South African Trade Unions rejected the views of the International Monetary Fund and big business that low-paid workers should be the ones to "tighten their belts". Cosatu said yesterday.

But it supported the position taken by President Mandela to cut the salaries of Cabinet Ministers and high-paid civil servants while raising salaries of low-paid public sector workers.

Cosatu said this would address the need to close "obscene wage gaps" and needed to be implemented urgently. It added that the measure should also be extended to the private sector "as a whole".

In its statement, Cosatu also expressed concern over the continued use of violence by police against striking workers.

On the SABC's restructuring process, Cosatu said it was concerned that no progress was being made in giving workers expanded access to the public broadcaster, while coverage on economic issues continued to be dominated by business programming which catered for a tiny constituency. — Sapa
Cosatu case

Senior National Union of Metalworkers members are to meet on Saturday to investigate claims of "serious sexual harassment" by two of its delegates during the Cosatu national congress.

Numsa general secretary Peter Dantjie said national office-bearers would meet to weigh the allegations.

Cosatu's press officer, Neil Coleman, would not comment on the alleged incident. Cosatu has refused to talk to the Mail & Guardian on any issue, and has told its head office staff to observe the embargo, because it is "concerned about the way the newspaper approaches Cosatu stories".

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Close wage gap, Cosatu demands

COSATU welcomed government’s belt-tightening plans announced at the weekend and called for the extension of salary cuts and the elimination of the huge wage gaps between the highest and lowest paid workers to the private sector.

Cosatu assistant general secretary Zwelethu Vavi said it had long advocated the cutting or at least freezing of salary scales of elected leaders and the higher echelons of the public service, to which end a sliding scale of increases over a number of years should be introduced.

"The private sector, including managers, must agree to take a cut in salaries, pay a respectable minimum wage and start narrowing the huge wage gaps in SA companies."

Vavi warned that workers would reject calls to accept further austerity measures because for years they had borne the brunt of cost-cutting.

However, Vavi expressed concern about government’s decision on privatisation, saying if this departed from the objectives of the reconstruction and development programme it would be met with the "full resistance" of Cosatu’s members.

He said the "people’s assets" such as Eskom, the SABC and public transport, should not be privatised, although they should be run along more profitable lines. However, any plans to realign SA embassies to reflect SA’s economic status in a better light would be fully supported by Cosatu.

Meanwhile, the Workers’ Organization for Socialist Action (Wosa), following a meeting of its labour commission in Johannesburg at the weekend, called for the “nationalisation of the commanding heights of the economy” and said it would start mobilising against the repayment of the R23bn "apartheid debt." Wosa also resolved to oppose wage restraint and privatisation.

Although it supported the RDP, the programme’s goals were unattainable under capitalism. Wosa would expose how big business used the programme for profit. It planned to distribute its Red Paper on the RDP to all progressive organisations.

Delegates from 14 Cosatu and Nactu affiliates as well as independent unions joined Wosa and the Workers’ List Party at the meeting...
Cosatu warns on tariff reductions

COSATU would oppose the reduction of tariffs if it led to widespread job losses, Cosatu general secretary Sam Shilowa said yesterday.

Speaking in Johannesburg at the opening of a Building and Wood Workers' International Federation conference on regional economic integration, Shilowa said Cosatu's attitude to trade liberalisation was based on the premise that workers had clearly been the losers in the recent GATT round.

While the federation would monitor closely the effect of tariff reductions on employment, any attempt by government to go beyond the requirements of GATT would be resisted strongly, he said.

"We must look at the threat posed by multinational corporations which enter SA under the guise of globalisation and claim they only heard about SA worker rights and standards when they landed at Jan Smuts."

Employer social responsibility to workers as well as labour standards such as health and safety and employee rights should not be undermined by SA's re-entry into the international economy.

Cosatu had approached the Labour Ministry to ensure labour was given the opportunity to voice its concerns at the international social summit planned for Denmark next year.

Cosatu wanted the inclusion of labour representatives within the SA delegation to make sure the interests of "society as a whole" were voiced.

Shilowa reiterated Cosatu's stand on the inclusion of a social clause in trade agreements, saying it was essential that "poverty did not become the competitive edge of countries in the subcontinent."

It was also essential that economic development was not confined to SA, but was extended to other countries in southern Africa to combat illegal migration within the region.

Shilowa urged delegates to come up with suggestions on how to deal with the thorny issue of labour migration, as discussed at Cosatu's recent congress.

Border controls should be tightened, but SA could not rely on force alone in trying to keep out surplus labour when so many of SA's citizens were unemployed.

Regional economic development was essential, as was the establishment of regional labour standards which would preclude capital's tendency to cross borders to areas where cheap labour was available.

Currently, exploitation of illegal immigrants was often worse than other forms of labour exploitation because of their precarious situation, Shilowa said.

On the issue of Cosatu's relationship with the ANC as the majority party in government, Shilowa said the federation would support government policy which furthered the workers' cause, but would criticise it where necessary. The critical issue would be government's approach to public sector restructuring, as well as industrial restructuring in the light of tariff reductions.
agree on key work pact

VW, Numsa

(1994)
VW, Numsa agree on key work pact

By JACKIE TAYLOR
and ERICA JANKOWITZ

VOLKSWAGEN SA and the National Union of Metalworkers (Numsa) have entered into a working pact to ensure the long-term viability of the Uitenhage-based motor company and gear it for tariff reduction.

In a far-reaching announcement yesterday, both parties said they recognised the need to ensure the future of the East Cape's largest employer - in both domestic and foreign markets.

Several months of negotiations between VW and the union have led to the formulation of an eight-point agreement which includes plans to increase VW's annual production to over 100,000 units per annum and invest R10m in basic education for employees.

The deal, signed on Friday, includes the outsourcing of non-core activities, labour flexibility and co-determination at business unit and plant level and creates an overall negotiating committee to oversee the implementation of agreements.

A joint union-management executive committee will meet quarterly to "disclose information and discuss strategy issues".

The scheme will be implemented in only one section of the plant to test its effectiveness. It has implications, however, for the whole plant including skills development and training, multi-skilling and a 15-month moratorium on retrenchment.

The development of skills will be geared to ensure appointments would be reserved for blacks and women.

In a separate agreement, it was also agreed that agreements for transfers would be reserved for blacks and women.

A joint union-management committee will meet every six months to agree on a framework for forward planning for the next year. This will not be based solely on the performance of individual performance but on the overall performance of both unions.

The joint union-management committee will also look at all benefits: lost and frontline managers will be responsible for output and work conditions, and have the ability to complete the framework to further development.

Summarising the deal, Gavin Hatherley of the union said: "The agreement will be implemented over the next 18 months and will form the basis for other agreements between the bargaining unit and the employer."

All aspects of the agreement, including the operating of the framework and the integration of outsourcing with the RDP, are to be shared with the unions.
Cosatu sees a showdown with the state's new forest

Cosatu heads for clash with state

Under pressure from rank and file, a resolutionCosatu may be

The South Africa Weekly Mail Edition

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THE National Union of Metalworkers (Numsa) and Volkswagen SA have reached a multi-faceted, groundbreaking agreement which will change management structures and establish a new relationship between management and worker.

Globally, the agreement aims to develop Volkswagen SA to become a world class performer as looming tariff protection cuts threaten to take a huge bite out of motor manufacturers’ market share in the country.

“The agreement is crafted to ensure that the company does succeed in the face of looming international competition,” says Judy Parfitt, VWSA human resources spokesman.

For Numsa chief negotiator Gavin Hartford the agreement set a “new benchmark” for the union nationally and he is hopeful other manufacturers may follow suit.

The Iron and Steel Workers’ Union is also party to the agreement.

The agreement, concluded after several months of in-plant negotiations, broadly means that both unions and management will work jointly to ensure the continued viability and growth of VWSA.

Other key features of the agreement include the increased production to 100 000 units per year, employment protection and the promotion of education, training and development of employees.

In a joint statement on Wednesday the parties agreed that there will be no compulsory retrenchments for an 18-month period provided there are no unprocedural actions during this period or that VWSA’s market share does not fall below 10 percent.

Furthermore, VWSA has agreed to pump R10-million into basic education in 1995 which will benefit up to 1000 employees, accelerating employees up the industry career path ladder.

Key to the agreement is the flattening of management structures and the piloting of teamwork on new product lines as new forms of work organisations are phased in.

Another priority is the implementation of affirmative action principles which will compel the company to prioritise gender and racial appointments both internally and externally.
Cosatu takes govt to task

By BARRY STREEK
Political Staff

TENSIONS emerged in the ANC alliance yesterday when one of its partners, Cosatu, sharply criticised the government for its handling of the dispute in the public sector and for preventing public disclosure of Armscor documents.

The Cosatu statement, issued after a meeting of national office bearers, is its toughest stand against the government since the April 27 election.

The statement said "Cosatu is extremely unhappy with the way government is handling the dispute with the public sector. "Cosatu leadership has met with government at various levels and received a clear indication that government was prepared to move decisively to meet the demands, particularly of low-paid public sector workers, as well as areas around public sector restructuring."

"There have subsequently been disturbing signals suggesting a reversal of this commitment, in certain quarters of government."

Cosatu also condemned the SANDF attempt to prevent the Cameron commission from releasing documents relating to South Africa's arms trade.

"The refusal by the SANDF to accept the ruling raises serious questions about the SANDF's commitment to our democracy."

While Cosatu accepted the assurance by Minister of Defence Mr Joe Modise that he did not authorise the SANDF to lodge an appeal, "it is unacceptable for him to claim that the SANDF had an independent right to do so. As the political head, he is responsible to ensure that the SANDF does nothing in contravention of government policy."

It also said it would hold urgent discussions with the SA National CIVics Organisation (Sanco) and other relevant parties to discuss a programme of mass action to "defend workers and innocent taxi drivers from forces inside and outside the industry, who are using commuters as cannon fodder in their own dirty war."
Cosatu plans to get tough with employers in new year

CLIVE SAWYER
Political Correspondent

CONGRESS of SA Trade Unions general secretary Sam Shilowa has sent clear signals of a hardline approach next year in campaigning for the extension of worker rights.

And he has warned of a huge confrontation unless employers change their attitude of "business as usual".

In his forecast for next year, dubbed "1995 the year of reconstruction and development," Mr Shilowa said the post-election period had shown the Reconstruction and Development Programme had many enemies.

Conservative forces in the inherited bureaucracy, security forces, in business, internationally, and in the government of national unity, are determined to ensure that the RDP doesn't disturb the pattern of power and privilege.

□ 'Watershed year' warning

Some of this resistance was unconscious and some deliberate.

"1995 will be a watershed year for workers. It is a year of numerous opportunities, a year in which workers will expect to see tangible results after years of struggle against oppression and exploitation."

Mr Shilowa said the ANC-led government, correctly, had emphasised the need to defend and consolidate democracy, build national unity and create peace and stability.

"These objectives will be realised only if the entire society is engaged in a massive national effort to implement the RDP."

"People would defend the new democracy only if it brought tangible changes to their lives. The worst blunder we could make is to reduce the RDP to an empty slogan, which ultimately becomes a swear word on our people's lips."

Mr Shilowa said Cosatu would set up RDP councils in the workplace and communities.

The union movement would play a "critical role" in transformation of the public service.

Cosatu would monitor government budgeting to ensure it shifted to a zero-based method.

"Cosatu will argue for a more coherent and scientific approach to the reorganisation of public sector personnel."

"We reject the current approach which seems to suggest that large cut-backs of personnel in and of itself is a desirable objective, and that a mathematical percentage-based formula can be used to achieve this."

While Cosatu would support elimination of waste, successful implementation of the RDP would need more workers in certain areas.

The federation would pursue restructuring the tax system "to a greater extent than the Katz Commission has been able to do."

Cosatu wanted "a progressive and fair taxation system, which lifts the unfair burden of the shoulders of working people, and induces business to invest in productive activity."

The federation would campaign, 'as it had done with the SA Broadcasting Corporation, for the transformation and democratisation of all publicly-funded bodies, including parastatals."

"In particular, we want to destroy the myth that the Reserve Bank is somehow above society, and operates as an 'independent' institution."
Unions key to Taiwan billions

DAVID BREIER
Weekend Argus Political Staff

MILITANT trade unions could scupper the proposed multi-billion rand Taiwanese investment in South Africa, government sources have warned.

This follows revelations that the Taiwanese-based joint venture considering a R28-billion investment that would provide 400,000 jobs, wants a "no union" deal as part of the package.

The investment which also could involve the purchase of the Mossgas refinery, could be based either at Mossel Bay in the Western Cape or Richards Bay in KwaZulu-Natal.

A joint SA-Taiwan task team is evaluating the respective sites.

South African government sources told Weekend Argus they understood the Taiwanese were anxious to avoid the regular strikes and shutdowns enforced by militant trade unions.

This fear has been increased after this week's hint by Congress of SA Trade Unions (Cosatu) general secretary Sam Shilowa of a hardline approach next year.

"Cosatu must decide between its own interests and those of millions of unemployed South Africans," said a top government source said, suggesting Taiwanese investors considering pumping billions into South Africa are reluctant to tangle with militant South African trade unionism.

Cosatu should do its utmost not to upset the Taiwanese investment offer.

This could set the scene for a clash between government and Cosatu, which is unlikely to allow a president of being excluded from a major industry.

Mr Shilowa was unavailable for comment after repeated attempts to contact him.

The Taiwanese are playing down the issue Jerry Shen, political counsellor at the Taiwanese embassy in Pretoria said in an interview he was not aware of any such precondition by Taiwan "Not to my knowledge," he said.

He said he also was not aware of another precondition that the chosen site should be declared a duty-free port along the lines of Hong Kong.

Mr Chen said the proposed investment would be a joint venture between the giant state-controlled Republic of China (Taiwan) group, Tianjin Petroleum, and a private company from Taiwan, Tuntex Petroleum.

But he added that Taiwan would welcome other countries, including South African interests, becoming involved in the joint venture. "Our companies are keen to work together," he said.

The future of the project would depend on the evaluation now under way, which would be complete in the first half of next year.

Mr Chen said the evaluation team had visited Mossel Bay and Richards Bay. He declined to comment on the respective merits of the two as a possible centre of the new industry, saying it would be up to the evaluators to choose.

According to South African government sources, the future of the R12-billion Mossgas scheme is not necessarily linked to the investment.

If the Taiwanese do decide to include Mossgas as part of the investment package and the scheme is site in Mossel Bay, only a third of the Mossgas plant will be modified for use in the new project. The other two-thirds would be scrapped or sold.

If Richards Bay is selected, the entire project would start from scratch, said the sources.

The proposed investment would involve an oil refinery which would provide Taiwan with an alternative source of oil, at present imported from the Middle East.
High noon as Cosatu and ANC square up

By RAY HARTLEY
Parliamentary Correspondent

LIKE gunslingers in a B-grade western, they have been eyeing each other over the bar, exchanging cheroots, jokes and, finally, graceful insults. But they are fast reaching the point where they will have to step outside to settle their differences in the street.

As Cosatu and the ANC-led government square up for a fight over the shape of the post-liberation economy, trade unionist Sam Shilowa this week laid his cards on the table in a paper harshly critical of the government's new economic thinking.

By the end of the crisply worded seven-page document, it is hard to point out any significant economic policy area — other than broad consensus on the need for the Reconstruction and Development Programme — on which the union federation agrees with its allies in government.

Mr Shilowa used his paper to highlight this with government policy shifts and then shoot holes in each one of them.

"We have received unsolicited advice to embark on wholesale privatisation, drop all tariff barriers, adopt a wage freeze and cut back on social spending," he said.

"There was no problem debating any economic policy option put before the country with the genuine aim of finding solutions to our economic problems. But Cosatu believes these are ideologically-driven proposals which are not debated in the first instance by the needs of the people of South Africa," he said.

At the centre of the economic tussle will be next year's Budget, which will establish the limits of public expenditure and determine government priorities.

Mr Shilowa said it was clear that Cosatu and the ANC would do all it could to ensure an RDP-oriented Budget "as distinct from the "RDP fund" approach. Resources would have to be moved from unnecessary bureaucracy to the delivery of services, he said.

But Mr Shilowa's commitment to doing away with bureaucracies should not be confused with a desire to cut the size of the public service.

"We reject the current approach which seems to suggest that large embouts of personnel in and of itself is a desirable objective, and that a mathematical percentage-based formula can be used to achieve this," he said.

The formula controversy was the subject of a publicised cabinet decision announced by Deputy President Thabo Mbeki to trim the public service over five years.

And, referring to Trade and Industry Minister Trevor Manuel's tariff-reduction programme, Mr Shilowa said: "Cosatu will oppose the current trend of dogmatic adherence to rapid, unplanned trade liberalisation and the lifting of protective tariffs."

Like the rest of the plans, Mr Manuel's policy was "ideologically driven", and he said: "The push by some elements in government to implement tariffs which are even lower than the rates set out in GATT, without consultation, will be resisted by Cosatu."

Mr Shilowa's statement followed a bruising showdown at Cosatu's August congress this year during which Mr Manuel and former trade unionists-turned-government-gurus Jay Naidoo and Alec Erwin lectured the federation on the need for tariff cuts.

A third area of looming confrontation is over privatisation. Government has already stated it will have to sell off certain of its assets to help finance the RDP.

Not so fast, said Mr Shilowa. The RDP was in fact in danger of being destroyed by the kind of economic thinking currently doing the rounds in Pretoria.

"Privatising parastatals and subjecting them to the laws of profit would have the effect of denying the poorest South Africans; the majority of our people, access to health, electricity, transport, communications and other services," he said.

Also in Mr Shilowa's sights was the Reserve Bank, an institution he described as reflecting "elements of the old Thatcherite bureaucracy and the large conglomerates."

"We want to destroy the myth that the Reserve Bank is somehow above society and operating as an independent institution," he said.

Again the Cosatu position stood in stark contrast to the ANC's commitment to an independent Reserve Bank.

Cosatu has made a habit of following its tough statements with meek classifications, but Mr Shilowa's paper was the clearest indication yet of a serious policy divergence between Cosatu and the government.

And although nothing has reached for their guns just yet, the banker, the government manager and the streetpaper hag better get out of the way when they do.
‘Witch-hunt’ at firm claimed by union

ROGER FRIEDMAN
Labour Reporter

THE Food and Allied Workers Union (Fawu) claims that its members at a prominent snack company have been subjected to a “clandestine witch-hunt.”

After declaring itself in deadlock with Simba, the union referred the matter to the conciliation board.

A Fawu spokesman said video cameras had been set up inside the Simba factory in Parow, lorries were followed, telephones tapped, bugs planted in lorries and private homes watched and photographed.

Simba regional director Ray Priestly conceded yesterday that “surveillance” had been taking place to try to halt spiralling theft from the company.

The surveillance had paid off, Dr Priestly said “We have successfully stopped a theft ring.”

Fawu said some workers were dismissed without evidence against them “on the balance of probabilities.”

The union demanded that the dismissed workers be reinstated, that the surveillance stop and that the person employed by Simba as a risk control manager be transferred to another division.

“The union asked the company to apologise, but this was turned down. At this stage we are in deadlock. The case has now been referred to the conciliation board,” the spokesman said.

Fawu Peninsula/Overberg branch organiser Ebrahim Wagiet said he suspected Simba was using the “witch-hunt to retrench staff — a kind of indirect form of retrenching people.”

But Dr Priestly denied that Simba was contemplating any retrenchments.
Delegates attending the Cosatu conference were in jubilant mood during four days of discussions but did not lose sight of the serious business before them. **Lulama Luti**, of our Political Staff, reports:

Some of the 1700 delegates at the Cosatu congress listen as a speaker makes his point.

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Cosatu was at the forefront of the struggle that helped usher in a new democratic dispensation in a country previously riddled with injustices of apartheid rule.

Cosatu members elected their comrades in the tripartite alliance to positions of power in the Government of National Unity.

The federation had cause to celebrate a sense of fulfillment. Theirs had been a mission accomplished. Their goals had been achieved.

This ebullient mood at the conference was apparent when delegates and local and international observers broke out in a song of praise that reverberated in all corners of the Vista University hall in Soweto minutes before President Nelson Mandela addressed the congress on Wednesday afternoon.

Mandela was swift in pointing out the seriousness of the issue at hand: "The question facing us today is whether workers in this country can go through a transformation from being a resistance movement to being builders of a new South Africa."

Despite all the show of cheerfulness the moods of the delegates remained sharply focused — a factor which emerged strongly in the no-holds barred resolutions that congress adopted when the conference ended on Saturday.

The Cosatu congress, whose theme was "Reconstruction for Working Class Power", was about how much power the working class wielded, and how this power could provide checks and balances on people they elevated to government.

The first step towards this process came when congress summoned Labour Minister Tito Mboweni, Trade and Industry Minister Trevor Manuel, Minister without Portfolio Jay Naidoo and Deputy Finance Minister Alec Irwin for question-and-answer sessions in which the Ministers were lucky to escape unscathed.

The more than 1700 delegates re-affirmed their confidence in the John Gomomo-Sam Shilowa leadership.

Soon after his re-election, Shilowa quickly demonstrated that his administration meant business.

"Cosatu believes that the interim constitution is flawed. Everybody knows it and this point is acknowledged."

"There is a Constituent Assembly that is now busy drafting the 'constitution' and Cosatu would be naive to have a congress of this sort and not take up positions which reflect that we are going to vigorously campaign to influence the Constituent Assembly to deal with issues.

"We are going to exert influence by taking public positions through campaigns with other unions and by lobbying ANC MPs."

"We want to take up President Mandela's challenge to us when he said "this is your government, your people, use them."

While this may have been perceived as an aggressive stance by the giant trade union federation against their comrades in the tripartite alliance, Cosatu moved quickly to quash thoughts to that effect.

It resolved to throw its full weight behind the ANC and vowed that it would work to ensure an ANC victory during next year's local government elections.

Then came the issue of the Reconstruction and Development Programme (RDP) which Cosatu president John Gomomo said, contrary to widely held beliefs, was not about the Government delivering things to the people.

While the RDP was about the restructuring of South Africa to provide a better life for all her people, its implementation could not be left to the "400 parliamentarians and 27 Cabinet Ministers".

He threw the challenge back at the delegates and gave this warning to his comrades: "If this programme is not implemented, or if it fails, then De Klerk is right. They will win the next (general) election."

The thorny issue of trade and tariff reductions saw delegates hot under the collar and congress resolved that while they did not object to agreements on these issues, decisions should be taken after broad consultation with all parties.

On international issues, Cosatu resolved to make representations to both the national and international authorities to put pressure on Lesotho and Nigeria for the restoration of democracy in those countries.

When the time came for comrades to bid comrades goodbye on Saturday, there was no doubt that all were well aware of the task ahead — they knew that theirs was a do-or-die situation.
ERIKA JANKOWITZ

Evelyn 12/49

WORKERS' CHAMPION
DEFINING ITS ROLE AS
COSATY'S WORKS ON

COSATY'S WORKS

NOTE

Workers' Role in the Context of COSATY's Work

As an advocate for COSATY, I would like to highlight the importance of understanding the role of workers in the context of COSATY's work. Workers play a crucial role in ensuring the success of COSATY's initiatives. By engaging with workers, COSATY can gain valuable insights into their needs and aspirations, which can inform the development of effective strategies and policies. This, in turn, can lead to improved worker satisfaction and increased productivity.

In conclusion, the role of workers in COSATY's work is essential. By recognizing and valuing the contributions of workers, COSATY can foster a work environment that is conducive to innovation and growth. I believe that this approach will be instrumental in achieving COSATY's goals and objectives.
Industrial Relations - Workers organisations (COSATU)
1995
Shilowa asked to resign

By RAY HARTLEY: Parliamentary Correspondent

COSATU officials have asked their general secretary, Sam Shilowa, to resign from the ANC's National Executive Committee because they say the position will interfere with his union duties.

Cosatu assistant general secretary Zwelenzima Vavi said that Cosatu office bearers had decided, at a meeting last week to ask Mr Shilowa to withdraw from the ANC structure.

He said a second official elected to the ANC executive in December, Cosatu president John Gomomo, had already stepped down. He had shown the meeting his letter of resignation.

Mr Gomomo was voted into 31st place on the ANC's 60-person executive body at the organisation's December conference with 1,121 votes.

Mr Shilowa made 46th place with 951 votes.

Mr Vavi dismissed suggestions that the Cosatu officials' request was an assertion of the federation's independence.

"There is no policy that says office bearers cannot hold positions in the ANC," he said.

But other federation members are known to have been unhappy with the election of the two leaders to the ANC structure, believing it "a subtle form of co-option" that would lead to conflicts of interests and make them co-responsible for ANC policies.

ANC executive members have traditionally considered themselves bound by decisions taken by the body — a tradition which Mr Shilowa and Mr Gomomo would have been expected to follow.
Cosatu’s hard man vows to fight privatisation

By Thabo Lisilo

If Zwelumusa Yavi, assistant general secretary of Cosatu, were to name the words he hates most, “privatisation” and “commercialisation” would probably top the list.

Little-known outside the unions until now, Yavi is attracting increasing attention for his strong anti-privatisation views.

This member of the South African Communist Party plays a pivotal role in shaping Cosatu’s policies, and is said to be highly regarded by its 1.4 million members. He is also tipped to succeed Cosatu’s general secretary, Sam Shilowa.

“With the advent of the new democratic government, we will fight privatisation to the bitter end. We will fight it until there is no more,” Yavi said in an interview this week.

“We know what privatisation has done. It has led to massive job losses at the Post Office, Eskom and Bank. The problem of privatisation is about maximising profit, with service delivery being a secondary priority.”

It makes no difference, he says, whether privatised assets are sold to black companies. To him, all capitalists are the same.

“Selling off Telkom to (Nkosi Motlana’s) New Africa Investments does not change the lives of ordinary people in Khola Park. All it does is enrich black capitalists and their families.”

Yavi is also critical of trade unions owning shares in companies. He says, “We must ensure that the independence of labour in its continuing struggle against capitalism is not compromised.”

The conflict between labour and capital is irreconcilable. Capital wants to maximise profit, while labour wants a living wage. “You cannot marry the two.”

But Yavi is not opposed to unions investing their funds. “We should invest the billions we own to deal with the need for training and education of shop stewards. We should also be able to provide legal protection and housing for our members, among other things.”

Yavi believes the advent of black majority rule in South Africa has released much of the energy unions spent on fighting apartheid. “Now they can focus on meeting the daily needs of members on the shop floor.”

Cosatu, he says, will continue to fight for a living wage. “But it will also concentrate on closing the glaring wage disparities between (mainly black) unskilled labourers and management, on unfair job grading, and ensuring that the experience of employees without qualifications is recognised, and on affirmative action.”

“Affirmative action is not negotiable,” says Yavi. “We have to ensure that companies reflect the demographics of our country. We realise that this will take time, hence the need to negotiate targets and time frames.”

Yavi is especially happy to see trade unions take hold in agriculture. He says the struggle for freedom in South Africa will have been in vain if it does not result in tangible benefits for black farm workers.

“If anybody has borne the full brunt of apartheid oppression, it must be the black farm workers,” declares Yavi.

He should know. He was born of a peasant family living near Hanover in the eastern Cape.

His parents named him Zwelumusa, which means “life is tough”, because of the harsh conditions for black labourers on white-owned farms.

Yavi attributes his father’s death in 1984 to unbearable working conditions. “I am not saying that every farmer is bad,” he says, “only that most of them are terrible.”
Labour’s new frontiers

In the post-apartheid era, the Congress of South African Trade Unions aims to develop a new approach that will strengthen the trade union movement locally and internationally, writes Labour Reporter Abdul Milazi.

Cosatu general secretary Sam Shilowa.

That affiliation of unions should not be based on ideological criteria, and
A commitment to the formation of a single, inclusive international trade union centre
The conference condemned the attitude adopted by some political parties towards migrant workers and illegal aliens
It was resolved that South Africa needed a multifaceted approach to readdress the question of regional economic development and labour migration
Shilowa said while it was the duty of all governments to ensure that its citizens were employed, South Africa was one economic region, and a regional economic strategy was essential
The conference also charged that unemployment was not the result of the presence of foreign workers, but of structural problems in South Africa’s economy, which need to be addressed
It was also resolved that the trade union movement should campaign for a package to deal with foreign workers in a constructive and sustainable way
These include
Fair and non-discriminatory legislation covering migration and border controls,
Legal guarantees of equal wages and working conditions and the upgrading of migrant workers,
The imposing of heavy penalties on employers who exploit illegal immigrants,
Integration of immigrants into communities in which they live,
Measures to regulate the position of illegal migrants, either through amnesty or voluntary repatriation,
A strategy to deal with the mobility of skilled labour in a way that develops the skill of local labour in the host country,
A negotiated quota, reviewed on an ongoing basis of workers allowed into countries in the region, taking into account economic imbalances in the region, and
The development of a regional Reconstruction and Development Programme, aimed at building the economy of the entire region
Shilowa said Cosatu would campaign for the restructuring of the World Trade Organisation, and also to make sure that trade unions were represented on it
Trade union unity and solidarity was important if worker’s rights and interests were to be protected, Shilowa said.
Cosatu not set for breakaway

THE Congress of South African Trade Unions was prepared to break away from the ANC-SACP alliance but the time for that had not yet arrived, the federation's national president, Mr John Gomomo, said in Durban this week. He said the federation was "not moved" to the alliance and would break away from it if that would advance the unity of the workers.

Gomomo, who was in the city to mobilise workers for the local government elections and report on the proposed Labour Relations Act, said Cosatu was committed to achieving unity with the National Council of Trade Unions and the Federation of South African Labour. Talks between these federations started last year and the ANC-SACP-Cosatu alliance had been identified as one of problems in this process.

"If we had a choice between the alliance and the unity of the workers, we would choose unity. The alliance should not stand in the way of unity," he said. He said the federation's secretary-general, Mr Sam Shilowa, were even prepared to resign their posts if the workers felt they were hindering the process. But he felt there was still a need for the alliance because the strategic objective for which it was established had not been fully realised. "We are now in the transition and we have not put into power the Government that we want."

Gomomo and President Nelson Mandela are expected to address workers at a Workers Day celebration rally at King Zwelithini Stadium in Umhlanga on Monday. The celebration will have a festive mood this year and internationally acclaimed musician Mthetho Sibisi and other musicians will entertain the crowds.

SACP secretary-general Mr Charles Nqakula will address a rally at Soweto Stadium near Mandeni.

— Sowetan Correspondent
Cosatu in new era

UNTIL a few years ago the name Cosatu triggered mixed feelings among employers, while for the dispossessed masses of South Africa, it inspired devotion and hope. Cosatu rallies and mass meetings drew thousands of people but today the federation and its affiliates struggle to fill the same venues they filled to capacity with ease.

A fresh example was the Workers Day celebration at Rand Stadium, where Tokyo Sexwale addressed an empty stand. Less than 2,000 workers turned up for the occasion.

Cosatu national treasurer Ronald Mofokeng expressed concern about the weakening of the trade union movement and appealed to workers to strengthen the federation's support at the workplace.

Losing its luster?

Could it be that the trade union movement is losing its lure, or are people just tired of the politics of mass mobilisation?

Labour expert and South African Institute of Race Relations public affairs manager Paul Pereira attributes workers' apathy towards mass gatherings to the coming to power of the ANC-led Government of National Unity and the subsequent advent of democracy.

Pereira says people see no reason to fight anymore, now that they have their own government in power.

"When the new Government came into power, people relaxed. This was evident when the petrol price went up and there were no protests from the unions," says Pereira.

Low wages

Pereira says the present Government has put up the petrol price more times in less than a year than the previous government did in four years.

The privatization policy and very low wages in the public sector have also gone unopposed.

In the 1980s, there was no clear distinction between the workers' struggle against capitalists and the people's struggle against the apartheid regime.

The trade union movement waged two battles, one against oppressive employers and another, through its marriage with the ANC, against the government.

There used not to be any discussion of the need for maintaining the distinction between civil and political life.

Mutual need

What brought the trade union movement, the ANC and the South African Communist Party together was the mutual need for mass mobilisation to overcome the racist regime.

According to Pereira, it is becoming imperative for the trade union movement to redefine its priorities, and the question is whether Cosatu will continue to go all out to support the ANC in the coming local government elections or fight its own battles for workers.

However, the marriage between Cosatu and the ANC looks set to continue for some time as it is mutually beneficial.

"Through the success of the alliance's bargaining strategies, workers — especially those with Cosatu — have become privileged members of the working class with better pay and other conditions of employment," says Pereira.

South Africa could face the same problems as Eastern Europe, where the distinction between civil and political life became blurred because there were no independent interest groups to check on government.

Same commitment

Although Cosatu has the same ideological commitment as the ANC, it still sees itself as playing this role. It continually maintains that it will retain its autonomy and independence.

Cosatu, however, is under pressure from all sides. It lacks strong leadership, as many of its prominent leaders have moved to Parliament. Its lack of focus, against the Government of the day, the economic situation in the mines and the high unemployment rate also pose problems for the federation.

On the mines, productivity has been static over the past few years. This has weakened the unions' bargaining powers and they are forced to cooperate with mine management if both are to survive.

Major problems

Pereira says the major problems for Cosatu will come from rural people, the informal sector and the illiterate, because agreements between big business and organised labour always run counter to their needs.

The relationship between Cosatu and the ANC will also suffer some strain because of the organisation's new bonds with big business and the federation's need to get better bargains for workers.

Pereira says Cosatu, which has continually supported and called for socialism, has changed its tune since the Government, labour and business struck a deal to entice foreign investment.

Socialism discarded

With the ANC in power, Cosatu was happy to discard socialism for corporatism, which combines both socialism and free enterprise, as practiced in Japan and Germany.

Pereira says corporatism is the only system under which both business and organised labour can thrive, because separately both socialism and free enterprise would destroy unions.

He says since Cosatu has invested in certain companies, they would lose money and jobs if those companies were nationalised. They would also lose their organisational powers under a free enterprise system.

Lack of competition

Pereira, however, says corporatism will not work for long because it undermines competition. The lack of competition would lead to a depression.

He says the system worked when introduced in Japan, but now the country faces depression in the next five years from lack of competition.
Cosatu may buy unbundled firms

By Mzimkulu Malunga

THE Congress of South African Trade Unions is said to be in the middle of mobilising resources to bid for one of the unbundled companies of Johannesburg Consolidated Investments.

The two companies that are up for sale are due to be listed on the Johannesburg Stock Exchange on Monday.

Sources close to the union suggest it is mobilising its members' pension funds to bid for one of the unbundled firms, particularly the industrial company, the assets of which include shareholdings in South African Breweries.

The entrance of Cosatu into the JCI race could make bids more interesting.

It is estimated that there are as many as 30 black groups that are interested in the JCI unbundling deal.

At the moment, Anglo, which is selling its 48 percent in JCI, is tightlipped about progress made so far.

Last time Anglo made its unbundling plans unknown, there was speculation that a well known black business person with the backing of powerful Far East financial institutions, such as the Shanghai Bank, was in the running.

However, the business man concerned has so far consistently played down his interest in JCI.

The other groups in the running for the biggest unbundling deal so far include New Africa Investments and the Real Africa group.
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The other groups in the running for the biggest unbundling deal so far include New Africa Investments and the Rea Africa group.
Cosatu wants joint control of R300bn worker fund

Renee Gratzisky

Worker funds of more than R300bn had been accumulated in various pension and provident funds which had many shares on the share market, but provided little benefit to communities of workers, Cosatu's publicity officer Neil Coleman said yesterday.

At the Institute of Retirement Funds conference he said workers were losing confidence as "concerns mount about poor servicing, lack of information and the cost of administration".

He said if this asset base was harnessed responsibly, it could unleash SA's economic potential and assist the reconstruction and development programme (RDP). The federation and its affiliates had formulated broad principles to guide funds in investment decisions.

Asset investment should benefit workers and their communities and ensure the social security of members, with worker involvement in all aspects of decision-making to ensure fund democratisation. Investment should be used to advance a "growth path which meets the needs of the majority, and challenges existing patterns of ownership".

Coleman said the industry's failure to commit itself to directing funds into the RDP would compel the union movement to campaign for the "reintroduction of prescribed assets, which would force the industry to invest a certain portion of funds in the RDPs".

He said the federation would ensure greater accountability. This would entail the negotiation of industry-based funds, worker representation on fund boards - he called for 50% representation - and worker trustees empowered and trained to ensure effective and informed decisions, and regular disclosure of information.
Cosatu pulls out of Natal talks

Farouk Chothia

DURBAN — Cosatu has suspended negotiations with the KwaZulu/Natal government on the issue of restructuring the regional economic forum.

This follows the provincial cabinet's recent rejection of a proposal to restructure the forum — which was established in 1990 to discuss economic policy in the province — into a provincial economic, development and labour council.

In a hard-hitting letter to premier Frank Mdlalose earlier this month — also sent to economic affairs and tourism minister Jacob Zuma and finance and public works minister Senzele Mhlungu — Cosatu's southern and northern Natal regions said nine months of negotiations over restructuring the forum had yielded no results. This was despite the fact that economic affairs and tourism minister Jacob Zuma and finance and public works minister Senzele Mhlungu served on a committee where consensus was reached on the restructuring process, Cosatu said.

Zuma's spokesman Lakela Kamda said that another cabinet committee, consisting of five ministers, had been formed to "revisit" the restructuring process.

An informed source said that at the heart of the differences lay the question of whether the new council would have effective power. Labour and business also wanted consultation on key decisions.
Rally, march will herald giant new union

COSATU's bid to unite all public sector unions under one banner will be signalled today by a proposed rally on the Grand Parade and a march to the provincial buildings in Wyn Stree.

In the Western Cape the initiative would also mark Cosatu's attempts to have public service decision-making powers removed from the National Party-controlled provincial government.

Unions expected to take part in today's action include the National Education, Health and Allied Workers' Union (Nehawu), the Postal and Telecommunications Workers' Association (Potaw), the South African Municipal Workers' Union (Samwu) and the South African Democratic Teachers' Association (Satsa).

Nehauw, Potaw and Samwu have already agreed to the formation of the new union, while Satsa will decide its future at its annual congress in July.

A spokesman for Nehawu said yesterday the present unions would automatically fall away to make way for the new one.

The union hailed today's action as "the first public display of unity of public sector workers in this province.

Together the four unions represent the interests of 200,000 workers across the nation.

The new union, provisionally called the Public Sector Union, will be born at a national launch congress to be held in Gauteng from August 5 to 13.

"The merger of the four unions would create a strong voice for workers throughout South Africa," the union said in a joint statement yesterday.

"We have been considering various options for the future of our campaigns," the union said. "These have included the establishment of a new union, the merger of our unions into one, and the formation of a new union.

"We have decided that the merger of our unions into one would be the best option for our members."
SINGALONG: Led by Lance-Corporal Lucky Mthothe, former MK cadres in training at the SANDF grounds at Touws River break into song after weapons training.

Integration of troops ‘working well’

BY WILLEM STEENKAMP

The Western Cape integration of former non-statutory forces into the SANDF was proceeding smoothly, instructors and trainees alike said this week.

During a press visit to the Touws River training area, Brigadier Dan Lamprecht, officer commanding Western Province Command, said he was "quite proud" to say the training had "worked well" within his command area.

The evaluation of 427 former MK cadres’ basic training phase at 9 SA Infantry Battalion bore this out, showing average scores of between 72.5% and 94.8% for map reading, musketry, fieldcraft, buddy aid, fitness and shooting.

The soldiers described their training as being "of a high standard" and "enjoyable", and said there had been a shift in attitude among the former enemies.
Conflict over Labour Bill provisions

Cosatu threatens mass action

Renee Grawitzky

COSATU and employers could be on a collision course in negotiations over new labour legislation, with the labour federation's Witwatersrand region committing itself to a programme of mass action which could lead to a national strike.

Cosatu's views conflict with the provisions of the draft Labour Relations Bill published in February and business's response to it — most notably regarding its demands for compulsory, centralised bargaining, an unlimited right to strike and the nature of workplace forums.

The region's acting secretary Dan Mohapi told a news conference yesterday that 1 500 Cosatu shop stewards from affiliates in the region endorsed this programme which would start with a march on June 6.

The shop stewards felt the issues at stake were the "life and death of the labour movement" and the proposed march could turn into a stayaway based "on the mood of the workers on the ground."

The National Economic Development and Labour Council's offices and employer associations would be targeted to protest against Business SA's stance and the employer confederation's "lack of commitment" to the Labour Relations Act (LRA) negotiations.

Business SA spokesman Adrian du Plessis said respecting threats and mass action "would not resolve differences. "Negotiations, still in a relatively early stage, must be allowed to run their course."

Mohapi said the federation's core demands — including the right to strike, centralised bargaining and union-based workplace forums to be established in companies with 30 or more employees — would be supported at all costs. It could not abandon its core demands but was prepared to negotiate on them and attempt to reach some accommodation without betraying fundamental principles.

Union sources claimed that employer proposals on the draft negotiating document represented a backward step from the status quo. These views were unrealistic and if this continued the parties would move closer to a deadlock situation.

Mohapi said employers were not prepared to move on these issues or produce alternatives. If no common ground existed then there was nothing to negotiate on.

The union movement believed negotiations at Nedlec should deliver — unlike those at the National Economic Forum. Employers were expected to come into the negotiations with a clear mandate and serious proposals, union sources said.

On workplace forums and centralised bargaining, the union movement felt the employer position of voluntarism went against the spirit of the draft document. Employers favoured self-regulation but were not prepared to participate in forums which set minimum standards.

Du Plessis said the differences that had arisen were around the union's proposals regarding the legal compulsion to bargain at sectoral level. "The draft LRA, on the other hand provides a framework in which the parties are able to agree between themselves on what level bargaining should take place."

Mohapi said the region would try to get support from its allies in the alliance, other regions and Naetu and Fedpal.
Mass action warning given

By Abdul Milazi

JUST when most people thought Cosatu's hands were tied because of its close links with the ANC-led government, the giant federation has dropped a bombshell by announcing at the weekend its decision to embark on rolling mass action next week.

Cosatu's decision was taken by the national executive to pressure business into accepting its proposals for new labour legislation.

Mr Zwelinzima Vavi said the decision to embark on mass action was due to frustration because of the lack of progress being made between labour and business in the National Economic Development and Labour Council (Nedlac) negotiations.

The three main areas of concern are the federation's demands for centralised bargaining, organisational rights and the right to strike.

Vavi said the employers should know that despite Cosatu's close links with the Government, it still had muscle.
Labour Minister Tito Mboweni has urged business and labour to find common ground by June 30 or live with the consequences of failing to get new labour laws enacted this year.

His call yesterday came as Cosatu threatened rolling mass action from June 5, and city-centre marches during a half-day stayaway on June 13.

The labour federation says the action is to achieve its demands for improvements of the draft Labour Relations Bill - a campaign that has caused uproar within the business community.

Mboweni noted that business and labour were now both putting forward their opening and most ambitious bargaining positions, and that he felt an accommodation would be found soon.

"But, he said, if the parties in the National Economic Development and Labour Council (Nedlac)’s Labour Market Chamber did not reach agreement by June 30, Cabinet would be unable to ratify a draft bill in time for action this year.

"In my view it is quite urgent to get a new act on the books... I anticipate that the coming 30 days will see a lot of intense negotiations," Mboweni said.

"The disputes centre on the right to centralised bargaining, the role of workplace forums..."
Cosatu plans strike action

Johannesburg: Companies could no longer cling to apartheid labour practices if they wanted to keep their profits rolling, the Congress of South African Trade Unions warned yesterday.

After reaching a deadlock with business over the draft Labour Bill, Cosatu announced on Saturday that it would mount a national half-day strike on June 19 to jolt business into adopting the right to strike, centralised bargaining and union rights.

"If there is still no progress (after the strike), more intensive forms of action will be decided upon," Cosatu spokesman Mr Neil Coleman said in a statement yesterday.

Cosatu's members would work only half-day on June 19 — a tactic meant to disrupt business and freeze productivity. Workers would march throughout the country while negotiations took place.

The strike would be prefaced by a two-week mass action campaign starting on June 5.

This would include lunch-hour meetings, demonstrating at companies and marches.

Although Cosatu wanted the draft Labour Bill to go before Parliament in June, business was preventing its progress, Mr Coleman said — Sapa
Cosatu warns Govt

against privatisation a major focus:

By Abdul Milazi
Labour Reporter

The time has come for the Government to take a clear position on the privatisation of public assets, general secretary of the Congress of South African Unions Mr Sam Shilowa warned yesterday.

Shilowa was speaking at a conference to explain Cosatu's position on the proposed new Labour Relations Act and Cosatu's rolling mass action campaign planned for next week.

Shilowa said the Government has claimed it will not privatise public assets, but some ministers have secretly announced their intentions to promote privatisation.

"The Cosatu executive committee condemns the unilateral announcement by the Minister of Finance, Mr Trevor Manuel, to privatise Mossel Bay," said Shilowa.

Any decision taken on Mossel Bay, or any public asset, would have to be taken with the agreement of the major stakeholders, he said.

Campaign against privatisation

According to Shilowa, Cosatu's campaign against privatisation would be a major focus of next week's rolling mass action.

He said the decision to embark on mass action was not taken because the federation had lost faith in the National Economic Development and Labour Council. Instead, he said, it was aimed at forcing the process to finalise new labour laws before the end of the year, adding that progress over the next few weeks will be critical in determining whether the impasse is broken.

"We believe that mass action by workers will demonstrate the seriousness in which they view this situation, and will put pressure on the negotiators," he said.

The first phase will consist of two weeks of mass action from June 3, when workers will hold lunch-hour meetings and demonstrations at their workplaces.

A mass march will be held in Gqeberha on June 6. Other regions will embark on mass demonstrations on the same day or the subsequent days. The details will be finalised at joint shop steward councils countrywide. The mass action campaign will culminate in a national day of protest on June 19, with marches throughout the country.

Shilowa said the labour delegation of Cosatu, the National Council of Trade Unions (Nactu) and the Federation of South African Labour (Fedisa) were united in their rejection of business' position.

Nactu and Fedisa were still finalising their position on what action to embark on Cosatu would consult the tripartite alliance, community, civil and youth organisations, Shilowa said.
Cosatu cautioned over MPs' support

Cosatu

Continued from Page 1

Shilowa said: "We will not accept the situation where the draft Bill will go through Parliament because consensus is not reached." Labour Minister Tito Mboweni would not act unilaterally and introduce new labour legislation. Labour would embark on mass action as "it has never failed us in the past" as well as lobby its allies in Parliament as "democracy's foundation was built on lobbying".

Shilowa said that despite the decision to embark on mass action, labour had not lost faith in Nedlac and had not pulled out of the process. Cosatu "was not playing games" and leaders from all affiliates would be involved in mass mobilisation.

Shilowa said negotiations and mass mobilisation were not mutually exclusive.

Halton Chedie, head of the ministerial legal task team which drafted the negotiating document, said: "The perception being created of a crisis in negotiations on some important aspects of the Bill is no reflection of the process". The objective of the process was to find out what the disagreements were and to resolve them. The current position was a demonstration of a robust and vital process which would ultimately deliver the goods, he said.

Business SA spokesman Bokkie Botha said it was hoped that issues could still be resolved at Nedlac, by being creative in finding solutions.

Cosatu's executive also adopted decisions on other issues at the weekend, including the violence in KwaZulu-Natal, privatisation, health and safety and the Reserve Bank.

A campaign for health and safety in the workplace would culminate in October before declaring a month of national health and safety starting with the commemoration of Kinnies Day on October 1. Cosatu also resolved to hold a national policy conference in October and call for the immediate implementation of the Leam commission's findings, the immediate inspection of mines and suspension of activities where the necessary safety arrangements were not in place.

Cosatu called on government to clearly spell out its position on privatisation and warned that it could not bypass labour on decisions to privatise public assets.

Cosatu would campaign for the Reserve Bank's transformation to ensure it was broadly representative and responsive to society, and to ensure its monetary policy was in line with the needs of our new democracy. The Bank's independent status was challenged by members who said its monetary policy contradicted the reconstruction and development programme's aims.
Cosatu slams Reserve Bank

SPECIAL CORRESPONDENT

Johannesburg: The monetary policy of the SA Reserve Bank directly contradicted the aims of the RDP. Cosatu said yesterday.

...it said the policy stifled growth, limited job creation and placed a heavy burden on ordinary people through high interest rates.

The union federation said it would campaign for the transformation of the bank, which consisted of appointees of big business and the old regime.

The union also rejected an announcement by Mineral and Energy Affairs Minister Mr. Pik Botha that he intended to privatise Mossgas, saying the government had undertaken not to sell public assets without consultation.

The campaign against privatisation would be a major focus of the mass action starting on June 5.
Cosatu can’t stand for workers – claim

By Joe Mdhlala
Political Reporter

THE relationship that the Congress of South African Trade Unions (Cosatu) has with the Government cannot make it an effective voice of the workers, chairman of the Azanian People’s Organisation Mr Nkosi Molala said.

Also, Molala welcomed the uncompromising stance taken by the Post and Telecommunication Workers Association (Potwa) about plans by Government to privatise state assets.

“The way I see it, Cosatu is too closely aligned to the Government to be trusted as the workers’ watchdogs. Their role, I think, is to make the union membership less militant and more accommodating.”

“...But one has been encouraged by the uncompromising stance taken by Potwa to fight privatisation. You see captains of industry and to a large extent, the Government, are only keen on rationalisation of industry and profits that go with it,” Molala said.

Spokesmen for Cosatu were unavailable for comment.

General secretary of the National Council of Trade Unions Mr Cunningham Ngcukana said he was opposed to privatisation.

“We see this as being part of the government’s plan of structural adjustment as dictated to it by the International Monetary Fund and the World Bank,” Ngcukana said.
ANC, Cosatu share

Politics

CONSTITUTIONAL VIEWS

ANC, Cosatu share
Cosatu campaigns for anti-privatisation strike

Union federation says any form of restructuring that leads to workers losing their jobs is detrimental to all

BY JUSTICE MALALA
Labour Reporter

The Congress of SA Trade Unions has started distributing more than a million pamphlets to factories and townships across the country in its bid to mobilise workers for its 24-hour anti-privatisation strike on January 16.

Cosatu spokesman Nowetu Mpati said yesterday the union had identified the campaign against government proposals released last month to sell off several key state assets as one of its most important this year.

She said millions of workers across the country were expected to come out in support of the strike because privatisation envisaged by the Government affected not only the 1.6 million Cosatu members, but all workers in the country.

The campaign started after Deputy President Thabo Mbeki unveiled government proposals in early December to sell off parts of Transnet, Telkom and other key state assets.

A two-hour strike by Cosatu members followed several other wildcat strikes in the wake of the announcements last month.

"Our message to workers across the country is that any form of restructuring which will lead to workers losing jobs is detrimental to us all. The Government's decision to present proposals which clearly show management's ideals have made it lose a lot of credibility among workers," she said.

Talks between a six-member labour delegation and the Government on the issue are scheduled to start on Wednesday, but Mpati said it was not likely that the meeting would halt the pending strike. She said the two other major labour federations in the country - the National Council of Trade Unions and the Federation of SA Labour Unions - would join Cosatu in the strike.

Cosatu president John Gomomo and other leaders have been visiting KwaZulu Natal factories to mobilise support for the campaign, and other leaders will be sent out to other regions next week.

The Witwatersrand branch of the Post and Telecommunications Workers' Association, one of Cosatu's most militant affiliates on the issue, will hold a meeting today to resume its mass action campaign started last year.
Cosatu leaders define future union priorities

Renee Grawitzke

ON THE eve of Cosatu’s 10th anniversary its leadership has warned that if it lost the war against job losses there would not be a Cosatu 25 years from now.

Cosatu assistant general secretary Zwelinzima Vavi said yesterday during a briefing on the congress’s 10th anniversary celebrations at Kings Park stadium in Durban that “tomorrow we will reflect on the past and what are the challenges facing Cosatu in the future”.

He said the union movement had to “realise now more than ever before that unless we begin to meet the organisational challenges we will have no future”. Job creation, job preservation and social equity would mark Cosatu’s 10th anniversary.

Cosatu general secretary Sam Shilowa said one could not talk about creating jobs when at the same time jobs were being lost. He said: “We cannot live on history alone and our achievements of the past ... People will not join you for history alone. To become the vanguard of workers on the shop floor, we will need to earn that in struggle.”

He said 10 years ago today Cosatu was formed and grew despite repression and attempts by government to keep it down.

The day will be marked by cultural events and addresses by Cosatu, SACP and ANC leaders. Shilowa said there would also be awards presented to various categories of people, including those who gave their lives to the labour movement.
Cosatu celebrates 10th birthday in Durban today

(1404) ARG 2/12/95

Johannesburg — The Congress of South African Trade Unions (Cosatu), launched during a period of unprecedented mobilisation against the apartheid regime, celebrates its tenth anniversary today, the federation said.

Thousands of workers were expected to gather in Durban, Cosatu's birthplace, to celebrate.

Launched during a state of emergency, the movement has come to be respected by friend and foe alike, despite relentless government attacks, the federation said.

Cosatu was founded in 1985 by 33 trade unions representing about 400,000 workers.

Detentions, harassment, the mass dismissal of strikers, security force collaboration and anti-union legislation had not prevented Cosatu becoming the fastest growing trade union movement in the world, it said.

Membership was now more than 1.6 million strong and the federation had 19 affiliates.

One of the founding principles of Cosatu had been non-racialism, it said, to unite workers where apartheid had divided them.

Cosatu said it now represented a cross-section of working people, regardless of race or occupational stratum, with large numbers of white workers and professionals joining in the past few years.

Cosatu said it had become internationally renowned for its approach to workers' control and union democracy. While the trend in many countries had been towards bureaucratisation, the federation had developed a tradition of workers' control and democracy.

Initial reluctance in some quarters of Cosatu to become involved in the broader political struggle and political alliances had soon given way to the realisation that the advancement of workers' rights and the struggle for democracy were inseparable.

Together with the United Democratic Front, Cosatu had formed the Mass Democracy Movement, and joined forces with the African National Congress and the SA Communist Party soon after its unbanning in 1990.
Cosatu warning on 10th anniversary

Government ‘blind loyalty’ to trade liberalisation will collapse the economy – Sam Shilowa

STAFF REPORTERS, REUTERS and APA

An estimated 15,000 unionists gathered in celebration of the 10th anniversary of the Congress of South African Trade Unions (Cosatu) in Durban at the weekend.

Unionists and alliance supporters, many wearing commemorative paper caps in Cosatu’s trademark red, black and yellow colours, packed a sports field adjoining Durban’s Kings Park Stadium on Saturday.

Sloganeering made way for traditional dancing, music and poetry for much of the day as the union federation’s leaders partied in Cosatu track suits and rolled out a three-foot high birthday cake – with 10 red candles – for the occasion.

A heavy police presence to guard against possible violence searched rally-goers entering or leaving the field but no reports of tensions were received, police said.

“Everything has gone quietly,” added police superintendent Bala Nadoo.

Government “blind loyalty” to trade liberalisation would collapse the economy, Cosatu general secretary Sam Shilowa told the crowd.

He urged other Cosatu leaders to speak up for the well-being of union members, many of whom had been adversely affected by trade liberalisation.

Cosatu president John Gomomo, loudly cheered by the crowd, praised South African workers for fighting apartheid over the past decade and said their new challenge was to struggle for economic freedom.

President Thabo Mbeki appealed to workers to pledge their commitment to helping Mandela rebuild the country.

“Freedom will not have been attained without this grant (Cosatu). As the ANC we gained a lot from the labour unions – as much as we have contributed to their development,” he said.

Cosatu emerged in 1985, consolidating 35 unions of varying organisational and political traditions under one banner.

In 10 years, the union has grown from 460,000 to over 1.6 million members, organised into 19 affiliates.

Gomomo, praising the arrest of former defence minister Magnus Malan, demanded the arrest of all planners of the political violence in KwaZulu Natal where over 13,000 people have died in ANC-Inkatha fighting.

“Since 1984, the people of KwaZulu Natal have been forced to live under extreme pressures of violence.

“The arrest of top IFP leaders and former NP government officials is a drop in an ocean,” he told supporters.

“We demand the immediate arrest of whoever planned and carried out violence and intimidation of innocent people.

“Whoever these people are, whatever their status, they must be held accountable for their ugly deeds.”
To stay healthy Cosatu must address workers’ demands

By Justice Malala
Labour Reporter

On June 8, 1985, about 400 trade unions met at the Ipelegeng Community Centre in Soweto to finalize moves towards the formation of a national union federation. It was a meeting fraught with tensions, bringing together worker leaders from black consciousness, Charterist and Afrikaner persuasions who disagreed with each other on virtually every issue except that they were anti-apartheid and pro-worker.

Also, they all acknowledged the need for unity if they were to survive the continued pressure from the PW Botha government as the political situation in the country deteriorated.

After deliberation several of the unions opted to stay out of the new federation, but the diplomacy of the chairmanship of the proceedings and the then National Union of Mineworkers (NUM) secretary-general, Cyril Ramaphosa, meant many others supported the move.

On December 1, six months later, after several more meetings to make practical arrangements, 760 delegates from 33 unions gathered at the University of Natal to launch what was to become the biggest union federation in the southern hemisphere.

The occasion marked the beginning of what was to be one of the most significant forces in South Africa’s economic and political sphere.

The Congress of SA Trade Unions (Cosatu), founded with a membership of about 460,000, has in its 10 years grown into the main focus of labour activity in the country, commanding a membership of more than 1.7-million.

Many analysts at the time did not believe that so many different viewpoints could be woven into a coherent federation, and did not expect it to last longer than two years. But they were proved wrong, although it was not always plain sailing.

Soon after its formation, the Inkatha Freedom Party formed a union federation to counter Cosatu’s actions, thus beginning what would be a series of clashes which usually turned violent, particularly in Natal.

Bosses also usually refused to recognize workers’ membership of Cosatu-affiliated unions, putting pressure on workers to join Inkatha’s United Workers’ Union of SA (UWUSA).

Politically, the federation came into being at one of SA’s darkest periods ever. In October 1985, more than 5,300 people were in detention and the wave of protest sweeping the country meant State repression was on the rise.

Thousands of Cosatu unionists were arrested under the two successive states of emergency declared at the time and union offices were subjected to raids, usually with documents confiscated. Police brutality increased, rendering organising ineffective.

Repression continued throughout Cosatu’s first five years, and even after the changes of 1990. One of the biggest blows to the federation was the bombing of its headquarters, Cosatu House, on May 7, 1987.

The blast destroyed carefully kept files of the federation’s affiliates. In the same month, more than 10 union offices in various parts of the country were bombed, damaged or broken into.

But it was also a period which changed the face of South Africa. Cosatu’s emergence saw the beginning of worker co-ordinated militancy. Strike action by workers spiralled into socio-economic struggles.

From the rail and harbour workers’ strikes and the miners’ strike of 1987, Cosatu’s actions became increasingly linked to the struggle for liberation and a new political order.

This was seen in its successful campaign against the increase in Value Added Tax.

The sustained campaign against the Labour Relations Amendment Act, which placed severe restrictions on the right to strike, was one of the federation’s major victories despite the fact that it took over four years to achieve.

After Cosatu’s campaign, it was agreed in 1990 that no new labour law would go through without the consideration of labour and business, thus laying the foundations for this year’s deliberations on the new Labour Relations Act.

The easing of repression in the 90s, however, presented new challenges for the federation, particularly in its leadership.

Having been a close ally of the ANC, many of its leaders moved into ANC structures in the new government, leaving a leadership vacuum.

NUM assistant secretary-general Gwede Mantashe says many of the leaders who went to Government were university educated activists who came in and contributed in whatever way they could to the federation.

"After their departure a new leadership, forged in working class struggles on the shop floor, emerged.

"Despite the speculation that Cosatu had been weakened we can see from the upsurge in its membership figures that it has actually become stronger," he says.

Mantashe acknowledges that there have been problems in the federation.

"But in the main there has always been a contest of ideas rather than what the media has called cases, and this contest will always be there.

"We have always believed that a multiplicity of ideas is good and has strengthened the movement rather than taken away from it," he says.

Ten years after its formation, the federation faces enormous challenges. It can reflect with pride over that decade and then turn to face its future.

One of the major issues involves a redefinition of its political role, particularly its alliance with the ANC and the Government.

For despite the closeness of the two, the ANC’s mission will demand that it sometimes take decisions which are unsynt to labour.

This problem has surfaced before, but will probably become more prevalent in the future as the ANC’s polygamy, accommodating policies continue to antagonize labour.

It is the workers’ problems to which the federation will have to turn increasingly to make its existence relevant. Its structures in the workplace will have to become more potent to bring meaningful change.
Cosatu ‘no’ to scab use

Unions call for Government to punish companies that use scab labour

By Sy Zwane
KwaZulu-Natal Bureau

The Congress of South African Trade Unions is to call on the Government not to grant public tenders to any company that employs scab labour.

Addressing the federation's 10th anniversary celebration at Kings Park Stadium in Durban at the weekend, Cosatu general secretary Mr Sam Shilowa said if the draft constitution prevented the Government from doing this, then that provision must be changed.

The demand would form part of the union's "massive campaign" next year to win demands for a 40-hour week, minimum wage and other demands around the Basic Conditions of Employment Act and the Wage Act.

Shilowa said the inclusion of a provision on scab labour in the Labour Relations Bill, which is expected to be passed next year, did not mean that Cosatu had been defeated.

He said they had retreated temporarily to gather more strength "We will fight it on the shop floor, industry level and if need be, back at Nedlac."

Shilowa said they would also fight the dismissal of workers who tested HIV-positive or those who had Aids.

A draft code of conduct relating to Aids would also be placed on the National Economic Development and Labour Council.

"A worker with Aids is still a worker. A Cosatu member with Aids is still a member," he said.

The celebration, attended by senior ANC and SACP members attracted only 10,000 people, far below the expected 80,000.

Those who attended enjoyed music from Bum Shanka, Phlezhekansi and other artists.

Deputy President Thabo Mbeki, Minster without Portfolio Jay Naidoo, and SA Communist Party leader Charles Nqakula addressed the crowd.

Among dignitaries attending the celebration were Safety and Security Minister Sydney Mufamadi, Public Works Minster Jeff Radebe and Northern Cape premier Mame Dipico.

Cosatu was formed in 1985 by 33 unions representing 40,000 members. Since then its membership has grown to 1.6 million in sectors ranging from mining, steel and metal to municipal and food workers.

President Nelson Mandela was to have addressed the gathering but withdrew on the instructions of his doctor who ordered him to rest for four days because of an inflamed shoulder.
ANC and SACP in show of support for Cosatu

DURBAN — Cosatu's alliance partners, the ANC and SACP, have rallied around the federation in supporting its contributions, with Deputy President Thabo Mbeki saying it would enter the next decade with the ANC by its side.

Between 5 000 and 10 000 workers joined past and present Cosatu leaders, some of whom have taken up top positions in government, and other Cabinet ministers at the weekend.

Cosatu's victories were hailed by poet Mzwakhe Mbuli, who compared Cosatu with a “fearless tiger”, and Cosatu's former general secretary, Jay Nando. He recalled the events leading to the formation of Cosatu Nando said unity then was fragile — “but we were able to build that unity”.

He said: “While we can praise Cosatu, let's not rest on our laurels. We must service members on the shop floor first before servicing those at political level.”

Cosatu's president, John Gomomo, called on affiliates to build and strengthen the union. Gomomo said management was on the offensive in determining policy, and thus forced Cosatu to rebuild structures so that it could be part of the process of change.

Cosatu general secretary Sam Shilowa complimented Safety and Security Minister Sydney Mufamadi (former Cosatu assistant general secretary) for bringing to book those people who “killed our comrades.”

Shilowa warned that Cosatu would not let the “bosses retrench our workers.” He said Cosatu would ensure that the agency shop clause in the Labour Relations Act was introduced.
10th birthday rally for Cosatu

DURBAN - Trade unionists from across South Africa took the day off on Saturday for an all-day party marking the 10th anniversary of the country's largest union federation.

Up to 15,000 unionists and alliance supporters, many wearing commemorative paper caps in the Congress of South African Trade Unions' (Cosatu) trademark red, black and yellow colours, packed a sports field next to King's Park Stadium here.

Sloganeering made way for traditional dancing, music and poetry for much of the day as the union federation's leaders partied in Cosatu track suits and rolled out a metre-high birthday cake with 10 red candles.

A heavy police presence to guard against possible violence searched rally-goers entering or leaving the field, but no reports of tensions were received, police said.

"Everything has gone quietly," added police Superintendent Bala Naidoo.

Cosatu president Mr John Gomomo, loudly cheered by the crowd, praised South African workers for fighting apartheid over the past decade and said their new challenge was to struggle for economic freedom.

"Ten years ago, workers of our country defied a draconian state of emergency and National Party-sponsored violence to launch a giant federation. From just over 400,000 members in 1985, we grew to over 1.6 million today.

"We have received political freedom. From this rally ... let us go out and attack those who stand in the way of our economic freedom," Mr Gomomo urged.

Impact

Deputy President Thabo Mbeki, addressing the rally in President Nelson Mandela's stead, appealed to workers to pledge their commitment to helping Mr Mandela rebuild the country.

"Freedom will not have been attained without this giant (Cosatu) As the ANC we gained a lot from the labour unions — in as much as we have contributed to its development.

"Cosatu must organise labour unions to make an impact in the reconstruction of our country."

Mr Mandela was ordered to rest by his doctors this week but resumes his engagements today — Reuters
Cosatu to trim down delegates

By Abdul Milazi
Labour Reporter

THE Congress of South African Trade Unions (Cosatu) needs to cut down on the number of representatives at its regional congresses as the meetings have become expensive for the federation because of the increasing membership.

This was revealed by the federation’s assistant general secretary, Mr Zwelini Zuma Vavi, after Cosatu’s 10th anniversary celebrations in Durban at the weekend.

In his assessment report, to be published in a special edition of the federation’s publication The Shopsteward, Vavi says: “We need to look at the role of local structures and check whether it is feasible to constitutionally prescribe the number of shop stewards per affiliate to attend Cosatu local meetings.”

Vavi says the Wits region has 450,000 members and, 400 delegates were eligible to attend the regional congresses.

He says Cosatu will have to think of ways of trimming the number of delegates without sacrificing the principle of representation on the basis of paid-up membership.

“Th e structures established by our founding congress appear to be adequate, except our locals.

He says a number of resolutions by the federation’s congress and workers’ summits to forge trade union unity have not been implemented.

“A joint executive meeting of Cosatu, Nactu (National Council of Trade Unions) and Fedcall (the Federation of South African Labour) mandated the secretariats of the three federations to prepare a discussion paper. This has also not materialised,” Vavi says.

He adds, however, that the relationship between the three federations is good and improving.

The federations have frequently presented a united position on issues since the formation of the National Economic Development and Labour Council and the National Training Board.

Vavi says the three are also working together in setting up a trade union institute that will play a key role in capacity building in the future.

“These are indicators that unity is within reach. Our challenge in the coming years is how to translate our unity in action into one federation one country,” he says.
Cosatu calls for Pension Funds Amendment Bill to be delayed

Neil Coleman

THE memorandum attached to the Pension Funds Amendment Bill claims that Cosatu has been "consulted in depth" on the Bill. Piet Badenhorst of the Financial Services Board rejoined this claim before the parliamentary standing committee on November 13, and was quoted in November 14's Business Day as saying he was "totally surprised" by Cosatu's opposition to the Bill because the federation had been "extensively consulted" in the process of drawing up the legislation.

This claim is totally false. Indeed, our first sight of the Bill was when it was introduced to the committee on November 13.

The manner in which the Bill has been introduced also raises fundamental questions about the role of various business interests in drafting legislation which has such an effect on workers' lives.

By Badenhorst's own admission in the hearings, a major provision in an earlier draft of the Bill on the representation of workers on boards of funds was withdrawn at the insistence of business. This was done without the knowledge of the trade union movement. We had no sight of any of the drafts of the proposed Bill.

This poses the spectre that secret law-making by powerful elites, which characterised the apartheid era, continues to be perpetuated by unaccountable bureaucracies such as the Financial Services Board.

In seeking to influence a new approach to the orientation of retirement funds, Cosatu and our affiliates have been guided by several broad principles:

- Pension and provident fund investment should ensure social security for members of retirement funds.
- Maximum worker involvement in decision-making on all aspects of the funds.
- Pension and provident fund assets should be invested in a way which directly benefits workers and their communities.
- Investments should advance the objectives of job creation and job retention, address poverty, build infrastructure, advance worker rights, respect basic labour standards, and combat the legacy of apartheid in the economy, and
- Investment should be used as a lever to advance a growth path which meets the needs of the majority, and challenges existing patterns of ownership.

Cosatu is determined to ensure implementation of the commitment contained in the RDP to "make pension and provident funds more accountable to their members" for the democratic government to change the law to ensure adequate representation for workers through the trade unions, compulsory contributions by employers, and to move towards industry funds which involve a greater participation in the boards of the mutual funds to make them more socially responsible.

This means firstly that the proliferation of 20 000-30 000 company funds needs to be addressed. A programme of negotiating industry-based funds needs to be urgently developed. Such funds offer a range of advantages, including benefits of scale, and the opportunity for workers to participate in directing them.

Secondly, worker representatives need to control pension and provident funds, both with regard to establishing the rules and constitutions of funds, as well as controlling investment decisions. Some unions have argued that this means 100% worker control of funds. But all parties have agreed that there should be at least 50% representation on the boards of funds. The FSB proposal arising from the Mouton Commission — on which unions were not represented — is that legislation should provide for one of three trustees to be worker representatives. This proposal is totally unacceptable to us, and contrary to the spirit of the proposals contained in the RDP.

Thirdly, worker trustees need to be empowered and trained to be able to make effective and informed decisions on behalf of the members. Even where workers trustees are in the majority, they may simply rubber stamp decisions taken by the experts, because they are not currently empowered to weigh up the options facing the fund. Trustees should also be entitled to paid leave to attend training.

Fourthly, comprehensive and regular disclosure of information to members of funds is a sine qua non if workers are to be empowered. Members should be entitled to and receive benefit statements at least once a year, rules of the fund's constitution, financial statements and reviews/reports by the actuary.

Various legislative reforms are needed to ensure the democratization and proper running of the funds.

These include a mandatory member-centered trust deed for all funds, a minimum 50% representation of workers/union members on trustees' boards, an end to discriminatory practices and corrupt or unfair exploitation of pensions, full rights to information, the appointment of an ombudsman or other independent tribunal to deal with members' complaints, at least two trustee meetings per year for each fund, and provision for a system of approved trustee training. Also, benefits should be portable and vested in members, and all funds should be covered by the Single Act.

Many unions, including Cosatu affiliates, hold the view that fund trustees should be 100% elected by members, to ensure democratic control of funds which have been established on this principle include the industry fund established by the SA Commercial and Catering Allied Workers' Union. To implement this principle of accountability, member representation on funds should at least constitute a majority. The minimum statutory representation should be 50%.

In practice, current arrangements allow employers to veto members' attempts to transform the funds, improve their rules and end abuse.

The proposal in the Bill would institutionalize the employer veto through its recommendation that one out of three trustees be elected by members. It is also difficult to understand why the amendment removes the right to representation on funds which cover more than one employer.

Arguments raised by the FSB include the notion that greater worker representation will cause employers to close down funds, that smaller employers cannot afford the costs, that employers carry the risk, etc.

Funds are part of the wage package negotiated by workers and unions. It is therefore a misconception to think of the funds as external to the core interests of workers.

Workers have a direct material interest in ensuring their money is properly administered and invested. Unions and workers have demonstrated that they are capable of managing this extremely effectively. It is patronizing to suggest that given the necessary expertise behind all funds, if only on paper, workers would be any less effective in safeguarding the funds than employers.

Cosatu would like an opportunity to make recommendations, not only on the issue of board representation, but also on other aspects of the Bill. We therefore propose that the passage of the Pension Fund Amendment Bill be delayed until all stakeholders have had a proper opportunity for making their inputs.

Coleman is a Cosatu spokesman. This is an edited version of Cosatu's submission to the parliamentary finance committee on pension legislation.
Cosatu action threat
an ‘acid test’ for state

THE government's reaction to a mass action threat by the Congress of SA Trade Unions (Cosatu), to protest against government privatisation proposals, would be the acid test of its ability to manage the economy properly, Democratic Party spokesman Ken Andrew said.

"In a statement in Cape Town he said the government should under no circumstances allow itself to be held to ransom by Cosatu. It was up to the government to stand firm, to demonstrate it wanted to govern in the best interests of all South Africans and was not prepared to succumb to political or economic blackmail, he said.

The DP said if the issue had not been so serious, it would have been laughable that Cosatu was calling on the government to increase its ownership of the economy, to create more jobs and provide cheaper essential services.

The DP saw the government's privatisation plans as limited and too timid.

Mr Andrew said Cosatu was prepared to damage the economy to protect its vested interests.

Sapa.
Move to protest against privatisation

Blow to Cosatu's work stoppage call

Cosatu's call for work stoppages met with a weak response from workers yesterday as many were already on holiday and those still at work were confused by the call.

Cosatu's call for a two-hour work stoppage to protest against privatisation moves by the government was dealt a blow yesterday by workers being on holiday and confusion among those still at work.

Many businesses said it was impossible to gauge the strength of the strike because workers were either on leave or factories were closed for the holidays.

Those at work said they only knew about the national strike planned for January 16.

In the greater Cape Town area, Telkom workers staged two two-hour stoppages.

A Telkom spokesman said about 60 workers at the Town Centre in Mitchell's Plain held a placard demonstration during their lunch-hour.

In Montague Gardens, about 20 Telkom workers held a similar protest.

She said the stoppages caused a very insignificant backlog in operations.

Meanwhile, threats of major disruptions in rail, air and road transport services did not materialise with Metrorail Commuter Services and SAA reporting no work stoppages.

A spokesman for the Post Office said: "We have had no demonstrations or work stoppages."

A Cosatu regional official said decisions regarding the work stoppages were taken at factory floor level and not at regional level.

Workers were also puzzled by calls from the National Council of Trade Unions (Nactu) and the Federation of South African Labour Unions (Fedasil) for workers not to support Cosatu's action.

Azapo threw its weight behind Cosatu's anti-privatisation campaigns and hailed its mounting hands with the country's two major trade union organisations, Nactu and Cosatu.

Azapo spokesman Mr David Lethebe said: "We fully support efforts by black workers to register their opposition to the raping of the country long before liberation.

"We'll make contact with the two unions on the possibility of joint initiatives."

Meanwhile, DP leader Mr Tony Leon has condemned Cosatu's stoppages as a "flagrant disregard for the law."

He said it was time Cosatu, always first to invoke protection under the Labour Relations Act, started obeying that legislation.

Police said about 200 people turned up at a Cosatu gathering in Pietermaritzburg to demand the government review its privatisation plans.

— Sapa-Reuters, Staff Reporter
Union to plan its stand on key economic issues

The Congress of SA Trade Unions is to meet early next month to formulate policy positions on a range of key economic issues, including its participation in the planned national investment promotion agency. Cosatu reserved labour's support for the report on a framework for investment promotion in SA at last month's executive council meeting of the National Economic Development and Labour Council (Nedlac). The document forms the basis for the planned investment promotion agency, which will be established next year.

In an interview last week, general secretary Sisa Shilowa said one of the problems labour had with this agency was that it had no clear parameters.

Cosatu felt that agreement should first be struck on a national framework for investment promotion before creating an implementing agency. But, in principle, labour had no objection to the agency. "We all support investments in the country," he said.

The agency recommendation received broad support from Nedlac partners, but business and labour have still to buy into the process. So far only government and parastatals appear to be on board.

Cabinet has approved an initial budget of R150m from government and donors. Labour sources said that unions first wanted to see fidelity reached on incentives to investors.

Labour has especially opposed the idea of using export processing zones to attract investments, arguing such zones could compromise labour standards. The January meeting would also come up with Cosatu's position on SA's proposed competition policy and other economic policy issues.