INDUSTRIAL RELATIONS

WORKERS ORGANISATIONS

[134]

1975 - 1977
Wages: Blacks will 'participate more'
Wherever South Africa has figured in speeches and the media during 1974, inevitably the word ‘change’ has been introduced. Certainly there has been progressive change in the economy which – in marked contrast to international trends – is healthy and is growing at a fast rate. However, the world is expecting changes of a more significant nature to take place in South Africa in the short term, and one of our chief preoccupations is the labour scene.

Early in the year, The Tongaat Group proposed certain amendments to the existing industrial legislation, which sought to establish the means by which black workers would be provided with negotiating powers that would enable them to be a party to agreements which could be legally recognised. Largely as a result of misinterpretation of the measures we proposed, there was a nervous reaction of some bodies who feared that the traditional labour pattern was in jeopardy.

Towards the end of the year, the chairman of The Tongaat Group and the managing director of South African Breweries held further discussions and together formulated a paper which was submitted to the Minister of Labour in the names of both companies.

In the belief that these proposals are practicable and that they will be of interest to all who share our concern to see that fair and harmonious labour relations are established in our land, we have decided to publish them. At the same time, we confirm our intention to develop our own liaison committees and vest in them the necessary authority, which will allow them to participate in the decisions that affect them. In this way, black representatives will help resolve labour disputes, hold themselves accountable for breaches of agreements, and represent with dignity and confidence the workers who have elected them.

The Proposals

INTRODUCTION

This paper is the synthesis of views expressed by Messrs C. J. Saunders, chairman of The Tongaat Group Limited and Hulet’s Corporation Limited, and Mr R J Goss, group managing director of The South African Breweries Limited, at a meeting of the corporate members of The Federated Chamber of Industries in Cape Town on September 9th, 1974.

In the paper recommendations are submitted for the modification of a number of aspects of the Bantu Labour Relations Regulation Amendment Act. The modifications suggested are based on extensive and, we believe, successful experience in the application of the provisions of the present Act in a wide variety of businesses and in various parts of the Republic.

Whilst some of the modifications suggested are undoubtedly far-reaching, they nevertheless preserve the basic principles of the present Act. In spite of the undoubted opposition to the present machinery, sometimes strengthened by emotionally charged political agitation in support of its total abolition, there is also a strong measure of support which can be further developed. This development, it is felt, will be considerably assisted by the proposals in this paper which encourage natural growth towards a more effective collective bargaining process.

BACKGROUND TO THE NEED FOR CHANGE

Whereas the 1973 amendments to the Act resulted in significant improvements, there nevertheless remain a number of short-comings which make the resultant machinery for regulating labour relations inadequate in terms of present circumstances.

The more important factors which give rise to this situation are briefly discussed below:

In spite of the increase in the number of registered Liaison and Works Committees it is clear that the majority of black employees do not have access to formal machinery for negotiating conditions of employment with their employers. The reason for this state of affairs is, we believe, because the establishment of Liaison and Works Committees is dependent entirely on the goodwill of the employer or on the exercise of initiative by an unsophisticated and unorganised labour force.

Because of apathy and resistance to the concept of Liaison and Works Committees from many employers and employees, it is unlikely that this situation will change of its own accord.

Effective negotiation is difficult to achieve within the provisions of the present Act:

* Firstly the structure and function of the Liaison Committees works in favour of the employer. The employer has the right to nominate the chairman and the Committee may only make recommendations in connection with conditions of employment which the employer is presumably free to accept or reject.

Instances can be cited where employers do not even permit discussion on such subjects as wages, hours of work etc. in meetings of Liaison Committees.

* Secondly there is no formal provision for the employees to meet on their own for the purpose of discussing their position.

These two features are used as strong arguments by opponents of the concept. They also cancel out a quality which makes the Liaison Committee preferable to the Works Committee, namely, the creation of conditions in which dialogue can occur between the two parties.

* Thirdly there is no provision for enforcing agreements which are concluded voluntarily. Except in cases of dispute, enforcement of an agreement depends upon the goodwill of the employer.

The only recourse open to the employees seems to be to declare a dispute and take the matter to the Regional Committee. This has the effect of further denigrating the position of the employees and cannot be regarded as beneficial to good relationships between the two parties.

A particularly unfortunate shortcoming in this regard has been the failure to pursue allegations of victimisation by black workers. The fear of victimisation seems to be a fundamental characteristic of the black worker and it is important to ensure that the machinery for protecting the workers’ position is free of criticism.

Instances of failure to pursue and resolve allegations of victimisation have probably done more to destroy confidence and acceptance of the system than any other single consideration.

* Fourthly it is expected too much for a group of workers to be able to drive a hard bargain with their employers at a committee meeting and thereafter to assume the normal employee/supervisor relationship at the workplace. This situation is common in all labour/management relationships but is considerably eased by the presence of the professional labour negotiator.

Obviously this problem cannot be readily corrected
but an improvement is possible in the modifications suggested in this paper.

For various reasons the Regional Committees are not seen to be fulfilling the role expected of them.

Perhaps their most serious single defect is the fact that they are comprised of members nominated by the authorities and not the employers and employees. Whilst these members enjoy status in the community at large, they are not seen to be representative of industry and therefore hardly qualified to deal with problems related to a specific industry or undertaking. This criticism is levelled particularly strongly against the black members who attend meetings of Industrial Councils.

Scepticism is encountered in respect of the ability of the committees to settle disputes, particularly as they have not been prominent in the instances of unrest which have occurred since the Act was amended.

In many quarters, both amongst employers and employees, there is a strong feeling that a measure of uniformity is desirable in conditions of employment, particularly within similar industries located in the same geographical region. The co-ordinating function of the Regional Committees envisaged in the Act and a vigorous liaison programme would have resulted in a fair measure of achievement in this area. Unfortunately this has not come about, and this short-coming is being increasingly used, particularly by the established Trade Union movement, as an argument against the system.

RECOMMENDATIONS

Implementation of the Act

The very real prospect of increasing pressures and tensions developing in the relationships between employers and their black workers in the short-term emphasises the importance of establishing formal channels of communication with a minimum of delay.

Whilst the present rates of inflation persist, it is inevitable that the bulk of the black labour force will be hard-pressed to maintain even a bread-line standard of living. In the absence of formal machinery for settling conditions of employment it can be expected that these people will resort increasingly to the use of "wild-cat" strikes in order to make their plight known.

This is undesirable because it places a premium on disputes and strike action in industrial relations. A more disturbing prospect is the fact that by the time a spontaneous strike occurs under these conditions, emotional tensions have reached the point where the possibility of violence occurring is greatly increased.

Experience has shown that the present basis for implementing the Act has not been nearly successful enough. We can see no reason why this principle should be more successful in the future, even assuming an intensive promotions campaign. Consequently we recommend strongly that the establishment of Liaison and Works Committees be made mandatory for all undertakings employing 200 or more black workers. This recommendation is made in the full knowledge of recent official statements to the effect that retention of the principle of voluntary implementation is preferred. It is our firm conviction that this stand should be urgently reconsidered.

Improving the collective bargaining base of the system

The first recommendation in this connection is that the present Regional Committees be replaced by a system of Regional Labour Councils. (National if circumstances warrant).

The functions of these councils would be as follows:

* To negotiate the basic conditions of service — wages, annual leave, hours of work, sick leave, etc. — for designated industries in each geographical region.
* To register ‘house agreements’ on conditions of service submitted by individual company Liaison and Works Committees.
* To investigate alleged instances of victimisation of members of Liaison and Works Committees by employers.

The Councils would consist of an equal number of employer and employee representatives. The number suggested is not less than four and not more than 12 to be decided on a formula of proportional representation.

Registration of the Councils will be undertaken by the registrar as prescribed for Industrial Councils under the Industrial Conciliation Act.

Each Council will be required to elect an Executive Committee from amongst its members consisting of a chairman and vice-chairman acceptable to the Minister and 2 representatives each from the employers and the employees.

The function of the Executive Committee would include:

* Provision of an administrative service
* Operation of the enforcement machinery
* Co-ordination of agreements with Industrial Councils where these exist.

In this connection it is also recommended that the relevant section of the Industrial Conciliation Act be amended so as to enable these Regional Labour Councils to be responsible for conditions of service for black workers.

Financing of the Council would be in terms of the provisions of the Industrial Conciliation Act.

Secondly, wherever a Regional Labour Council is formed, the black representatives from each Liaison Committee in the region may form a Regional Co-ordinating Committee. These Regional Committees will be registered so as to constitute a recognised organisation. Their functions will be to discuss matters for inclusion on the agenda of the Regional Labour Council and to nominate the black members of the Council.

The Regional Committee will elect a chairman, vice-chairman and secretary whose functions and duties will be prescribed.

Financing of the operation of the Coordinating Committee will be provided by a levy on the black employees in the industry.

A similar committee would also be set up and registered for the employers in the industry.

Thirdly, it is recommended that the following alterations be made to the system of Liaison and Works Committees which are established in specific undertakings:

* The definition of the function of the Liaison Committee should be altered so as to include negotiation of conditions of employment covering wages, hours of work, annual leave, sick leave, etcetera.

* Agreements on conditions of employment concluded by Liaison Committees would be ‘house agreements’ and above those concluded by the Regional Industrial Council. They would deal with matters specific to the employer and employees in an
THE ATTITUDE OF THE SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES ON CURRENT AND FUTURE INDUSTRIAL RELATIONS AGAINST THE BACKGROUND OF INDUSTRIAL PEACE

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

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

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

4. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the
9. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner. In this connection the Chamber is in a position to offer expertise and practical experience gained over the years by its wide cross section of members.

10. The Chamber is not a wage negotiating organisation and does not propose to usurp the functions of statutory wage negotiating bodies. This document has sought to define principles and overall policy in the area of industrial relations.

PRETORIA
1975-05-19
Most belong to trade unions

Nine out of 10 clerical employees of the two largest banks — Barclays and Standard — are members of trade unions representing all races.

The South African Society of Bank Officials was established as a White trade union in 1916 because there were only Whites in banking at the time.

"Separate Coloured (and Indian) and Black trade unions were established more recently on SASBO's initiative because South African legislation no longer permits a single union for all races," says Mr. Andre Malherbe, general secretary of all three unions.

"But we firmly believe there should be only one trade union to eliminate the possibility of sectional interests."

Negotiations

As it is, SASBO's staff and offices serve all three unions from the organizing stage right through to negotiations with the banks.

"Since the banks have the rate for the job — equal pay for equal work — it could be argued that no additional advantages have accrued to Coloured, Indian and Black employees by virtue of their trade union membership," Mr. Malherbe says.

"But trade unions are more effective if they can speak for a large membership; and the banks benefit because trade union members of all races know that they have a say in their pay and working conditions."

"Justice is seen to be done — and it makes for happier race-relations and working relationships all round."

These are the arguements with which SASBO is pressing for full recognition by the banks of the Black banking union, SABEU, which was established in 1973.

"Like all Black trade unions in South Africa, SABEU lacks Government recognition and cannot be registered as a trade union," Mr. Malherbe says.

"But that does not prevent employers from negotiating with it and giving it de facto recognition."

'Works panels not the answer'

WORKS & LIASON COMMITTEES
Labour Reporter

Major British firms in South Africa believe the present alternatives to Black trade unionism — works and liaison committees — are "largely unacceptable."

That is the opinion of Mr. Dave Jackson, national director of the Institute of Personnel Management, after a labour conference held in England last week by Christian Concern for Southern Africa.

The conference, attended by representatives of 22 leading British firms, felt that a "solution" to the question of Black labour relations should be threshed out in consultation with Blacks. Mr. Jackson told a report-back meeting in Johannesburg yesterday, there was also a strong feeling that the Black educational system should be changed in anticipation of the removal of job ceilings.

NO PRESSURE

While there was not going to be any slackening of British Government interest in progress for Black workers, British firms were not prepared to press the South African Government to accept Black trade unions. Nor were they happy about advice to advance beyond legal limits. They also resented undue pressure.

"Positive action, in terms of the détente initiated in Pretoria, has taken the teeth out of a lot of overseas criticism," Mr. Jackson said. "Future pressure must be more subtle and sensitive."

IN TEARS

The conference was told that Black freedom fighters were "in tears"
Unions will press for CoL pay increases this year

Staff Reporter

AGITATION from trade unions for cost-of-living compensation will intensify during the second half of the year, according to authorities interviewed in Pretoria yesterday.

Trade union leaders said they were shocked by the sharp increase in fertilizer prices. The limited Government concession to minimise the increase would have little effect on the expected escalation of food prices later this year, they claimed.

The South African Agricultural Union's commodity committees start a series of meetings in Pretoria next week at which price recommendations for the new season will be made to the Government.

Substantial increases will be requested for maize, wheat, dairy products, meat and other commodities.

The trade unions fear South Africa is moving into another period of stagflation—a greatly reduced growth rate with a ballooning price structure.

Next month the Railways Artisan Staff Association meets for its annual congress in Port Elizabeth, and demands are expected to be made by delegates for swift compensation for CoL rises which, it is feared, will this year exceed last year's record of 14 per cent.

Soon after the Prime Minister announced pay increases throughout the public sector last year, the ASA executive told the Minister of Transport, Mr Muller, that it was dissatisfied with the 12 to 15 per cent increases granted its members. They had asked for 25 per cent.

They warned that they would press for the addition of ten per cent during this year.

The only development which can stop the ASA making early demands for compensation, it was learnt, is if the administration agrees to a new job evaluation plan for artisans which would raise their pay and status.

The National Union of Distributive Workers is also pressing for a review of basic minimum earnings among the country's 30 000 shop workers.
MORE THAN 95 percent of employers in commerce and industry are getting together to give Black workers a better deal with the formation of the 10 member South African Employers Consultative Committee on Labour Affairs.

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

Currently, Black workers fall into three categories:

1. Those covered by the Wages Act and stipulated by Government negotiations.
2. Those covered by agreements at national and regional levels.
3. Those paid in terms of the Chamber of Mines rules — mostly migratory labour.

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

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

They are:

1. The Steel and Engineering Industries Federation of South Africa's guidelines on job evaluation and the need to provide opportunities for promotion of Black skilled and semi-skilled workers.
2. Transvaal Sugar Group formula for the creation of liaison committees that are the next door neighbours to Black trade unions.

Heading the consultative committee is Mr. A. du Plessis, director of the Motor Industries Federation of South Africa. Other members are Mr. G. Holloway of the Federation of Industries, Mr. J. Altmann of the South African Security and Insurance Employees Association and Mr. E. P. Drhumond, director of Safia.

These men form the brand study group which is to produce ideas for all industry, and commerce, for the entire consultative organisation which covers every employer association.
A formula for change

The greatest danger for SA’s future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the Black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels.

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA’s pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though Whites constitute only 17.3% of SA’s population, they receive 70%-76% of the country’s total income.

“The richest 10% of SA’s population, probably without exception White, receives an estimated 58% of total income — compared with the 27% which the richest 10% in the US gets.”

De Villiers says SA’s leadership group has therefore to do four things:

- The wage gap must be narrowed to help remove friction-points in the socio-economic structure.

- The starting point is the acceptance that Black workers must be paid reasonable wages and that the demand and supply argument generally used in connection with Black wages to find moral justification for exploitation does not apply in SA in its absolute sense.

- It had to be accepted that the fruits of productivity gains must be divided between shareholders and employees, and that the rectifying of the present low level of Black wages must partially come from a lowering of the profitability of the undertaking.

- Special priority must be given, on a national scale, to the training and development of Blacks.

The most important task, says De Villiers, is to train large numbers of Black workers to perform semi-skilled work.

- Opportunities for the advancement of suitably qualified Blacks have to be created “without disturbing sensitive aspects of our socio-political order”. De Villiers stresses here that the role of Whites as leaders must first be strengthened by ensuring training and development, and Whites have to be got out of unskilled and semi-skilled jobs as far as possible.

- “At the same time, Blacks must, as far as possible, be used in traditional spheres of employment.”

He is careful to add, however, that the movement of Blacks into jobs hitherto seen as the prerogative of Whites must not be interpreted as disturbing the existing order: “On the contrary, it represents the alternative to drastic and radical change, and is in reality a reform process which leaves existing values intact.”

- Oppurtunities for collective bargaining by Black workers must be created.

Eschewing the “socialistic” model of a trade union movement, De Villiers says the right option is the recognition by professional management of workers’ basic rights to organisation, negotiation and — where necessary — to strike.

However, he adds that all three rights must be expressed through workers at plant level and not through an outside organisation such as a trade union.

De Villiers tells the FIM he is opposed to trade unionism “because the trade union movement is used by far-left socialists as a political tool, and not to improve the worker.”

Collective bargaining rights for workers in individual and separate enterprises would obviate the danger of an “outside body like a trade union” using workers for political purposes.

The sort of changes De Villiers advocates are obviously highly desirable. But whether they can be achieved in the low key way he wants is open to question.
Africans scorn UBC, Progs told

THE URBAN Bantu Council was useless and the youth in Soweto were tired of it, and its talks, members of the Young Progressives were told at a meeting with some members of the UBC at the weekend.

The Young Progressives had asked for a meeting with the UBC members to find out what the UBC was doing about the running of Soweto from the City Council and also to discuss issues affecting Blacks in general.

They were told that since the West Rand Board took over the administration of Soweto, things had gone from bad to worse.

"We are not consulted in any matter. The board has been increased without us being consulted," said an angry and bitter member of the UBC.

Mr T. J. Mabola, the "mayor" of Soweto, told the Young Progressives that it was difficult for the council to act in just ways when they had to deal with laws from Parliament and the people of Soweto.

"We were told that Blacks had to run areas where Blacks were living. But there is not a single Black at the head of the administration of Soweto in the municipal offices. The UBC is out of date so the young people will find other solutions to their problems," he said.

"We ask for his opinion on the situation, Mr V. Soweto, but said some people in the urban areas had no connection with them.

"Many Africans even have White names and have lived with Whites for generations. What are they going to do?"

In the ``homelands'', Mr Soweto asked about trade unions. The UBC members said there were something Blacks needed.

"If the trains are late, our Blacks are the ones to suffer through loss of wages. No one will go to the employers to complain or go to the railways for compensation. If there were trade unions, such things would not occur," said Mr Mabola.

It was also claimed that shop site rents had been increased threefold to force Africans in Soweto to give up their shops. These other racial groups would move in to run them on the plea that Blacks could not run the shops, he said.

"We are told we overcharge our fellow Africans in Soweto, but the issue is that we buy the goods from the shops who run chain stores and charge us the same as they sell the goods in their city stores. How much then are we supposed to sell our goods for?" asked Mr Mabola.

The Young Progressives were asked to tell other Whites that unless something was done soon the youth in Soweto would react in a way that would not be good for the country."
Unions launch appeal for food subsidies

The country's two biggest trade union organisations yesterday appealed to the Government to spend more on food subsidies.

The president of the Trade Union Council of South Africa, Mr Tom Murray, said the expected rise in the price of mealies and milk, and the possibility later this year of another hike in the bread price, emphasised the urgent need for Government action to freeze the price of essential foods.

"There must be thousands of urban African families who are unable to afford enough foods for minimum health standards. These families are hungry, and their plight will become desperate unless the prices of basic foods are lowered." 

UNREST

A hungry population, Mr Murray said, was a discontented and dangerous population. Industrial unrest was never far from the surface in an economy with large numbers of lowly paid workers struggling to maintain minimum living standards.

The president of the SA Confederation of Labour, Mr A. I. Nieuwoudt, said the steep rise in prices of essential foodstuffs in the past year had bitten deeply into the buying power of the low income groups. Black and White families.

Food subsidies paid by the Government include: Bread, R26-million; butter, R12.7-million; maize, R33.8-million; and cheese, R1.3-million.
Red agents at work, says Kruger

SUNDAY TIMES Reporter

THE Minister of Justice, Mr. Jimmy Kruger, warned yesterday that communist agitators had decided to concentrate on organizing the Black labour force to create widespread labour unrest.

Speaking at the graduation ceremony of the University of Pretoria, Mr. Kruger said this would lead to revolutionary action. He believed, however, that the Security Police, responsible for leadership and the improvement of the living standards of Black workers, would fail these attempts.
Maize price rise upsets trade unions

The increased maize price announced by the Minister of Agriculture, Mr. Hendrik Schoeman, will put through the cost structures of animal and dairy farmers, forcing up the prices of other essential foods. This is said to be the reason why the Minister is urging the Government to freeze the prices of essential foods.

"There must be thousands of urban African families who are unable to afford the prices needed for minimum standards of health. These families are hungry and their plight will become desperate unless the prices of basic foods are lowered," he said.

A hungry population, Mr. Murray warned, was a discontented and dangerous population. Industrial unrest was never far from the surface in an economy with large numbers of low-paid workers struggling to maintain minimum living standards.

"It would be an investment in security and stability if the Government agreed to spend more on food subsidies," Mr. Murray added.

The president of the South African Confederation of Labour, Mr. A. P. Nieuwoudt, said there was an overwhelming case for higher state food subsidies.

The steep rise in the prices of essential foods during the past few months had hit the power of low income group families. Food subsidies paid by the State include bread R5.6 million, butter R12.7 million, maize R39.5 million, and cheese R1.2 million.

The SA Institute of Rate Relations supported the plea for bigger state subsidies.

The leader of the Labour Party and chairman designate of the Coloured Council, Mr. Sonny Leon, said that if only a small percentage of the R1 000 million being spent on defence was spent on feeding back food prices hunger could be prevented in many Black homes.
No hearing for Black union

Labour Reporter

A Black union, born out of a dispute between workers and management in a large construction company, has been refused a hearing in the company's latest labour dispute.

The firm, Roberts Construction, sacked 23 workers for "sabotaging, demonstrating and heating on site-office doors" after allegedly disobeying instructions.

Four workers were reinstated on the basis of their "good records" after intervention by the Black Building Construction and Allied Workers' Union.

The other 19, all contract workers, had to return to their homelands.

"On the basis of statements by the workers we felt there must have been a misunderstanding," said Mr Secka Sishakhane, the union's general secretary.

INTERFERENCE

"We think management should at least have listened to the workers' version of events."

Mr N. Van Biene, a director of Roberts Construction, said: "Management was involved through the project manager on the site. There has been no misunderstanding."

He had no doubt there was "an element of outside interference in the unreasonable attitude" of the workers.

His company had established more than 20 health and safety committees and plans to provide a committee on each site.

"We will continue in the face of outside influence to pursue our policy of improving conditions for workers," Mr van Biene said.
Matanzima’s union ruling under fire

BY STEVE XGAMBE

A STATEMENT by Paramount Chief Matanzima, Chief Minister of Transkei, that an independent Transkei would bar trade unions has been described as out of step with other democratic countries.

Several Black leaders have criticized the intention of barring trade unions by the Transkei Government after independence.

The statement was made by Chief Matanzima at a luncheon in Johannesburg.

He said trade unions were “anarchic, powerful political pressure groups” which were so obdurate, they could hamstring productivity and obstruct the growth and welfare of emerging independent states.

Speaking at the Kwazulu Legislative Assembly session, Mr Thembu Dladla and Chief Matanzima was out of touch with his people. Africans, he said, were yearning for the day they could form their own trade unions or join existing unions as full members.

RIGHT

One of the basic freedoms is the right of people to bargain with their employers, to obtain a fair reward for their labour. Once the people have their rights, militancy would be out of the question.

With trade unions there would be no wildcat strikes as the leaders could negotiate with the employers while production continued normally.

Mr S M Moema, a Soweto civic leader said any country that claimed to be democratic should recognize trade unions which were organizations that knew the needs of the workers.

Mr Moema said urban Africans were looking to the homeland governments to set an example and allow trade unions.

“When it now comes from our own leaders that the poor workers should be voiceless, then we have to reject them,” said Mr Moema.

Both Mr Dladla and Mr Moema said Chief Matanzima’s actions could be attributed to the fact that he was trying to please the South African Government, “to whom he owes his position.”

Another attack came from the secretary-general of the National Union of Clothing Workers, Mrs Lucy Mvubelo, who said Chief Matanzima was trying to disregard the interests and aspirations of the Black people in organizing themselves to improve their standard of living.

CODE

In his speech Chief Matanzima said that after independence his government would give attention to a labour code to circumscribe trade union powers.

Mr Dladla also attacked the Transkei Chief Minister for saying concessions would be made to Whites.
Wage demands

Vorster's plea for restraint might be falling on deaf ears.

Unionists have ears only for their grassroots

The Prime Minister, on March 21, said there would be no end to the inflationary spiral if every employee organisation demanded wage increases over and above increases gained through higher productivity.

Also "There should be no compensation for cost-of-living increases as pay rises over the past four years amply compensated for higher living costs."

Vorster said industrial workers had received real pay increases of 4.9% in 1971, 1.1% in 1972, 1.6% in 1973, and 4% in the first nine months of 1974.

His appeal ended by cautioning workers not to look to higher company profits as evidence of ability to pay higher wages, as companies were in for a hard time due to increased costs of finance plant replacement.

What do the trade unions feel about this? Are they going to exercise the restraint Vorster has called for? We doubt it.

Already, within the past fortnight, the White gold mine workers have received a straight R54 a month pay rise and, iron, and engineering workers received an 8%-15% upwards pay adjustment. These increases alone will cost the gold mines R16m and the steel and engineering industry R65.5m a year. And indications are that there will be more increases throughout the economy in the weeks and months ahead.

Talking to union men this week, the FM met with an almost unanimous response: Trade unions feel they are being warned to exercise restraint, while companies continue to increase prices of all basic commodities irrespective of their composition: White, Coloured, mixed, or African - the unions feel they cannot be asked to shoulder the burden of stemming inflation.

Despite Vorster's appeal, they say employers can expect wage demands that will at least match the 15% rate of inflation an uptrend during the rest of 1975. Grassroots pressure they add, will force them to buck the PM's appeal for restraint.

Att Nieuwoudt, president of the conservative Confederation of Labour (itself plagued by unexpected dissonance in the ranks), told the FM "How can wages be held down? Our member unions will certainly ask for cost-of-living increases during 1975."

Mr Vorster's appeal, said Nieuwoudt, "just won't work. Workers are earning less in real terms, and companies do have higher profits and can afford to"

NO LONGER MEAT EVERY NIGHT

Van Reenen owns no car, saying "I'd really be in trouble if I had to tackle that expense." He pays R50 a month for rent and gives his wife R20 to buy food each week. "She complains that this isn't enough and we're down to having meat only three days a week, whereas a year ago we had meat every night. We have a heck of a lot of tinned food."

He estimates food for the baby alone costs R10 per week and his wife complains about the high price of milk. The Van Reenens seldom go out for dinner and their outside entertainment consists of one or two films each week.

Van Reenen has just completed a 24-month course at training college so that he might qualify for his wife's ticket in October. The course cost R60. He has to buy his own tools and estimates that these have cost him R180 over the past year.

He and his wife have just finished paying off a R600 debt for furniture and are now paying off R440 that went for a new hi-fi. His wife visited a gynaecologist two weeks ago and medicine alone came to R20. Last week he laid out R30 for baby clothes, nappies, and toys.

All this has left nothing for savings and his top spending priority, when more money comes in, is to buy new clothes for himself and his wife.

How does Van Reenen feel about inflation? "It's getting impossible. We've got another baby coming. The last wage rise we had was R2 a week in October. We must have more, and soon."
share these with their workers. In fact, they must do so.”

Coming from a generally pro-government body such as the Confederation, such warnings can’t easily be dismissed Wally Grobler, of the Railway Artisan Staff Association, and secretary of the Confederation, goes further. He says, “It is obvious that producers of basic commodities are not paying any attention to the PM’s appeal. They continue to raise prices. Thus we as a union can’t be concerned about appeals.

“Union members have suffered a real loss. Railway workers received 12% during the past year, but this doesn’t keep pace with inflation. There is no question that we will ask for more in 1975.”

Grobler goes on to stress that unions like his are also accustomed to merely keeping up with inflation. They expect to gain a real improvement in their standard of living. Furthermore, he points out, union members need money to finance the cost of television and other consumer items, such as a dish washer.

One sense, in short, a determination on the part of trade unions and a total unwillingness to accept anything less than wage increases that meet cost-of-living rises for 1975.

Wessel Bornman, general secretary of the SA Yster Staal en Verwante Nywerhede Union, which includes fisco, Escom and other industries and totals 32,000 members, says that until this week’s wage adjustment, his members were worse off than when their union signed a wage agreement with Seifsa in June 1974.

Errol Drummond of Scifsa (the employer association for the steel and engineering industry), which employs 430,000 workers throughout SA, points out that this week’s pay adjustment in his industry was a straight COL increase. This stemmed from a provision in the union-management agreement for discussions on interim wage adjustments in the event of “abnormal” COL increases. Drummond notes that the current increase of 8%-10% follows the average wage rise of 12.3% granted in terms of the 2-year industrial agreement reached with the unions in June 1974. He stresses that since that agreement the increase in the consumer price index has been 10.3% on all items, meaning that workers in the industry are well ahead of inflation.

Drummond agrees with Vorster’s statement on wage restraint and adds “Companies just can’t come up with the money to meet wage demands. There are severe cash flow problems stemming from higher costs and the bank credit squeeze. Beyond this there is a real threat of insolvencies.”

Most unions believe that wages should escalate automatically to meet increases in the cost-of-living, and that wage negotiations with employers should concentrate on the broader question of productivity gains linked to higher real pay.

Bornman of Yster en Staal would like to see cost-of-living escalator clauses built into industrial agreements, a situation now commonplace with large unions in the US. He states, “Either we build it in now or we will have to shorten the duration of the agreement, and I don’t think anybody wants that.”

At present there are very few “escalator” clauses in industrial agreements.

In Natal and the Eastern Province, a Transvaal-affiliated union, the National Union of Motor Assembly and Rubber Workers, has a provision in its two-year contract for discussions every six months for wage adjustments caused by inflation.

Fred Sauls, the union secretary, told the FAM that his workers received an average 23% increase in January when the new agreement went into effect. Nonetheless, Sauls is adamant that come June, his union will ask for a cost-of-living adjustment.

Sauls is one of the few union leaders not in favour of an automatic cost of living escalator; he prefers discussions on the issue, citing the possibility that if prices come down, union members might suffer an automatic wage decrease.

Not surprisingly, most employers oppose escalator clauses for automatic wage increases. Drummond of Seifsa calls it “a dangerous device, something that breeds on itself and is highly inflationary.” Like Sauls he would prefer periodic discussions for increases during the course of industrial agreements.

However, the overwhelming consensus among unions is in favour, and employers can expect trade unions to push for an escalator clause during the remainder of 1975.

The current 15% rate of inflation means that prices double every five years.

Despite appeals from the Prime Minister, trade unions, under increasing pressure from members, claim they will demand what they feel is their just due during 1975. But will they manage to convert their fervent words into hard cash? Employers, squeezed from the top by a business slowdown and from the bottom by rising costs, are not going to give way without a fight.

Robert Kraft of Tusea says unions are expecting a tougher time this year than last from employers. He is candid in recognizing that the economy has turned down, that there is spare capacity of about 12%, and that companies may be hard pressed.

But Kraft is just as candid in saying that the Tusea, “no matter what the Prime Minister says, cannot advise restraint from its unions below the 15% rise in the cost of living.”

Your move, Mr Vorster.
Prog demands rights for employees to bargain

CAPE TOWN — All workers should enjoy collective bargaining and negotiating rights, the Progressive Party spokesman on labour affairs, Dr A. L. Borangé, MP, said yesterday:

He said he had consistently advocated this but the Government had consistently refused to provide for it.

To move to this point, he suggested works committees should form the first step of employee representation.

Liason committees should be reconstituted as company councils where house agreements could be negotiated between an equal number of employer and employee representatives.

These committees and councils should be made compulsory in all companies with a minimum number of blacks on their payrolls.

Legislation should provide for elected works committees to negotiate on an industry-wide basis either with industrial councils or employers' associations where there were no industrial councils, in which case agreements should have the same force of law as industrial council agreements.

Provision should be made for full-time officials to organise industry works committees, and the committees should be financed by a levy on employers on a capital basis.

Details of the conduct of these meetings should be included in the legislation and in the event of a dispute the procedure set out in the Industrial Conciliation Act should apply.

Where Coloured and Asian workers were not organised they should have representations through this structure together with the black employees.

Meanwhile in Pretoria early rumbles of the wage demand explosion forecast during the past few months by leading trade unionists were being heard.

Earlier this week 15 per cent increases were announced for workers in the iron, steel, engineering and metalurgical industry.

Yesterday the biggest of the seven major trade unions — the Iron, Steel and Allied Workers Union — had preliminary wage discussions with management. From May 1 the Transvaal's 70,000 building workers are to get increases.

Economists pointed out yesterday that the increases would be "ninety per cent inflationary" as they would be unaccompanied by increased output.

They would help spin faster the vicious cycle of wages chasing prices.
Strikes not the best way, says Buthelezi

Own Correspondent

DURBAN.—The South African Parliament represented employers because it represented only Whites, said Chief Gatsha Buthelezi, when he spoke to several thousand Zulu workers at Dalton Hostel, Durban, on Saturday. He said work stoppages could be self-defeating because they caused damage to the economy which affected the man in the street "who in South Africa is the Black man."

At the same time, however, it was good for Zulu morale to remember how effective the work stoppages were in 1973. But the only peaceful way of sorting out problems caused by disparities in earnings was through trade unions.

Noting that labour was the homeland's only asset, he said KwaZulu could not allow its workers to be exploited.

"If anyone takes umbrage at this, does it mean that employers in South Africa are angels, who do no care about their profits?"

"In the rest of the democratic world it is assumed workers need the protection of trade unions."
Flag dispute mars union launching

The representatives of two major newspapers refused to speak at a meeting called to launch a non-racial journalists' body last night after a dispute over the South African flag.

Black journalists objected to the flag being displayed in front of the stage, because it was a "symbol of suppression."

After the meeting had voted to have the flag taken down, Mr. Terence Myburgh, editor of the Sunday Times, and Mr. Cliff Scott, senior assistant editor of The Star, left the stage. Mr. Hans Strydom, president of the South African Society of Journalists, also left.

"Mr. Scott and Mr. Myburgh had been invited to talk on Press solidarity. The flag, if displayed, would have been a red flag to the public."

"As newspapermen, we must maintain credibility with our readers. It is vital that the major newspapers in this country be seen to speak with one voice." After that, Mr. Myburgh said many of our readers, especially the younger ones, were going to read the wrong meaning into it.

"In the end, what newspapers can do to change South Africa is more important than what this meeting can achieve."

Mr. Myburgh said the
Judgment reserved in test case on axing

Labour Correspondent.

JUDGMENT was reserved yesterday in the first test of the clause prohibiting victimization of African workers who set up works or union committees, to appear in South Africa's courts.

The case, heard by Mr. Justice Bola in the Rand Supreme Court, was brought by two young clerks, Mr. Sipho Khobeka and Mr. Samuel Mohlvenong, against their employer, National Factories. The clerks alleged that they were dismissed in November last year because they had led a move to establish a works committee in terms of the Industrial Conciliation Act.

They are claiming a declaration that the dismissal is unlawful, and a reinstatement order.

POLICY

Mr. Denys Williamson, Solicitor for the clerks, said the claim could not be brought in a civil court but only in a criminal prosecution of the firm or alternatively that it should be heard in a civil trial and not in the form of an application.

The application procedure does not allow for oral evidence or cross-examination.

Mr. Ernest Wanzel, for the employer, said the matter of fundamental public policy was involved.

The Act was designed to bring the idea of conciliation into the field of master and servant relationships. To do this, it was necessary for the courts to give protection to the weaker party.
Urgent meeting of Black unions

Labour Reporter

Black trade unions in Johannesburg have decided to convene a national meeting as a matter of urgency.

All of the seven Black trade unions which arrived at this decision at a meeting in Johannesburg at the weekend feel the need for a common approach to the future of Black trade unionism.

But there is disagreement on which of the two dominant issues should be tackled first: membership of the multiracial Trade Union Council of South Africa or the creation of a national co-ordinating council of Black trade unions.

Mr Dan Tau, general secretary of the Chemical Workers' Union, said today that the majority present at the meeting felt the priority aim of the moment was the formation of a national co-ordinating body of bona fide Black trade unions.

But Mrs Lucy Mvubelo, general secretary of the largest Black trade union, the 28,000-strong National Union of Clothing Workers, feels the most urgent issue is a discussion on whether or not Black trade unions should join TUCSA.

The question of Black trade unions forming a single co-ordinating body had more far-reaching implications and should be held in abeyance for the time being, Mrs Mvubelo felt.
Engineers join railmen in union swing

Labour Reporter

The two-month-old movement towards a major realignment of South African trade unions has taken a big leap forward.

The 35,000-strong Amalgamated Engineering Union — by far the largest unaffiliated trade union — has come out in support of the movement launched by verligte railway trade unions.

This means trade unions representing more than 60,000 workers have now openly committed themselves to a “middle-of-the-road” and “realistic” trade union grouping.

Writing in the latest edition of the Metalworker, the AEU assistant general secretary, Mr T S Neethling, says:

“There is a growing body of opinion, which we support, that favours the formation of a central organisation free of party political affiliations to promote trade unionism.”

While the “centre” movement sprang from a reaction against conservative domination within the 128,000-strong White, Confederation of Labour, Mr Neethling’s emphasis lies on the elimination of political bias — neither pro-Government nor anti-Government.

This could be a hint that the centre movement may also draw on the existing membership of the 220,000-strong multiracial Trade Union Council of South Africa.

All concerned are playing their cards close to their chests and public disclosures fail to reflect the full extent of lobbying behind the scenes.

All that is certain is an intensified effort to create a strong mouthpiece for the bulk of White workers who recognise that economic pressures call for continued labour reforms.
Clash over TV actors

SUNDAY TIMES Reporter

SABC-TV has taken a hard line with trade unions representing performing artists, and now faces a clash over a scale of fees for performers.

SABC 'no' to unions

which will be created by TV.

"We cannot have a situation where non-professionals get into the act by working for cut rates. It is essential that the non-professionals are treated professionally," Mr Coulson said.

S. De Bruyn's reaction is that all artists performing on TV would be paid "according to their merit."

"There will be no cheap labour on TV. We will pay everyone what he or she is worth."

The president of the Transvaal Musicians' Union, Mr Harold Herbert, said his union was preparing a standard contract for musicians which, if accepted, would present to SABC-TV.

"We have always managed to negotiate with the radio people," he said. "If TV won't negotiate with us we will be very sore."

Mr Coulson and Mr Herbert expressed concern over the influx of foreign actors and performers into the country.

"One of our first priorities is to ensure that no overseas artists take TV work away from local talent," Mr Herbert said.

They felt this was an area in which the unions and SABC-TV ought to get together on as soon as possible.

Mr De Bruyn said it was possible that some actors might be tied contractually to their agents. "But that is their problem and for them to sort out. I do not see why the SABC should get involved in that."

A number of actors foresaw problems with their contracts with agents arising if the SABC would not deal with agents.

A leading Johannesburg agent, Mr Don Hughes, said it was too early to say exactly what the implications would be of the SABC's policy of no intervention by third parties.

Most actors and musicians were not prepared to commit themselves on these matters at this stage. As one leading actor put it: "Most of us would rather not say anything now as we might jeopardise our futures with the SABC by speaking out."

Registered

The chairman of Saffu, Mr Michael Coulson, said SABC-TV had told him they would not allow any third party to intervene in negotiating fees.

"It is quite possible that a shakedown will develop between actors and the SABC in the near future over the issue of fees and other matters.

"We are a registered trade union and as such legally represent our members' interests. Surely it is essential for us to be involved in negotiations on contractual conditions."

Another matter that deeply concerned Saffu was the possible lowering of professional standards by the recruiting of non-professional...
Integrate unions — ASSOCOM

Labour Reporter

The Association of Chambers of Commerce has become the first major employers' organisation to call for racially integrated trade unions.

Black trade unions can and have been formed although they were not formerly recognised under existing legislation, says ASSOCOM.

"To allow the situation to continue presents a threat to industrial peace," says a statement issued in Johannesburg yesterday after ASSOCOM's half-yearly executive council meeting.

REQUIRED

A reorganisation is urgently required of the provisions of the Industrial Conciliation Act with a view to regulating and controlling trade unions irrespective of racial composition.

Observers say this is as firm a commitment as can be expected from an organisation which can maintain by embarrassing the Government, and which does not want to prejudice the Labour Relations, police, currently being formulated by South Africa's supreme council of employers of which ASSOCOM is a member.

PERTURBED

Clarifying ASSOCOM's stand at a Press conference last night, Mr. S.O. Goodwin, the executive chairman, said ASSOCOM was perturbed that Black trade unions were under no measure of control.

"In addition, one employer might find himself dealing with several different trade unions," ASSOCOM's statement follows the commitment by the National Union of Commercial and Allied Workers that it is about to help organise Black
Black labour: new look

The Association of Chambers of Commerce has taken the debate on Black labour relations a step forward.

Most employers until now have pressed the Government-supported trade unions and their affiliated black trade unions, the Transvaal clothing industry, which has a history of black unionism.

By calling for an end to the integrated trade unionism, the government has taken a step towards unifying the ranks of organised labour at large, thus providing a basis for integrating the trade unions, which represents the militant white mine workers' union.

In some industries, support for the reintroduction of a single union, open to black workers, if the industrial Constitution Act were amended, says Sir Morris Kagan, a senior official of the trade union.

CONFUSION.

More persuasive argument for the success of integrated trade unionism is the continuous existence of about 40 registered "mixed" unions, representing white, coloured, and Indian members, but the study of these unions shows that the difficulties are far from being solved.

The Association of Chambers of Commerce has proposed the reintroduction of a single union, open to black workers, if the industrial Constitution Act were amended.

Integrated trade unionism opens a new dimension to the black worker into the ranks of organised labour at large, thus providing a basis for integrating the trade unions, which represents the militant white mine workers' union.

In some industries, support for the reintroduction of a single union, open to black workers, if the industrial Constitution Act were amended, says Sir Morris Kagan, a senior official of the trade union.

The Association of Chambers of Commerce has proposed the reintroduction of a single union, open to black workers, if the industrial Constitution Act were amended.
SA too valuable to quit

Swedes

Foreign investment will continue to flow into South Africa—because it is too valuable for the investors to give up. But there is now likely to be increased pressure for improved black working conditions.

This is the conclusion reached by the South Africa Foundation, after studying a report by a recent visitor, Dr Ake Magnusson, on Swedish investments in South Africa.

The report, reflecting the results of a questionnaire mailed to 60 companies, showed that in 1970 Swedish firms' investments in South Africa were 15 percent of total overseas investments, or about 114 million.

In 1960 out of 10 Swedish companies in Africa, seven were located in South Africa representing 77 percent of assets in Africa and 83 percent of employees in Africa. Libya was the next best attraction for Swedish capital in Africa.

The report notes the increasing economic and military power of South Africa, and changes within the Republic. Also:

"The strategy of isolation prevalent in the UN stands little chance of implementation and approaches might be sought to salvage the political changes in South Africa must ultimately be implemented by the country's own population, etc.

As the non-Whites are interested and are capable of presenting their demands, external help should be given to them. "One way is to induce foreign companies to raise wages, and allow non-White union activities,"
Trade unionists are concerned about the possible consequences of the Imextra judgment.

The case involved two former Imextra employees who applied for a Court Order to have their dismissals last November declared null and void.

They claimed victimisation because of their participation in a works committee, the application was made in terms of Section 24 of the Bantu Labour Relations Regulations Act, and was regarded as a test case (FM March 14).

In essence, Mr Justice Botha rejected the application on the grounds that a civil court did not have the jurisdiction to hear it.

"The applicants ought to have foreseen that a dispute of fact would develop which could not be resolved on affidavit," he added.

Adam Klein, general secretary of the Garment Workers Union, says the judgment appears to affect all trade unions registered in terms of the Industrial Conciliation Act which, along with the Wage Act, has victimisation clauses.

He foresees "a new age of possible non-protection for worker representatives that could lead to considerable unrest, as the government machinery for such representation and communication could well break down. A labour force frightened to elect articulate representatives will become restless."

This opinion, Klein maintains, is widespread among trade unionists in the wake of the judgment. "The victimisation clauses must be applied in the best interests of the workers, and consequent industrial peace."

An appeal against the judgment is being considered, says Glenn Moss, administrative organiser of the Industrial Aid Society which has been heavily involved in raising funds for the case.

He points out that if the judgment becomes a precedent, criminal charges will have to be laid against offending employers and it would be up to the Attorney General to decide whether or not to prosecute. "If the case simply pend," he adds, "the law is that a private prosecution can't be initiated. Any decision to prosecute, it could be up to five months before the case reaches a court."
New Look At
TUCSA History Of Unions

AT last - an unbiased, accurate history of the trade union movement in South Africa.

IT is being compiled by Professor J A G Coetsee, of the Department of Sociology at Rhodes University, who is being given TUCSA's full co-operation in this venture.

A number of accounts tracing key developments in the trade union history of South Africa have been published, but have invariably suffered from the subjectivity of their authors holding varying political viewpoints.

Not only have some suffered on their interpretation of events but the facts given have sometimes been contradictory.

Some of the crucial disputed areas which Professor Coetsee will be tackling, include the original split between TUCSA and the South African Confederation of Labour, the attitude of the Council of Non-European Trade Unions to, for example, affiliation with TUCSA, and the role and composition of SACTU.

TUCSA has offered to throw open all its extensive historical records to Professor Coetsee, including its microfilm records, and the General Secretary, Arthur Grobbelaar, has agreed to supply an outline of TUCSA's policies since 1965 and the opposition it has encountered from different quarters to certain of its policies.
Actors’ union fights test case

MICHAEL VENABLES

THE South African Theatre Union (Safut) has been increasingly concerned in recent years about the professional theatre management’s practice of bringing in considerable numbers of actors from overseas—sometimes complete casts and not infrequently the majority of the cast for a production.

The passing of new legislation last year was a good sign that work permits had been given the union at least some influence in this respect and some of the management decisions are now being negotiated with Safut before lashing up overseas artists.

A test case has been made of the issue of British actor John Rutland, who is playing the role of the blackmailer in the Torrien-Firth production of "The Pay-Off", at the Intimate Theatre.

Michael Coulson, chairman of Safut, assured me yesterday, however, that art is in no way a reflection on the ability of Mr Rutland, whom I and other critics have praised highly for his virtuoso performance.

The point at issue is that the union does not feel that sufficient efforts were made by the management to find a South African actor who could play the role.

"We feel", said Mr Coulson, "that South African actors should enjoy the same sort of protection against the unbridled importation of casts and individuals that is taken for granted by their colleagues in virtually every other part of the world. We have no objection in principle to bringing in stars of international standing, but auditions should be held in all other cases before a producer resorts to hiring artists overseas."

In the case of "The Pay-Off", he said, the Torrien-Firth management had consulted Safut and it had been decided that there was no objection to the two famous stars of the play, Jeremy Hawk and Eileen March, being brought out from Britain.

The question of whether it was necessary to import an actor to play the blackmailer was not settled, though, and when John Rutland arrived he was the only imported member of the cast for whom no work permit had been issued.

After representations by Safut to the Minister of the Interior a temporary arrangement has been made for Rutland to be issued with a permit to work here for six weeks, during which time Pieter Torrien and Sherrill Firth must satisfy Safut that they have tried to find a local actor capable of playing the role. If they do not succeed, Rutland will stay to tour the country in the play.

Prerogative

It seems unlikely, on the face of it, that anyone can be found who can match Rutland’s performance. But then this is Safut insisting a matter of general principle in which they will be satisfied provided that any local professional who believes he might fit the bill has been given a chance to audition.

Ultimately the decision as to whether a suitable actor is available is up to the management "That", said Michael Coulson, "is a management’s prerogative."

An aspect of the general dispute over imports is that it has sometimes been suspected in past productions that supporting roles were cast overseas in the interests of economy.

It has been suggested that because of the perennially high level of unemployment in British theatre and the low salaries paid there (British Equity’s minimum wage being considerably lower than what an established actor can command in South Africa), management could save money by bringing in actors who are desperate to work and cost far less.

If they have a Johannesburg season and a national tour in mind, management could save enough over several months on an artist’s salary to offset the additional costs.

Whether or not this suggestion is justified, Safut points out that a South African actor can’t get permission to work in England or America without Equity’s approval and they believe that they are justified in at least demanding auditions here first.

Mr Coulson added that the union was very pleased to see that, presumably as a result of the recent talks with Torrien and Firth, their production of "A Streetcar Named Desire", which opens in Cape Town this week and will come to Johannesburg, has a very largely South African cast, including the key role of Stanley Kowalski, who will be played by Michael McGovern.

Speaking from Cape Town, Pieter Torrien said he and Miss Firth would welcome applications to audition from any professional actors who feel they can match Mr Rutland’s performance.
Blacks will get full union rights

IN TEN YEARS OR LESS PREDICTS TUCSAN MAN - AND WE WANT THEM IN WITH US

BLACK industrial workers will, in one form or another, be granted full trade union rights within 10 years, predicts Mr. Robert Kraft, economist of the Trades Union Council of South Africa.

He was commenting in an interview on a call by Ascom for racially integrated unions.

"Official recognition of Blacks in some form of trade union is on the cards in the next 10 years or possibly even earlier," he says.

But Tucsa favours integrated unions in preference to separate unions for Black and White workers.

Separate unions could work against the organised labor's bargaining power by giving employers the opportunity of playing one union off against another.

Financial Reporter

Integrated unions would improve race relations by uniting workers in the fight for the common cause.

"On a collective programme to fight inflation, drawn up by the standing advisory committee on inflation within the Prime Minister's Economic Advisory Council, Mr Kraft says Tucsa has already announced its willingness to take part by urging wage-demand restraint on condition that:

- The Government appoints a Cabinet Minister to supervise the programme
- The Government publicly endorses it.
- Organised commerce and industry publicly announce their commitment.
- He expects the Government to react positively by appointing a Cabinet Minister, possibly the Minister of Economic Affairs, to supervise but he has doubts about the reaction of the private sector.

"If the programme is to work - and it could cut the rate of inflation by as much as 4 percent in the first 12 months - organised commerce and industry must not treat its commitment lightly.

"They must give an assurance that they can ensure at least a degree of compliance by their members, while their reaction so far has been silence."

Mr Kraft describes an imminent statement by the Minister of Labour, Mr. Marais Viljoen, that job reservation is designed to protect both the White and the non-White worker.

"The majority of White workers know that Black workers must be permitted to enter skilled jobs for the economic survival of the country," says Mr Kraft.

Drama

Examples are the dramatic change in the attitude of engineering industry trade unions.

Employment is the sector in which the commitment to end racial discrimination could have the most impact, internally and externally.

Job discrimination is the one thing that really sticks in the gullet of non-White workers, he says. The image overseas would be enhanced because world trade unions are not particularly interested in the local political scene, only in the best bread and butter issues of money and jobs.

Mr. Kraft, says the automatic linking of wages to rises in the consumer price index is definitely anti-inflationary.

It eliminates the need for workers to make wage demands, removes the need to buy ahead in case of further price rises and eliminates strikes caused by wages falling behind the rate of inflation.

Demands

During double-figure inflation unions are forced to make wage de-
The Federated Chamber of Industries has called on the Minister of Labour, Mr. Viljoen, to give urgent and serious attention to the "inadequate" system of Black labour relations.

A statement by the FCIL president, Mr. D. V. Beadle, presented to Mr. Viljoen last week, makes it clear that no obstacles should be placed in the way of orderly development of Black trade unionism.

The FCIL was convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly towards continued industrial peace, the statement said.

The FCIL made the following points:

1. "Present legislation does not allow sufficient meaningful participation and representation by Black employees in settlement of disputes and negotiations of employment conditions."

2. "The present system was inadequate because the majority of negotiations conducted under it were not afforded statutory recognition and would not push Black workers with collective bargaining machinery as "broadly accepted sense."

3. The deficiency had become a cause of discontent among Black workers and warranted serious attention.

No Obstacles

The statement said Black unions should not be given premature recognition nor should obstacles be placed in the way of their development provided the leaders and members of the unions concerned maintained attitudes and objectives "not detrimental to the national interest."

It called on employers to take note of their employees' appeal for the establishment of works and works committees which would prepare workers for involvement in collective bargaining.
Black unions are inevitable.

It is not often that a powerful and widely representative employers' association puts public pressure on a government to introduce both the scope and the framework of the trade union movement. Yet this is precisely what the Federation of Chambers of Industries has just done.

The FCI has written to the Minister of Labour, Mr. Harold Vlotman, calling for an urgent review of the present 'inadequate' system of Black labour relations. This system does not allow meaningful participation and representation by Blacks in the settlement of disputes and the negotiation of employment conditions. It does not afford statutory recognition to most negotiations and it is provoking serious discontent among Black workers.

In short, the FCI wants the Government to pave the way for the statutory recognition of Black trade unions and, for the orderly integration of Blacks into the otherwise enlightened South African industrial conciliation machine. A classic example of enlightened self-interest on the part of an organization which should know better than any other exactly what the interests of industry really are.

Faced now with almost identical demands from both the employees (including a large slice of the recognized trade union movement) and the employers, is it possible that the Government can still be short-sighted enough to resist the inevitable?
A Pragmatic Plea for Black Unions
Black role in trade unions ‘inevitable’

BLACK involvement in trade unions was inevitable and industry and the Government had to make certain this development took place in an orderly manner, the South African Federated Chamber of Industries said yesterday.

The chamber, representing the largest section of employee interests in the mining sector in the country, had reached a consensus on the policy known as the "maintenance of sound industrial relations," a statement issued in Pretoria said.

The policy statement had been received by the Ministers of Labour, Mr Morris Ablibin, and further discussion would be held with him on implementing the policy.

The chamber said that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa, it said.

While basic industrial legislation regulating working conditions, wage and service conditions and settlement of disputes had "contributed materially to the remarkable history of industrial peace in South Africa," the chamber recognised that present legislation did not allow sufficient meaningful direct participation and representation by black employees in settlement of disputes and negotiation of working conditions.

"This deficiency has become a cause of discontent and warrants attention."

While the Bantu Labour Relations Act of 1973 setting up works and liaison committees had created new opportunities for blacks, the system was inadequate in that the majority of negotiations were not afforded statutory recognition.

The chamber felt that with the growing demand by blacks for meaningful representation and participation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition to it, if necessary by legislative action.

"Any steps taken in this direction should, however, take account of the ability of black workers to organise themselves within a framework of responsibilities in the negotiation process," the chamber said.

The Chamber supported the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the "sincere belief that it is in the national interest to develop the collective self-awareness of the black worker in industry."

The establishment and conduct of these committees should, however, be conducted in full consultation with the affected black workers and with total involvement of top management, the chamber emphasised.

The chamber was convinced some employers and many employees were not properly motivated or informed about the effective operation of works and liaison committees and that this lay at the root of much of their alleged ineffectiveness.

It recommended an "intense and positive programme of education" for employers and employees.

-Sepa.
RECOGNITION  FOR BLACK  UNIONS CALL

ERITRIA.—The S.A. Federated Chamber of Industries yesterday said Black trade unions must be recognised.

Mr. Dan Benade, FCI president, said a declaration on the principles of industrial peace in South Africa said the FCI had established a non-discriminatory basis for the maintenance of sound industrial relations in the Republic.

The statement was given to the Minister of Labour, Mr. Marcus Viljoen.

The FCI, he said, had been prevented from giving Black workers the recognition they deserved in the sphere of collective bargaining machinery in the broadly accepted sense of the term.

"These shortcomings require urgent attention," Mr. Benade said.

Black workers are showing a growing interest in trade unions, but it would not be beneficial to give Black trade unions premature recognition, he said.

In the settlement of disputes, in the negotiation of working conditions, current legislation did not sufficiently safeguard meaningful direct participation and representation by Black employees.

"The FCI feels that, with the growing demand by Black workers for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition, if necessary by legislative action," Mr. Benade said.

"Any steps in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities inherent in such representation in the negotiation process," he said.

"In this spirit, the FCI emphasises the need that employers should recognise these desires of their Black workers," Mr. Benade said.

The FCI supports the Government's appeal to all industrialists to provide basic industrial conditions for workers, he said.

Mr. Benade said the FCI recognised the necessity to develop the collective bargaining machinery in the broadly accepted sense of the term.

"But their proceedings should be conducted in full consultation with the affected Black workers and with the involvement of top management," he said.
TUCSA warns White trade unionists

Labour Report.

While trade unionists, who deny Black workers the right of collective bargaining are denying their own right of existence.

Mr. Steve Scheepers, a senior vice-president of the 250,000-strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (380,000 members), Mr A. I. Nieuwoudt, of the Federated Chamber of Industries' policy statement on Black labour relations.

WELCOMED.
The FCI said no obstacles should be put in the way of an orderly development towards trade union rights for Blacks.

"TUCSA welcomes the change of heart of employers as represented by the FCI," said Mr. Scheepers. "We feel that if we don't start teaching the Black worker the techniques of collective bargaining now, it may be too late.

"The best way of doing this would be to integrate Black workers into the registered trade unions where these unions permit it," Mr. Scheepers said.

Mr. Nieuwoudt rejected the "paternalistic" approach of the FCI.

The Confederation was opposed to Black trade unionism and associated itself fully with the Government's approach to the matter, he said.

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr. Nieuwoudt said.
FCI's Black union move

FURTHER PARTICIPATION by Blacks in trade unions is one of the requirements for future industrial peace, according to a policy statement sent by the SA Federated Chamber of Industries to Mr. Maree Viljoen, the Minister of Labour.

Mr. D.V. Benade, the FCI president, in a press release yesterday, said the FCI had reached a consensus on the policy question of the maintenance of sound industrial relations in South Africa.

Although the basic Industrial legislation relating to working conditions had contributed materially to industrial peace, the legislation did not allow sufficient meaningful direct participation and representation by Black employees. This had become a cause of discontent among Black workers.

The Chamber recognized that Black workers were showing an increased interest in organizing themselves into trade unions.

"The Chamber believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development.

"With the growing demand by the Blacks for direct representation it will become inevitable that the Government give recognition thereto, if necessary, by legislative action."
Metal Box backs multi-race unions

Mr Stuttaford says that as a result of economic conditions, the company has raised its dividend cover and intends to maintain it at between 2.3 and 2.5.

He told the annual meeting in Cape Town that the company expected the next few months would be a testing time for the stores division.

Sales, followed a satisfactory growth pattern in March and April, but May was poor at all centres.

Everglo

INDICATIONS are that Everglo Holdings will earn at least 7c in the first half of the year, and the group aims to achieve minimum earnings of at least 15c for 1973-74 compared with 17c in 1974-75, says the chairman, Mr Andy Behr.

Repor

THERE ARE good prospects of exceeding the 1973-74 profit forecast of earnings of 13.3c and dividend of 7.5c, says the Repor chairman, Mr Behr. In his annual review.

Stuttaford

THE CHANCES of a dividend increase this year are reasonably good if the company achieves a meaningful profit growth, says Stuttaford's chairman, Mr B.B. Stuttaford.

The company made a taxable profit of R1 193 006 in the year to February 28, 1975, and paid a dividend of 20c.
A LETTER FROM THE PRESIDENT

30th June, 1975.

Dear Member,

Works and Liaison Committees - Official IPM Policy

The subject of adequate communication with and representation for Black workers has been an issue of heated debate in South Africa. At the Institute's Council meeting held on April 23rd, 1975, the matter was fully discussed and a number of policy decisions arrived at. It is in this connection that I am writing to you.

The Institute's Council expressed its continuing support for the Works and Liaison Committee system as providing a worthwhile vehicle for the development of healthy Industrial Relations in South Africa. It also expressed its belief that in the current circumstances the system represents the most logical and valid approach to the complex problems of improving communications between Black workers and management. It recognises that the dynamic nature of our circumstances may warrant changing and elaborating aspects of the system in the future and in this regard it re-emphasised that it is the policy of the IPM to work within the existing labour laws of the country and to liaise closely with government in offering its professional expertise on labour matters.

The Council acknowledged that there are cases where Works and Liaison Committees have not proved to be an adequate means of communication. This has occurred for a variety of reasons. Where basic personnel practice is faulty, where wage rates are below an acceptable level and where there is a lack of trust between workers and management, obviously the establishment of a Works or Liaison Committee structure cannot, of itself, solve the variety of problems which have accumulated. Attention needs to be paid to all aspects of Industrial Relations, viewing that term in its broadest context.

/ By...
30th June, 1875.

By the same token, where the constitution of a committee is perceived to be undemocratic, where victimisation of worker representatives is not penalised, where leadership of the committee is not of the highest calibre, where members of the committee representing both workers and management are inadequately trained, where opportunity for consultation between worker representatives and the labour force is not guaranteed or where items for discussion at meetings of committees are not determined in consultation with worker representatives, the functioning of the structure is unlikely to be successful.

The IPM's Council therefore agreed that the Institute should treat as a top priority the need to provide training facilities on a nationwide basis which will enable managers to establish a climate conducive to healthy Industrial Relations in general and to initiate and maintain or improve the effectiveness of Works and Liaison Committees in particular.

In pursuance of this aim, the Institute has established an Industrial Relations Special Interest Group under the leadership of Mr. Andre Pons, Vice President Industrial Relations. It has already scheduled, on a national basis, a series of seminars and workshops on a variety of aspects of Industrial Relations, and Chairmen of the Institute's branches have been requested to ascertain regional needs regarding Industrial Relations and to cater for these in their programmes of activity.

I am writing to request you to take full advantage of the facilities being provided and to ensure that in your own organisation Industrial Relations receives the attention it deserves. Details of scheduled training can be obtained from Mrs. G. Davidson, IPM, Box 31390, Braamfontein 2017. I would also request you to contact Mr. Andre Pons at the same address if your organisation is willing and able to join the growing number of companies eager to share information on what they are doing in this field and to make this available to other members of the personnel fraternity.

Your co-operation in this vital matter is much appreciated.

Sincerely,

[Signature]

DR. HANSCH

President.
FURTHER comments on the statement by the FCI (Federated Chamber of Industries) on industrial relations is required. The FCI has produced comments to be made known at a press conference. But as was pointed out last week, why were not the leaders of African trade unions consulted? The FCI has recommended to individual Chambers to take note of the desire of Black workers to organize themselves into trade unions. Yet the FCI is concerned about establishing sound industrial relations, between employers and the workers through their trade unions, did not establish contact with African trade union leaders.

When some of the conclusions reached by the FCI which required further examination. The FCI recognizes the inadequacy of present legislation. It does not provide machinery for setting of disputes and does not give Black workers collective bargaining machinery. Surely then the FCI should take the lead and take the Black trade unions should be recognized. But then a vagueness, whether or not a workers' identity, enters the FCI statement. The FCI then gives certain conditions for recognition as follows:

- do not give premature recognition to Black trade unions;
- the aims and attitudes of the trade unions, i.e., members and leaders, should support the national interest of the Republic;
- Black workers should show ability to organize themselves responsibly to justify taking part in the negotiation process;
- because African trade unions are illegal organizations, their development takes place in an orderly manner. The Chamber can offer expertise to bring about this.

It is, therefore, Black workers who can gain experience by participating in works or liaison committees, which they can become more meaningfully involved in collective bargaining and understand their obligations.

What then is the straightforward message to African trade union leaders and their union leaders? It seems that the FCI is saying "Yes, we know you exist, but you have not learned enough so in the meantime use the committees until you understand how to work in the national interest." This contradiction of aspects of the FCI statement is that without recognition from the FCI they cannot show their responsibility. What employers seem to forget is that all the qualities they expect trade union leaders to demonstrate do not come about in isolation. And without recognition there is no possibility of full membership and then no possibility to learn leadership skills.

In the meantime, the committee system must suffice. But how can skills, to demonstrate responsibility, be attained, in the committees of committee proceed?

When employers have to acquire new skills they must:

- study for degrees, such as the Master of Business Administration course, at Universities;
- take numerous courses on specialized subjects;
- participate regularly in seminars;
- attend conferences to gain a wider perspective on issues;
- employ training officers to ensure continual input of new ideas and techniques.

African trade union leaders, who must show their ability to act in terms of the national interest, are not told where to acquire these insights. Surely it is a contradiction to say that the courses which committee representatives are given by employers, or their consultants can prepare them as trade union leaders.

African trade unions and their leaders such as the National Union of Clothing Workers, have demonstrated their responsibility and their concern for the interest of the clothing industry and the country as a whole. They have no recognition in the meantime their credibility in the eyes of the public community and the world at large at stake. Other approaches are demanded from them.

There is the desire of the FCI statement. It is a "in the meantime" statement. In the meantime nothing can be done or we can propose nothing for you. If the FCI is aware of these difficulties and inconsistencies in its statement, let it call a meeting with the leaders of African trade unions. Let the FCI explain what it means by the fact that, in the meantime, it is holding discussions with the Minister of Labour. Let the African trade union leaders judge whether or not these changes will assist in the establishment of African trade unions in the commence.
TV, radio men meet to form protective group

One Times Correspondent

JOHANNESBURG — A move by radio and TV engineers and technicians met approval by workers in the industry, for the protection of their interests.

Mr. Harold Berman, a radio and TV technician and heading the move, said, "It's essential that the industry be safeguarded for the future."

Mr. Berman, who is chairman of the new association, announced a call for a meeting of all interested parties to discuss the matter.

"We believe," said Mr. Berman, "that the only way to ensure the continued growth of the industry is by forming a protective group."
The boycott of Johannesburg beerhalls — which announced a price increase of Baraba beer — is one example of collective action by Black workers. Often such action takes more virulently. Mr. Ntsele, asked three Black leaders who worked in the factory, if they could be harnessed if Black leaders who win the workers' confidence.

"Only trade unions can prove that people can act together to solve problems of employers and with each other."

Mr. Motsepati, head of the National African Federation of Trade Unions, said:

"Collective action by Black workers has been the answer to many problems. It is not easy to win the hearts and minds of the workers."

Mr. Motsepati pointed out that the cultural heritage of their communities played an important role in leadership formation. The bonds of hardship and poverty, the unity creating spontaneous collective action, were at the heart of the struggle.

"Whatever the reason, dice and politics are a serious threat to industrial relations and race relations."

"Full trade union rights will make all workers united."

"Inflation is generating muddled thinking among Black workers, making it more difficult for trade unions to defend their interests."
Interest in new trade union body

Labour Reporter

Attempts to organise a middle-of-the-road body of South African trade unions have aroused strong interest, but negotiations are still too delicate to make any announcement.

"We hope something big will happen early next year," the president of the 19,700-strong Artisan Staff Association, Mr Jimmy Zurich, said in Pretoria today.

He was asked for comment on the movement he initiated about four months ago after the conservative-dominated White Confederation had lost about 15,000 of its more valuable members.

Mr Zurich's union was one of those which rejoined the confederation after the group breakaway by all railway unions.

Tomorrow Mr Zurich and his union's assistant general secretary, Mr Wielhe van der Merwe, leave for a month-long European study tour.

They will pay special attention to the organisation of non-communist trade unions, wage negotia-

They will visit factories and have talks with trade union leaders in West Germany, Switzerland and Britain. Much of their itinerary is being arranged by German trade unionists.
BLACK WORKERS

Improving committees

Minister Marais Viljoen's plans to introduce legislation during the next Session upgrading the functions of works and liaison committees will hopefully fill some of the gaps in the legislation.

But what remains to be seen is whether moves to make committee agreements legally binding will really improve the position of African workers.

What is clear at this stage is that the bureaucratic jumble of labour laws is to be markedly expanded.

Questions abound:

- Will the legislation extend effective collective bargaining powers to the committees?
- If so, how will wage agreements be co-ordinated within a particular industry or branches of the same company, or on a regional or rational basis, thus making for uniformity? (Committees can presently only operate on an individual plant basis);
- Who will finance the expanded operation of the committees? If it is to be the individual companies, how will the workers be convinced that the committees effectively represent their interests as opposed to those of the companies?
- Where there are Industrial Council agreements (between management and registered trade unions) covering the industry concerned, how will these be modified to incorporate decisions made at committee level?
- Through what procedures are the "binding wage agreements" to be made practically enforceable?

The existing 2,000-plus works and liaison committees (and it is estimated that only 5% of the country's businesses have them) are mainly used for airing minor grievances and providing a loose communication network between workers and management.

The most useful improvement Viljoen can make within the framework of the existing committee system would be to insist that in-plant wage rates are always negotiated between management and the committees.

The fact remains, however, that there can be no significant change until full trade union rights (registered and operational under the terms of the Industrial Conciliation Act) are granted to the majority of SA's workers.
In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers—the South African Breweries group—has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers.

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

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem.

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

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

Like many employers, SAB is not prepared to encourage Black trade unionism yet. But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

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

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

"And who says that all trade unions are fully effective all the time?" he asks.

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of current labour legislation.

By 'meaningful dialogue,' Mr. Sutton understands more than perfunctory communication. He wants it to include problem-solving and full-fledged negotiating powers.

**Bluffing**

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr. Sutton.

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

Therefore, Mr. Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system.

Workers in a specific plant elect works committees. These, in turn, elect representatives to a liaison committee on which both workers and management are represented.

It is at the liaison committee level where problems are being solved and negotiations take place.

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

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr. Sutton pointed out.

**Training**

Both sides of the liaison committee receive identical training in their tasks, including how to prepare and present their case and how to negotiate. It takes about two weeks.
New labour plan: a ‘problem solver’

Training to prepare the average worker.

“When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him,” Mr Sutton said.

“An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next.”

Mr Sutton emphasised that there had to be give and take on both sides.

“Can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose,” he said.

Time-off

An important feature of SAB’s concept is that workers are given time off to allow their representatives to assess worker opinions and to report back.

“We encourage such meetings, but we do not impose them because our motives might be suspect,” Mr Sutton points out.

What happens when there is a deadlock, when neither side is prepared to yield?

“In that event, the commission is referred to the national committee legislation, or to the Central Bantu Labour Board,” Mr Sutton says.

Up to that stage the system is in the framework of current legislation, but it leaves serious shortfalls:

- The system remains entirely dependent on the goodwill of individual employers.
- It does not provide for outside enforcement agreements reached by liaison committees.
- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.

Blueprint

One way of remedying this would be along the lines of a blueprint drafed by SAB and the Tongaat sugar company.

They have proposed that:

- Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers.
- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.
- These regional workers’ bodies should nominate representatives to meet an equal number of employer representatives, thus forming a regional labour council.
- Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding. They should also investigate cases of alleged victimisation of workers’ representatives.
- And they should negotiate basic service conditions for specific industries in their area.
- Finally the Central Bantu Labour Board should act as an overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which workers solve disputes.

SAB and Tongaat have jointly submitted these proposals — in much greater detail than reflected here — to the Minister of Labour, Mr Marais Viljoen.

Yet SAB does not see this system as the only answer.

“We are satisfied with what we are doing at company level right now,” Mr Sutton said.

“But it is difficult to envisage all kinds of variations and adaptations at the higher levels. Others may devise more practicable machinery than that embodied in our exercise.

“Whatever the answer may be, however, we feel that the whole situation will be resolved through an agreement reached by a council of workers’ representatives and employers.”
Internal detente: Blacks to meet

Cape Times Correspondent

Johannesburg. — Chief Lucas Mangope of Bophuthatswana is organizing a summit meeting of homeland leaders to carry the process of internal détente a step forward.

Chief Mangope confirmed yesterday that he had already secured agreement in principle to the meeting from homeland leaders and that it was now merely a matter of a final date and venue for the meeting.

The primary purpose of the meeting was to press for finality of some of the issues raised by homeland leaders at their two meetings with Prime Minister, Mr Vorster, in March 1974 and January 1975.

Union rights

Among the key issues which Chief Mangope plans to raise with homeland leaders are:

- Trade union rights for urban Africans;
- Sharing national revenue between Black and White — and whether or not present allocation corresponded to the amount paid in taxes; direct and indirect, by Black and White citizens to the central Treasury;
- Discriminatory laws in South Africa, and when moves would be made to emulate the situation in South West Africa "where they are actually removing them;";
- The "humane" application of influx laws.

Left open

The question of trade union rights was left open at the Cape Town meeting of homeland leaders with Mr Vorster in the sense that the Prime Minister agreed, to quote the official communiqué: "to arrange for homeland leaders to meet with the Minister of Labour to discuss the matter again;".

The word "again" was added because the trade unionism for Africans had been "fully discussed" in Parliament in 1974.

Two experts

At the March talks in Pretoria, "the Prime Minister proposed . . . to appoint an expert, to be joined by an expert, nominated by the homelands leaders, to investigate the allegation that the Bantu people in general and the homeland governments, in particular, are not getting a fair share of the services, from taxes paid directly and indirectly by the Bantu."
State switch on black trade unions?

JOHANNESBURG — A major switch in Government policy which will provide for black "company" trade unions has been predicted by the general secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar.

Mr. Grobbelaar said that trade unions will be allowed to negotiate directly with individual employers.

Mr. Grobbelaar called the move "a step forward." He said that the Government would not stand in the way of black job advancement which was acceptable to white trade unions.

The minister should be encouraging the unions to accept black advancement but his announcement that he will not oppose this is at least a step forward," Mr. Grobbelaar said. — DDT.
It was reported in The Star on August 8 that the Sweet Food and Allied Workers' Union proposes to change its name to that of the Commercial Catering and Allied Workers' Union. The Commercial Catering and Allied Workers' Union, the proposed name for the new Black union expected to be launched, The Sweet Food and Allied Workers' Union will now change its name.
SOUTH AFRICA's use—and misuse—of key man power has always been a key factor in its political development.

Polically, job relevancy, union control of the workforce, and growth of trade unions are political goals, housing and health are not.

Theoretically, the power of the Communist Party to control the industrial relations sector is being expanded.

Stable industrial relations were vital to South Africa's economic future and prosperity, he has said. It was essential for the orderly development of future labor relations.

Training

Essential components should be the planned development of the economy to provide work opportunities at a rate which would meet rising expectations and raise living standards, the development of training and management practices to increase productivity, and the optimum geographic distribution of wealth.

A final essential was the "meaningful participation of all workers to underwrite the future of industrial peace."

In the light of this, he would doubt that the policy package which the Chamber is considering is adequate—"of central importance to all sections of the community."

One of the key elements in the recommendations is the rapid improvement of Black skills, including a much larger Government contribution to pre-employment training programs, basic and adult education. There should be an accelerated programme of training for all race groups, while more attention should be given to re-training to afford workers the opportunity to change careers, acquire new skills and return to work after a break in service.

The greatest need for technicians, supervisors, operators and artisans will continue to arise in the White industrial areas, followed by the Black areas and homefront, the report continues, and Black workers will have to be speeded up to handle the unprecedented growth and employment targets to be met. Black workers constitute 60 per cent of the industrial labour force, but by the year 2000, that figure, too, will rise to 70 per cent, while the White population (represented) will fall by half the supply of Black workers, according to a recent government surplus of the population.

Finally, the PCEA recommends an "on the job" training program, the Chamber is recommending a special committee to consider the matter.

On the question of the "march towards" the policy does not call for the unification of industry, but for the streamlining of procedures to eliminate friction and delays. Suggestions here include the practical application of the Bantu Administration Board system, which in theory, permits a greater mobility of Black labour, and the reduction of racial tension and prejudice and the scheduling of training and management in the interests of Black workers.

In its present form, the minority labour system is not conducive to optimum labour practices and sound labour relations and should be modified. Suggestions include the improvement of laborers services to allow the worker to visit his family on a weekly or monthly basis, and the extension of the standard of living in the community.}

Re-entry

On the question of wages, he said while these were forces of demand for labor, profit and ability to pay, the wages had to be set at levels at least in line with the standard. Further regulations were desirable to expand the present gradually phased out.

Clear need

Explaining the policy on industrial relations, Dr. Reynolds says that it is in an attempt to make the workers make full use of the workers and development of the community's ability to conform, the programme of growth and employment targets are to be met.

Of Black workers are not to be made through any means, he says, there is a need for the authori- ties to inculcate legal recognition of their aspirations.

This should be the place where it is clear that the government and trade unions are not inclined to national interest. The government, in the present form, is not conducive to optimum labour practices and sound labour relations and should be modified. Suggestions include the improvement of employment services to allow the worker to visit his family on a weekly or monthly basis, and the extension of the standard of living in the community. Further regulations were desirable to expand the present gradually phased out.

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

He said that over the years, South Africa had concentrated on increasing its economic resources and, while this was essential, it was now time to look at social welfare and development of a more extensive and extensive social welfare system. Dr. Gideon Jacobs said, "We must focus on the needs of the community." He also emphasized the importance of focusing on the needs of the community.

With the introduction of the National Minimum Wage Act, the country had to face the challenge of reducing income disparities and ensuring that workers were paid a fair wage. Dr. Gideon Jacobs said, "We must focus on the needs of the community." He also emphasized the importance of focusing on the needs of the community.

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Black may sit on Labour Board says Viljoen

PRETORIA - Legislation would be introduced at the next session of Parliament which would provide for the appointment of a black to the Central Bantu Labour Board, the Minister of Labour, Mr M Viljoen, told the Prime Minister's Economic Advisory Council here yesterday.

This, and other amendments to the regulation of Bantu Labour Relations Act, he said, would ensure that the black man would be able to make a more meaningful contribution in the determination of his service conditions.

From discussions with representatives of industry and the trade unions he had gained the impression that the proposed amendment had in the main been favourably received, the minister said.

On the question of black trade unions, the minister said the policy was that though they were not prohibited, the government would not recognize black trade unions because it was convinced that the system instituted by the 1972 legislation after the labour unrest, was operating in the best interests of black workers.

"It is noticeable how the black workers themselves have accepted the committee system as being in their best interests," he said.

"A certain influential employer, under pressure from his overseas principals recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union. Only 61 workers out of 1,060 or three per cent voted in favour of a trade union."

"This example proves to a large degree that the solution of the better for black trade unions does not originate from the black worker himself."

The advantage of the liaison committees, consisting of an equal number of workers and employers, was that these committees brought employers and their black workers into direct contact with one another.

The system eliminated misunderstandings flowing from lack of proper communication and a lack of appreciation of one another's problems.

These liaison committees have been an immediate success. Barely a year after the amendments to the Act by which the system was instituted, the University of the Orange Free State conducted a survey covering 286 leading employers who had established liaison committees.

The most important shortcomings in the Act on which the Department of Labour had been able to lay fingers as a result of close examination over the past two years was that the agreements between employers and black workers did not enjoy the force of law, that there was no provision in the Act whereby employers and black workers in particular industrial areas could reach an agreement that would be applicable to all other workers and, that the black man's voice was not always heard. Clearly enough, in the "bargain of negotiation of service conditions..."

To overcome these problems, he was contemplating the introduction of legislation next session of Parliament which would give the black worker a more meaningful say in the negotiation of his service conditions.

The proposed legislation would also remedy the other shortcomings that had come to light. In the industrial areas where industrial committees had proved that they were representative of black workers, he was contemplating the establishment of industrial committees which would be able with authority to speak on behalf of the industry concerned.

Subject to the approval of the Central Bantu Labour Board he would give his approval for such a committee.

The proposed industrial committees would consist of black representatives chosen from works and liaison committees. It was essential that members of industrial committees be elected by the black themselves because experience had shown that the black man had no confidence in people nominated by others to take care of their interests.

Agreements reached between industrial committees and employers would be submitted to him through the Central Labour Board for approval and promulgation in the Government Gazette.

The effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and so to ensure that employers who were prepared to make sacrifices to improve the lot of their black workers would not be detrimentally affected by unfair competition on the part of unscrupulous competitors.

Employers who were averse to such agreements would, however, be required to prove that they were representative of employers of the area before such agreements were made applicable to their competitors.

The Department of Labour would be responsible for the effective application of such agreements. In cases where industrial committees and employers were unable to reach agreement the matter would, in terms of existing legislation, be referred to the wage board for arbitration.

SAPA
Blacks must speak for Blacks

The Minister of Labour's latest announcement on proposed improvements to the industrial relations machinery affecting Black workers is to be welcomed. But why appoint only one Black to the Central Bantu Labour Board?

Examine the case: the announcement is at least further evidence that the Government has accepted the vital importance of improved channels of communication between White employers and their millions of Black workers. It has accepted that the Blacks themselves must play a decisive role in negotiating wage and working conditions.

Mr Viljoen told the Prime Minister's Economic Advisory Council that the Bantu Labour Relations Regulation Act would be amended next year to provide for a Black representative on the Central Bantu Labour Board (an organisation with a key advisory role to play in the Black industrial conciliation machine) and for the creation of workers committees which would be able to speak for all the Black workers in a particular industry — whether that industry is organised into an industrial council or not. And, once an agreement is reached between the Black workers' representatives and the employers, the Minister will have the power to enforce that agreement on all employers in the industry or sector involved.

This will make the Government's industrial conciliation machine for Blacks more effective, although not as effective as it would have been had the Government allowed recognised Black trade unions on the same basis as those representing White, Brown and Indian workers.

Why not make a majority, if not all of the board's members, Black? After all one of their major functions is to advise the Minister on matters affecting the interests of Black workers — and who knows Black workers' interests better than Blacks?

Should the Minister do this, he will make his own system much more effective than it already is and he will give Black workers much greater confidence in the men who are charged with representing their interests.
Viljoen has new wage plan

By CLIVE EMDON

Labour Correspondent

THE Minister of Labour, Mr Marais Viljoen, yesterday told the Prime Min-
ister's Economic Advisory Council that he was thinking of establishing elected
industrial committees of Black workers to negotiate wage agreements for
each industry.

He came out strongly against recognising African trade unions and said
industrial committees would consist of workers chosen from works and li-
ason committees in various industries.

Agreements reached by these committees and employers would be submitted
to him through the Central Bantu Labour Board for approval and promulgation in the Gov-
ernment Gazette.

He said the effect of promulgation of an agreement would be to make it
binding on all workers and employers in the industry and in the area.

This would be done "so as to ensure that employers who are prepared to
make sacrifices to improve the lot of their Black

workers won't be detri-
mentally affected by un-
fair competition on the part of unscrupulous com-
petitors."

Employers who were signatories to such agree-
ments would, however, be
required to prove they
were representatives of
employers in the area, before the agreements were
made applicable to their
competitors.

The Department of La-
bour would be responsible
for applying these agree-
ments, the Minister said.

In cases where industrial
committees and employers
were unable to reach
agreement, the matter
would, in terms of existing
legislation, be referred to
the Wage Board for ar-
bitration.

The Minister also said
that legislation would be
introduced at the next ses-
sion of Parliament which,
among other things, would
provide for the appoint-
ment of a Black man to
the Central Labour Board.

This would ensure, he
said, that the Black man
would be able to make a
more meaningful contribu-
tion to determining his
service conditions.
Good news from the labour front. This week Minister of Labour Marius Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

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

The Bantu Labour Relations Regulation Act will be amended to provide:

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

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

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

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

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

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

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

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

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

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

Labour Reporter
A labour leader made it clear today that employees of Metal Box in Durban have not rejected trade union rights in favour of a liaison committee.

Mr Arthur Grobbelaar, general secretary of TUCSA, was commenting on a statement by the Minister of Labour, Mr Viljoen.

Addressing the Prime Minister's Economic Advisory Council last week, Mr Viljoen said it was noticeable how Black workers had accepted the "committee system" as being in their best interests.

BALLOT
"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union," the minister said.

"You may be surprised that only 31 workers out of 1,069 voted in favour of a union."

Mr Grobbelaar said there was little doubt that Mr Viljoen referred to a referendum conducted at Metal Box in Durban recently.

"Because of conflicting interests, workers rejected membership of a specific union," Mr Grobbelaar said. "What they did not realise was that the result of the ballot would be misinterpreted as a vote against trade unionism."

NO COMMENT
"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse."

Mr Flemming Heilmann, managing director of Metal Box, said he could not comment on conclusions that might have been drawn by Mr Viljoen.

"What the workers rejected was a proposal for a union totally representative of all workers, regardless of race," he said.

In May, leaders of the Black Metal and Allied Workers' Union and of the Coloured- and Indian SA Tin Workers' Union called on their members to vote against a proposal to join the SA Boilermakers' Society.

The Boilermakers' Society had become involved in a plan to establish a nonracial union organisation in Metal Box factories throughout South Africa.

The ballot was held only in Durban. Mr Heilmann said no further referenda or other initiatives were planned.
Major plan for Black workers

The Argus Correspondent

PRETORIA.—The Minister of Labour, Mr M. Viljoen, today announced Government plans for Black 'industrial committees' which will have direct bargaining powers with employers.

The Minister's disclosures today are a major development in the Government's policy towards collective bargaining rights for Black workers. His speech today spelt out the new machinery envisaged, expanding considerably on the hint of new legislation he gave in July.

Though Mr Viljoen was at pains to say the Government's refusal to recognize Black trade unions remained in force, it is clear that the 'industrial committees' will give a virtually equivalent industry-wide bargaining instrument to Black workers.

Mr Viljoen made his announcement while opening the congress of the coordinating Council of South African Trade Unions in Pretoria.

He disclosed:

1. Legislation would be introduced in the next parliamentary session with a view to establishing industrial committees which can speak with authority for the particular industries for which they are set up.

2. Such committees could be established in industries and areas where works and liaison committees represented Black workers.

3. The Central Bantu Labour Board would be informed when the Minister had given approval to the establishment of such a committee.

4. The industrial committees would consist of Black representatives from the ranks of the works and liaison committees.

5. In the case of unorganized industry, the industrial committees (in consultation with the Central Bantu Labour Board) could negotiate directly with employers and include agreements with them.

6. The agreements would be laid before the Minister via the Central Bantu Labour Board and Ministerial approval of them—followed by publication in the Government Gazette—would give them the necessary force of law.

7. The agreements would be made binding on all employers and workers in the particular industry and area to ensure that employers party to the agreements were not harmed by unreasonable competition.

8. The Department of Labour would be responsible for the application of such agreements.

In the case of industries where industrial councils existed, industrial committees could be set up just as in the case of unorganized industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.
Black to get more pay power

Pay power for Blacks

From Page 1

would be made binding on all other employers and workers in the particular industry and area to ensure employers party to the agreements were not harmed by unreasonable competition.

In the case of industries where industrial councils existed, industrial committees could be set up just as in the case of unorganized industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.

But the legislation would lay down that Black representatives chosen by the industrial committee itself could draw up proposals on service conditions for Black workers and submit them to the industrial council for consideration.

Explaining the shortcomings of the existing system, the Minister said agreements concluded between employers and Black workers did not have the force of law. There was also no provison for employers and Black workers in a particular industry and area to conclude an agreement binding on all employers and workers.

John Patten, Political Correspondent

The Minister of Labour, Mr Viljoen, today announced dramatic Government plans to establish Black "industrial committees" which will have direct bargaining powers with employers.

The Minister's disclosures represent a major development in the Government's policy towards collective bargaining rights for Black workers.

He spelt out in detail the machinery envisaged expanding considerably on the hint of new legislation he gave during July.

Although Mr Viljoen was at pains to say the Government's refusal to recognize Black trade unions remained in force, it is clear the "industrial committees" will give a virtually equivalent industry bargaining instrument to Black workers.

Mr Viljoen made his announcement while officially opening the biennial congress of the coordinating council of South African Trade Unions in Pretoria. He disclosed:

Authority

- Legislation would be
The arrangements for the establishment of such a committee would be such as to ensure that the Racial Labour Board for Black Workers was represented by a Black worker. The committee would be composed of representatives from the works and management. An Advisory Committee on the establishment of such a committee would be set up to ensure that the Racial Labour Board for Black Workers was represented by a Black worker. The arrangements for the establishment of such a committee would be such as to ensure that the Racial Labour Board for Black Workers was represented by a Black worker.
TOESPRAAK DEUR SY EDELE MARAIS VILJOEN, L.V., MINISTER VAN ARBEID, BY GELEENHEID VAN DIE AMPTELIKE OPENING VAN DIE KOORDINERENDE RAAD VAN SUID-AFRIKAANSE VAKVERENIGINGS SE TWEEJAARLIKSE KONGRES OM 'OHHOO OP DONDERDAG, 18 SEPTEMBER 1975 TE FONTEINE-KIOSK, PRETORIA.

Allereers 'n hartlike woord van dank vir die uitnodiging aan my om vanmorgend saam met u te verkeer.

Dit is nou die derde maal wat die eer my te beurt val om u Kongres te open en die vertroue wat u in my stel, waardeer ek baie.

Ek is verheug om te weet - en te sien - dat organisasies wat die belange van ons land se werkers op die hart dra gereeld vergader, hulle kragte saamnoor en op 'n geordende wyse beraadslaag om sake van onderlinge belang uit te pluis.

Vanjaar se Kongres vind plaas op 'n tydstip dat woelinge en spanninge op haas elke terrein aan die orde van die dag is. In die buiteland duur wantrou en onenigheid tussen wêreldleiers en magblikke onverpoosd voort. Oorkant ons landgrense is daar toenemende onrust, en onsekerheid oor die toekoms van sommige van ons buurstate.

Binnelands is daar die probleme van steeds stygende pryse, inflasie en vraagstukke wat daaruit voortspruit.

Op die arbeidsfront is daar ook knelpunte waarmee u as verteenwoordigers van georganiseerde arbeid vertrou is en waaroor u sekerlik by hierdie Kongres ernstig sal besin.

Wanneer ons besin oor ons arbeidswessies is dit van deurslaggewende belang dat ons in gedagte sal hou dat ons in Suid-Afrika te doen het met verskillende rasse in verskillende stadia van ontwikkeling - met uiteenlopende ideale, strewes en lewenswyses - en dat al hierdie mense in een ekonomie saamgesnoer is en geroep is om saam 'n sukses daarvan te maak.
En laastens, maar nie die minste nie, sal hy daarteen moet waak om hom nie deur politieke agitators op sleeptou te laat neem en daardeur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik om die masjinerie wat hom in staat stel om met sy werkgewer in verband met diensvoorwaardes en ander arbeidsaangeleentheede te onderhandel en daar is geen rede waarom hy vir die geringste bakatel moet staak nie.

Die betrokke wetgewing is in 1973 aansienlik opgeknap en verbeter en die sukses wat sedertdien daarmee behaal is, is beslis bemoedigend. Daar is nogtans enkele tekortkominge wat uit die weg geruim sal moet word om die wetgewing ten volle in sy doel te laat slaag.

Die belangrikste tekortkominge, volgens volgehou waarneming oor die laaste twee jaar, is eerstens dat ooreenkomsle met krachtens die Wet tussen werkgewers en hul Swart werkers aangegaan is, geen wetskrag geniet nie;

tweedens, dat daar geen voorsiening bestaan waarkragtens werkgewers en Swart werkers in 'n bepaalde nywerheid en gebied 'n ooreenkoms kan aangaan wat vir alle werkgewers en werkers in daardie nywerheid en gebied bindend is nie;

en derdens dat die Swart man se stem nie altyd duidelik genoeg gehoor word by onderhandelinge oor diensvoorwaardes wat hom raak nie.

Ten einde hierdie leemtes uit die weg te ruim, beoog ek om by die eerskomende Parlementsitting wetgewing in te dien wat daartoe sal hydra om die Swart man 'n groter en sinvoller aandeel in die bepaling van sy eie diensvoorwaardes te verseker.

Ek het in gedagte die deurstelling van nywerheidskomitees wat met gesag oor die besondere nywerhede waarvoor hulle ingestel is, sal kan praat.
Sodanige komitees sal tot stand kan kom in nywerhede en gebiede waarin die werke- en skakelkomitees verteenwoordigend van die swart werkers is.

Die feit dat die komitees voldoende verteenwoordigend van Swart werkers sal moet wees, is geen vreemde beginsel nie want elke vakvereniging of werkgewersorgani- sasie moet tans in gevolge ons nywerheidswetgewing bewys lewer dat hy verteenwoordigend is alvorens hy met reg namens al die werknemers of werkgewers kan optree. Dit is dus nie minder as reg nie dat dieselfde vereistes ook vir die nywerheidskomitees moet geld.

Die Sentrale Bantoe-arbeidsraad sal geken word aler ek my goedkeuring aan die stigting van so 'n komitee heg.

Die nywerheidskomitees sal bestaan uit Swart verteenwoordigers wat uit die geledere van werke- en skakelkomitees gekies is.

Vir sover dit die ongeorganiseerde nywerheid betref, sal die nywerheidskomitee, in ooreek met die Sentrale Bantoe-arbeidsraad, direk met werkgewers kan onderhandel en ooreenkomste kan aangaan. Die ooreenkomste sal via die Sentrale Bantoe-arbeidsraad aan my voorgelê word en goedkeuring daarvan, gevolg deur publikasie in die Staatskoerant, sal aan hulle die nodige wetskrag verleen.

Die ooreenkomste sal ook vir alle ander werk- gewers en werknemers in die besondere nywerheid en gebied bindend verklaar kan word ten einde te verseker dat werkge- wers wat partye daartoe is, nie benadeel word deur onbillike mededinging van die kant van hul konkurrentes nie.

Die werkgewers wat die ooreenkoms aangegaan het, sal egter eers bewys moet lewer dat hulle verteenwoordigend van al die betrokke werkgewers is alvorens ooreenkomste aldus uitgebrei kan word.
My Departement sal verantwoordelik wees vir die toepassing van sulke ooreenkomste.

'n Belangrike aspek van die beoorgde wysigings- wetgewing is dié wat van toepassing sal wees op nywerhede waarvoor nywerheidsrade bestaan.

Nywerheidskomitees sal tot stand kan kom net soos in die geval van die ongeorganiseerde nywerheid, maar daar sal geen onderhandelinge buite die nywerheidsraad kan wees nie aangene om die raad die enigste liggaam is wat regsbeveeg is om ooreenkomste binne sy gesagsfeer aan te gaan.

Die wetgewing sal derhalwe bepaal dat Swart verteenwoordigers wat deur die nywerheidskomitee self gekies is, in oorleg met die Sentrale Bantoe-arbeidsraad of Bantoe-arbeidsamptenare en streekkomitees vir Bantoe-arbeid, hul voorstelle rakende diensvoorwaardes vir Swart werkers sal formuleer en dit ter oorweging aan die nywerheidsraad sal voorlie.

Die Sentrale Bantoe-arbeidsraad sal direk betrek word by onderhandelinge in nywerhede waarvoor nywerheidsrade op 'n landswyse grondslag geregistreer is, terwyl Bantoe-arbeidsamptenare, in opdrag van die Sentrale Bantoe-arbeidsraad, sal optree waar 'n nywerheidsraad vir kleiner streke geregistreer is.

Sodoende kan die voorstelle van die nywerheidskomitee in 'n nywerheidsraadoorrekenings beliggaam word wat die bestaande leemte in verband met wetskrag uit die weg sal ruim.

Ek glo dat met hierdie uitbouing van die Werke- en Skakelkomiteeestelsel ons vir die swart werkers 'n stelsel bied wat vir hulle in alle opsigte bevredigend sal wees.
Terselfdertyd wil ek beklamen dat die Regeering se beleid in verband met die erkenning van Swart vakbondse onveranderd bly.

Ofskoon die bestaan van Swart vakbondse nie verbied word nie, sal hulle ook nie erken word nie omdat ons glo dat die belange van Swart werkers ter beste deur die bepalinge van die Wet op de Roting van Banho-arbeid-verhoudinge gedien kan word.

Om nou terug te keer tot die smetelrol van die Blanke werker, wil ek graag net by herhaling stel dat die Regeering die beskerming van die Blanke werker steeds as van die allergrootste belang beskou.

Die personeerwering en die Swart werkers sal nie onbeheer sal en rouder unaniem van die posisie van die Blanke werker kon gemaak nie.

Daarom dat die die Regeering, swaarwel is om die gebruik van Swart werkers op enkele van geplande werk plags in aanwezigheid van 'n Blanke verwerp en hul vakbondse te laat geskied.

Die Regeering kan nie so verhoudsrede kan wees as die Blanke en altyd onhul en gewillig gestel word nie en dat gebeure op die verhouding van enkele omstandighede kan voorspel word.

En omdat we enkele van hul noodlottelike middel bly om arbeidsoverhoudinge nie al te hou sal dit behoue bly.

Vir die behandwing van enkele rede bly werk- reservering enkele oordeel want omhul er-hetrede kan daar nie onbekenomde onthouding nie altyd word nie.

Ons kan dus toe laat dat die spesie betrekkinge tussen werkgevers en werknemers en - goed is, en waarop ons trots is, en tel. 15/.........
van genoemde eiendom, of indien u nie sodanige titel-bewys besit of beskikking daaroor het nie, van skriftelike besonderhede van die naam/name en adres(ce) van die persoon/persone wat dit besit of beskikking daaroor het.

My adres vir die doelendes van hierdie onteensig is Po-box 2646, Pretoria 0001, of Somersetgebou, Vermeulenstraat 178, Pretoria 0002.

Geteken in Pretoria op 15 Augustus 1975

H L Smit, Direkteur, Departement van Pos- en Telekommunikaseweze

Getuies
1 P G Booyse
2 J S Strydom

(19 September 1975)

KENNISGEWING 620 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Francois Sebastiaan Piette de Villiers, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Amalgamated Engineering Union of South Africa Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne 'n maand na die datum van publiske van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a die Departement van Arbeid, Laboraagbou, h/v Paul Kruger- en Schoemansstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Amalgamated Engineering Union of South Africa

Datum waarop aanvraag ingediend is — 22 Julie 1975

Belange ten opsigte waarvan aanvraag gedaan word — Blanke in diens in die Suikervervaardigers-en-rassienier-

nywerheid, d.w.s. die Nywerheid waarin werkgewers en werknoemers met mekaar gesosseere is vir die vervaardiging en/of rassieniering van suiker in bedryfswinxels wat geregistreer is of moet word kruijens die Wet op Fabriekse, Missijner en Bouwer, 1941

Gebied ten opsigte waarvan aanvraag gedaan word — Die landbodistrik Barberton

Posadres van aanvaller — Posbus 1168, Johannesburg, 2000

Kantooradres van aanvaller — Devilliersstraat 8, Johannessburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite wat hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskapsbedryf betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorneemde datum volwaardig was, in aanmerking geneem.

(b) Die procedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

F S P DE VILLIERS, Nywerheidsregistrateur

(19 September 1975)

deed of the property or, if such title deed is not in your possession or under your control, with written particulars of the name(s) and address(es) of the person(s) in whose possession or under whose control it is

My address for the purpose of this expropriation is P O Box 2648, Pretoria 0001, or Somerset House, 178 Vermeulen Street, Pretoria 0002.

Signed at Pretoria on 15 August, 1975.

H L Smit, Director, Department of Posts and Telecommunications

Witnesses
1 P G Booyse
2 J S Strydom

(19 September 1975)

NOTICE 620 OF 1975

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Francois Sebastiaan Piette de Villiers, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Amalgamated Engineering Union of South Africa.

Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing to me, c/o, the Department of Labour, Labora Buildings, c/o: Paul Kruger and Schoeman Streets, Pretoria (Postal Address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Amalgamated Engineering Union of South Africa

Date on which application was lodged — 22 July 1975

Interest in respect of which application is made — White persons employed in the Sugar Manufacturing and Refining Industry, which means the Industry in which employers and employees are associated for the manufacture and/or refining of sugar in establishments which are or have to be registered under the Factories, Machinery and Building Work Act, 1941

Area in respect of which application is made — The Magisterial District of Barberton

Postal address of applicant — P.O. Box 1168, Johannesburg, 2000

Office address of applicant — 8 De Villiers Street, Johannesburg

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

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

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

F S P DE VILLIERS, Industrial Registrar.

(19 September 1975)
New SA black labour policy lauded

The first vice president of the multi-racial Trade Union Council of South Africa, Mr E. van Tonder, has welcomed the government’s new black labour policy but voiced several reservations.

"One cannot but see the new labour policy as a distinct recognition of the black man's rights to negotiate his own conditions of service," he said at the opening of TUCSA's 21st annual conference here today.

"Because the system does constitute an improvement, we believe the black workers should cooperate.

"Mr van Tonder was commenting on proposed legislation designed to provide negotiating machinery for blacks at company and industrial level with means of making agreements binding.

"TUCSA maintained there could be no substitute for full democratic trade unionism, he said.

MISGIVINGS

"While conceding that works committees could, under certain circumstances, serve a useful purpose, the council continues to have its misgivings about the system as an alternative to trade unions.

"Mr van Tonder posed the following questions:

"Why had organised labour not even been invited to observe the proceedings which led to employer recommendations on labour relations machinery?"

"Would black workers be expected to pay for the administration of a system that was not of their own choice?"

"Would the new system interfere with the existing industrial council system?"

"How would the representation of the proposed black industrial committees be tested to comply with the standards laid down for trade un-
Blacks wait outside Tusca meeting

Barred from entering the Union Centre Hall for the opening of the five-day conference of the Trade Union Council of South Africa (Tusca) yesterday, these five representatives of Black trade unions in Natal waited throughout the day in a nearby cafe. They claimed that the multi-racial Tusca had refused to accept their credentials.

Tusca wary of Govt labour plan

Mr E Van Tonder, vice-president of the Trade Union Council of South Africa (Tusca) said yesterday that the Government’s new Black labour policy was a recognition of the Black man’s right to negotiate his own conditions of service.

 mayores hits at job reservation

The Mayor of Cape Town, Mr John Tyers, said yesterday that he had never believed in job reservation and that everyone — regardless of race or sex — should be paid the same rate for the job.

Mr Tyers was speaking at the opening of the five-day conference of the multi-racial Trade Union Council of South Africa, held in Salt River.

“I am not a communist but I firmly believe that everyone should be paid the same rate for the job — irrespective of whether they are male or female or of a different race. If a man or woman is able to do the job they should be allowed to do it, and be paid the rate for it,” Mr Tyers said.

“I have never believed in job reservation. Maybe what I say may not be popular but I must be frank. If I am worthy and have qualified myself for a position then for goodness sake whether I am male or female — Black or White, let me be renumerate accordingly.”

Unions in Transkei ‘are inevitable’

TRADE UNIONS would be established in the Republic and had organizations such as the
Apartheid: a matter of economics

In terms of discrimination, there were apartheid with their economics. These numbers were told yesterday by the Minister of Interior, Dr. Frasier, representing the majority of the Afrikaners, catering to those who were developing South Africa where it is no longer profitable. Note how the forms of change according to the areas of greatest economic competition. In the Cape it is the Indian land and on the Transvaal, it is the Afrikaner.

The economic bases of discrimination are clear. And, if we can only be eliminated, there we have a strong rational movement to it. Dr. Frasier added.
KENNISGEWING 652 VAN 1975
WET OP NYWERHEDSVERSOENING, 1956
AANSOEK OM VERÄNDERING VAN DIE REGISTRASIEBESTEK VAN ’N VALVFRENGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegegap by artikel 7 (5) van hogenoemd. Wet, hierby bekend dat ’n aansoek om die verandering van sy registrasiebestek ontvang is van die Suid-Afrikaanse Voeplaatpersoneelvereniging. Besonderhede van die aansoek word in onderstaande tabel ver-ienk.

Enige geregisterde vakvereniging wat teen die aansoek beswaar maak, word verskyn oor binne en maand na die datum van publikasie van hierdie kennisgeving sy beswaar skriflik by my in te dien p/a die Departement van Arbeid, Labygoegbou, hoek van Paul Kruger- en Schoemansstraat, Pretoria (posadres: Privaatseks XI17, Pretoria, 0001)

**TABEL**

**Naam van vakvereniging** — Suid-Afrikaanse Voeplaapersoneelvereniging

**Datum waarop aansoek ingediend is** — 19 June 1975

**Belange ten opsigte waarvan aansoek gedaan word** — Blankes in diens van die Suid-Afrikaanse Spoorweë- en Havensadministrasie as inspektore (beweegkrig), inspektore (toets en spesiale pligte) lokomotiefinspektore, lokomotief, enisinspektore (bedryfsvaardigheid), klokomotiefinspektore (elektries), laadvoormanne, senior lokomotief-inspektore en senior laadvoormanne en wat onder groep B van die Administrasie se vervoeronderneming (goedere en passasiers) ressorteer

**Geberg ten opsigte waarvan aansoek gedaan word** — Republiek van Suid-Afrika

**Posadres van applikant** — Postbus 31100, Braamfontein, 2017.

**Kantooradres van applikant** — Simon's Strand 105, Braamfontein

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarmee ’n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegegap by artikel 7 (5), bepaal volgens die fakse soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardig was, in aanmerking geneem

(b) Die procedure soos voorskrif deur artikel 4 (2) moet gevolg word in verband met ’n beswaar wat ingediend word

J. N. HITCHCOCK, Nywerheidsregistrator
(26 September 1975)

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If in the opinion of the Committee the new employer a reconstruction of the old employer the balance of the loan shall be transferred to the new employer in full to be held by the new employer in terms of this rule.

(26 September 1975)

NOTICE 652 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Niejaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Suid-Afrikaanse Voeplaapersoneelvereniging. Particulars of the application are collected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me c/o the Department of Labour, Labora Building, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of trade union — Suid-Afrikaanse Voeplaapersoneelvereniging</td>
</tr>
<tr>
<td>Date on which application was lodged — 19 June 1975</td>
</tr>
<tr>
<td>Interests in respect of which application is made — White persons in the employ of the South African Railways and Harbours Administration as inspectors (motive power inspectors (tests and special duties), locomotive inspectors (safety), locomotive inspectors (electric), running shed foremen, senior locomotive inspectors and senior running shed foremen, and who fall within Group B of the Administration’s transport undertakings (goods and passengers)</td>
</tr>
<tr>
<td>Area in respect of which application is made — Republic of South Africa</td>
</tr>
<tr>
<td>Postal address of applicant — P.O. Box 31100, Braamfontein 2017</td>
</tr>
<tr>
<td>Office address of applicant — 105 Simonds Street, Braamfontein</td>
</tr>
</tbody>
</table>

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

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

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

J. N. HITCHCOCK, Industrial Registrar
(26 September 1975)
KENNISGEWING 647 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBLSTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toepasbaar bepaal deur artikel 7 (5) van die wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Electrical Workers' Association.

Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Arbeid, Labourgebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>South African Electrical Workers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>23 Julie 1975</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedaan word</td>
<td>Blankes in diens in die Nywerheid gemoed met die vervaardiging en/of montering en/of installering en/of onderhoud en/of herstel van televisie-onvangststoelste en/of die vervaardiging van televisiekomponente, in die Republiek van Suid-Afrika</td>
</tr>
</tbody>
</table>

NOTICE 647 OF 1975

INDUSTRIAL CONCILIATION ACT, 1936

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

1, Johannes Nicolaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Electrical Workers' Association.

Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Labour, Laborgbouw, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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<thead>
<tr>
<th>Name of trade union</th>
<th>South African Electrical Workers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>23 July 1975</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>White persons employed in the Industry concerned with the manufacture and/or assembly and/or installation and/or maintenance and/or repair of television receivers and/or the manufacture of television components, in the Republic of South Africa</td>
</tr>
</tbody>
</table>
in the unions needed power.

...
Editorial

VILJOEN DEEPENS THE BIG DIVIDE

The proposed amendments to the Bantu Labour Relations Regulation Amendment Act that have been formulated by the Department of Labour, will be described by informed opinion makers in both South Africa and the outside world as either a boon or a curse, depending upon whether their viewpoints are pragmatic or ideological.

TUCSA, of necessity, has mixed feelings on the subject. On the pragmatic level, the possibility of the African workers being given even a small, but more direct say in establishing their conditions of employment, must be welcomed. This development might well create a conflict situation however between the various racial groups of workers, because virtually no machinery exists for prior consultation between the different racial groups of workers, and without prior consultation, sectional aspirations must bedevil any attempted negotiations which seek to establish uniform conditions of employment on an industrial, occupational, regional or national level.

BLATANT

On the ethical ideological level, TUCSA must unhesitatingly denounce the proposed amending legislation in the strongest possible terms, for the sole reason that it seeks to entrench a discriminatory legislative measure. The Bantu Labour Relations Regulation Amendment Act, as its name implies, exists solely for governing the industrial and labour relations systems applicable to African workers. Conversely the Industrial Conciliation Act governs the industrial relationship systems for Whites, Coloureds and Indians.

Both these Acts, in terms of their racial exclusiveness, are blatantly discriminatory. The Government's emphatic undertaking to move away statements that discrimination evil if it is based upon the criteria of colour, become meaningless if the Minister and the Department of Labour can introduce amending legislation which will entrench discrimination.

BRING THEM IN

Our industrial legislation does need amending, but it is the Industrial Conciliation Act which should be amended in a fashion to allow for bringing the African workers under its umbrella, despite real difficulties which exist in such an endeavour. To amend the alternative specifically designed discriminatory legislation by way of an entrenchment of the discrimination, is to nullify South Africa's stated objectives.

Are there any options open in this Hobson's choice?
By Christopher Prophet

MANY trade unions are going ahead with wage increases in spite of the undertaking of certain trade union organisations to recommend wage restraint in the months ahead. They feel many of their workers are living below the poverty datum line.

The South African Confederation of Labour and the Trades Union Council are to ask workers considering wage negotiations to take into account only 70 percent of the increase in the consumer price index.

Both organisations have a policy that sections of the community have the abilities to make sacrifices in the antisubflation battle. It is upon this that many unions are to pursue new wage claims.

This is in accordance with the national agreement by the Government, trade unions and employer groups, but it highlights that the workers have to cope with rising costs and that they are unable to make ends meet on their present incomes.

The secretary of the Western Province Building Workers' Union, Mr. H. G. Simmons, said: 'Of course we are pushing for wage increases. Wouldn't you? All our unskilled workers are below the poverty datum line. Most get about R25 a week. They are unable to come out on this.'

Referring to the national agreement, he said: 'We never belonged to the Trades Union Council of South Africa. We cannot speak for the majority of workers. They are taking advantage of the fact that they are a registered organisation.'

Mr. T. A. Petersen, secretary of the Garment Workers' Union of the Western Province, said: 'We are negotiating at present for wage increases, and are going ahead with our wage claims. We feel many of our workers are below the poverty datum line.' He said the wage claims were proposed before the national agreement.

The area official for the Electrical Workers' Association and secretary of the Electrical and Allied Trade Union of South Africa, Mr. C. Shields, said: 'We've got no objection to asking for a wage increase. Our agreement expires in December. We have submitted proposals to employers and negotiations will start soon. The claims will probably be accepted in accordance with the national agreement as regards wage increases.'

He said the pensions for his workers were 'a miserably low' and the union would now go for fringe benefits more than ever.

The secretary of the Tramway and Omnibus Workers' Union (Cape), Mr. D. C. Berado, said: 'We have just concluded a number of workers' agreements, which are going to offset the period of restraint. We asked for increases commensurate with the consumer price index. We said the agreements would last for a year and that we fully supported the Government's proposals to curb inflation.

The secretary of the National Union of Distributive Workers, Mr. J. R. Altman, said: 'We have negotiated. We asked for increases of not less than 25 percent. We are going ahead with our wage claims. We feel many of our workers are below the poverty datum line.'
New Black union will 'add to confusion'

Labour Reporter

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

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

The Johannesburg branch was established Saturday with a membership of 1,050. Three-quarters of this figure represented members of the Industrial Aid Society, who were transferred to the branch. About 12 members were recruited last week, said Mr. Gavin Anderson, the acting secretary of the branch.

The new development means that:

- There are now two worker education bodies in Johannesburg, which have helped to launch trade unions.

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

- For the first time, one of the five Durban-based Black unions is not under the Trade Union Advisory and Coordinating Council has become involved in the Black labour movement in the Transvaal.

"CONFLICT"

"It's inevitable there will be conflict between the groups concerned," commented Mr. Arthur Grobbelaar, general secretary of the National Union Council of South Africa.
Criticism of labour legislation

Pretoria Bureau

Much of the labour legislation applicable to Black workers was enacted, not with a view to labour relations as such, but to further the policy of separate development or the safety of the State. This was stated by Professor G C Kachelhoffer, of the department of mercantile law at the University of South Africa, in his inaugural lecture in Pretoria last night.

The measures concerned had a marked influence on our labour relations and contained principles which in many instances ran counter to the basic principles of labour law adhered to in Western countries.

Professor Kachelhoffer said the importance of labour law lay in its function as a technique for the regulation of social power. South Africa's industrial legislation contained many principles of labour law, and our workers shared the basic rights enjoyed by workers in the Western world, though Black workers shared them to a limited extent only.

New developments in the field of labour relations placed a strain on the basic concepts of our labour law, concerning the employer-employee relationship which to date had been seen as based upon managerial authority and the subordination of the employee.
The National Union of
Distributive Workers and
four other unions have
asked the Wiehahn Com-
misson to abolish all
forms of sex and race
discrimination in em-
ployment.

In a submission to the
commission ensuring undo-
labour legislation, the
unions said they generally
supported the detailed
representations of the
Trade Union Council of
South Africa (TUC).

The other four unions
are the National Union of
Commercial and Allied
Workers, the Commercial,
Catering and Allied
Workers Union of South
Africa, the Witwatersrand
Liquor and Catering
Trade Employees' Union,
and the Witwatersrand
Tourism, Restaurant and
Catering Trade Em-
ployees' Union.

ALL WORKERS
The unions said the
provisions of the Indus-
trial Conciliation Act
must be made applicable
to all workers, trade
unions and employers, and
their organisations.

This means the removal
of any provisions tending
to inhibit economic pro-
gress, industrial relations
or general progress in hu-
man relations.

Provisions to be re-
moved, should include job
reservation and race and
sex discrimination.

They dismissed assur-
ances that blacks were not
ready for trade unions
and said liaison and works
committees were no sub-
stitute for trade unions.

Even though prohibited
to do so by law, em-
ployers often informed
their employees by subtle
means that they would be
dismissed if they joined
unions, the submission
claimed.

RIGHTS

The unions said;
"Sooner or later, by
peaceful means or by
force, the workers who
today are deprived of
rights enjoyed by others,
will attain those rights.

"Surely it is wise to
grant them rights now
and lay the foundations
for peaceful, responsible
and profitable industrial
relations rather than risk
the holocaust which an
accumulation of frustra-
tions, poverty and depre-
vation of rights will un-
doubtedly unleash."

The rate for the job,
applying to all, must be
the going rate and not
just the minimum defined
by law.
NEW YEAR MESSAGE

When the time comes to ring out this old year of 1977 I doubt whether anyone will say to see it go. It has certainly been a year of almost unrelieved gloom, and continuing storm.

The economy is still in a unhealthy state. Inflation continues to erode everyone's standard of living, while the spectre of unemployment which accompanies recession is becoming daily more real. Thousands of workers are now the victims of this prolonged and continuing storm.

It remains to be seen whether South African brewers can improve packages so that they will be able to impart a certain amount of nutrition into the economy. And we must bear in mind that it is seen to be the general consensus among the business community that there can be no real economic upturn until the Government policy which impose discriminatory and restrictive laws and regulations can be changed.

This year has seen continuing economic distress in urban areas throughout the country. The school crossing in Soweto and other townships has worsened, with many thousands of children in fear of rejection not only of the system of Barato Education designed for them but also of the philosophy which inspired such a system.

The Government's recent banmings of detentions and curtailment of Press freedom, together with its persistent refusal to make any meaningful moves towards racial co-operation, have now finally turned the focus into action against us, and we are faced with boycotts, sanctions and embargoes. Thus is a tragedy for all of us, part to man is an outlaw, so no rational seems to bring about its own isolation.

Certainly we have our share of troubles, and there are some sound prospects to lighten our hearts in the coming year. Indeed at no time recently—except perhaps for this year—has the future seemed so full of foreboding. But there are some grounds for hope.

Firstly, South Africa has a priceless asset in its wonderful wealth of people of all races, colours and beliefs. If anywhere in this world the problems of a developing multiracial society can be overcome, then it will be here, in South Africa. I believe that we can build a just and stable "colorbarred" society, but it will require individual effort from all races as much as collective effort to overcome the traditional and artificial barriers which have come to fragment our society.

Secondly, we must hope that the Government's promising victory at the polls has given the junior Monochrome a solid enough power base to finally oust the negative elements in his Cabinet and institute sincere and meaningful changes in this country. The outcome of the Weihahn and Rebert Commissions—both of which were appointed in the Government's recognition that positive changes are urgently necessary in the field of industrial and labour relations—will be of vital significance to us as trade unionists. Our hopes, and the country's future, are pinned on the findings of these commissions, and the implementation of their recommendations.

With such rays of hope, I wish you a happy new year. Prosperity I predict it will not be far away as long as we can move out of this current period of recession. Happy it can be a good year for South Africans. Good wishes and happy 1978.

J.A. Grobbelaar

Firm "NO" to boycotts

TUCSA Wishes all in South Africa a peaceful and happy 1978

TUCSA, the biggest and most important non-racial organization in South Africa, is utterly opposed to attempts to achieve meaningful change in this country through boycotts and sanctions from abroad, and is preparing to counter any such moves.

TUCSA is not prepared to condone outside interference in South Africa's domestic affairs, whether by foreign labour organizations or anyone else.

Already a cable has been dispatched to the president of the American labour movement expressing concern at support for economic sanctions voiced by some Black exiles who attended the American trade union congress held in Los Angeles at the beginning of December.

The Black exiles included Mr. Drake Kok, former leader of the Black Allied Workers Union, who is said to have told reporters at that conference that "The best hopes for change or economic sanctions by Western nations ... If th Western world is going to fall us, and support non-violent revolution, we will have no recourse but to take up arms."

TUCSA's general secretary, Arthur Grobbelaar, on learning of this development immediately wired Mr. George Meany, president of the American Federation of Labour and Congress of Industrial Organizations, expressing that those views were not representative of the South African trade union movement, and that TUCSA was in fact strongly opposed to both economic boycotts and violence as a means to solve the problems of South Africa.

TUCSA's strong stand on this issue was reflected at this year's annual conference in Durban which passed the following resolution:

"This 23rd Annual Conference of the Council reiterates TUCSA's irrevocable opposition to boycotts and sanctions since in the opinion of the Council these actions have a negative effect, seldom are successful, and in the South African context invariably harm those lesser privileged sections of the population whom the instigators of boycotts and sanctions profess to be assisting.

"This Conference also deplores efforts to isolate South Africa in the labour, economic, cultural, scientific, sporting, diplomatic, and political fields, in view of the fact that such attempts have invariably proved to be negative and self-defeating.

"Conference firmly believe that exposure and involvement by and with South Africa are more effective means of exerting influence and effecting changes within South Africa."

Die soort versekerking wat u toekoms vereis.
LABOUR MIRROR
NOVEMBER/DECEMBER 1977

ROUND UP

The cost of South African industry, the Anglo American Corporation, has come about strongly in a recent report, which claims that the growth of the Association's annual revenue has only been to have a

The outlook of the Corporation's industrial relations policy is not set out in an article by Dr. Zac de Beer, the National Managing Director of the wall. The most recent of the organised "unionists" was

"De Beer says: "In analysing what form of work can be done outside the industrial work environment, the first lesson is that it is unusual and not possible to make the organisation the right form to the organisations they want.

"But the question arises whether as black workers obtain further recognition, they should exercise their rights together with the "kill-black" or separately. This is the first lesson that it is unusual and not possible to make the organisation the right form to the organisations they want.

"Moreover the South African black worker is "banded, it is not without potential danger.

"But if this reason, separate black organisations have to be accepted we believe they should be regarded as separate and should be made to stand on their own two feet in terms of those organisations already in existence. Banded in this is possible.

Dr. De Beer goes on to warn that the movement and the organisations they want will not be without difficulties. "On the contrary, it may be that the organisation will be discriminatory in nature, as they get normal workers' rights -- they will tend to show more rigid discrimination. But this does not mean that they and trouble may well result.

"Moreover the South African black worker is "banded, it is not without potential danger.

Dr. De Beer emphasizes that the dangers of remaining in the banded movement are greater than those of facilitating its growth, and that if this is not recognised, free enterprise will not succeed in South Africa

LIFE BEGINS AT 65

If you have always thought that life begins at 40 -- because many of us who are 65 or over still have a life expectancy of 02 -- you are not alone. Among those who have lived to be 65, the chances of a healthy life expectancy are much lower than those of a healthy life expectancy at 65.

With medical advances, the US elderly have been longer and healthier. But many reach 65 or over with a variety of chronic conditions. Older people may not live as long as younger people. Older people also tend to have more health problems than younger people. These problems can affect their quality of life and make it difficult to enjoy the retirement they have earned.

"Many experts are hoping that what will eventually evolve is a sympathetic attitude on the part of employers to provide older workers with opportunities to supplement their pensions and keep busy while keeping enough full-time jobs open for the young"

DEPARTMENT OF LABOUR: TO "GO INTERNATIONAL"

The Minister of Labour, Mr. Fanie Botha, has announced a campaign to get South Africa back into the international Labour Organization by 1979.

To achieve this a special bureau is to be established, which will be attached to the Ministry of Labour. Speaking on the campaign, and as chair of the bureau, will be Professor Ne Webahov who last year spent two months in Europe, and who, according to leading experts, has designed a new system of international labour's attempt to solve South Africa's problems.

Speaking recently at a meeting in Pretoria Mr. Botha said that he had decided that indirect contact should be made with the ILO through a "back channel". That contact established soon, with the labour leaders of the world, so that at least South Africa could be represented there.

He said "We cannot sit far away and think matters will come over. The Department of Labour will not have one leg or for its internal affairs, but also a leg to fight the country's labour cause internationally.

"It wants to make the promise. We'll fight on every platform, at every congress and on every occasion on each and every matter on interest and interest in those places it counts in."

Welcoming the Minister's proposals, Dr. George Walkin, General Secretary of the TUCSA, welcomed the maintenance of overseas links and platforms of vital importance.

"TUCSA has recognised this for many years. This is why we continued to attend the annual conference of the International Confederation of Labour, the ILO. TUCSA today still has links with the major free trade union movements of the world."

The Urban Foundation has just celebrated its first anniversary of existence. This anniversary is set to be a lucky year for many people as it is a little more than a title what is, then, the Urban Foundation?

The Urban Foundation was born at a meeting in Johannesburg this year. This conference was announced at the time as an attempt to change the subsequent years towards it. Its official title was "The Urban Foundation" and its purpose was to go "The Urban Foundation".

The Foundation was established at the end of the conference whose role would be to be a catalyst for changes concerning women's issues, and community, and the urban infrastructure, and the inner-city communities.

The objectives of the Foundation, explicit or implicit are:

- The improvement of the quality of life in all urban areas -- including the improvement of housing standards, education, community activities, recreational amenities and other related matters.
- Finding the means of financing housing in new urban areas through improved standards of remuneration and loan capital mobilisation.
- The rejection of discrimination in employment and the promotion of a code of employment ethics -- which has finally born fruit in the code of employment practice announced in December 1976.

The Foundation is registered as a Section 21 company, which means that it is not a company for money. It has funds from donations of workers from the various companies, and at present over R111 million. It is hoped that this taxable amount will swell to R150 million in mid 1979.

The Chairman of the Foundation is Harry Oppenheimer. The Deputy Chairman is Mr. John Oppenheimer. Both members of the Foundation's board. The executive of the Foundation's activities, are Mr. Zac de Beer, Mr. Chris Barnard, Mr. V. M. Masurenige, Mr. Y. B. M. Masurenige, and Mr. J. F. C. Groenewald.

"If my son wants to be an Einstein, he can. With a University Grant Plan"

The University Grant Plan provides for your children's education.

You can start when your child is born, from as little as R5 a month. During his school career, you will only pay R5 a month. You can change the amount that when your child is ready for university, you're ready to pay for it.

Your nearest branch or agency will be glad to give details about the University Grant Plan.

Their future is as big as your dreams.

United
Your biggest, surest helping hand in the land
JOHANNESBURG. —

The South African labour movement has given a majority vote for 'trade union rights for all' and is prepared to scrap job reservation if there is 'other protection for individual groups'.

Only the white Confederation of Labour dissent on these principles which are supported by representatives of the rest of the organised labour movement including unrepresented black trade unions.

The findings — by a committee of 12 representing the confederation, the multiracial Trade Union Council of South Africa and unaffiliated registered trade unions — have been submitted to the Wagenhahn Commission into labour legislation.

The Argus Correspondent

This was disclosed yesterday by the chairman of the committee, Mr Ben Nicholson, general-secretary of the Electrical Workers Association.

CONSENSUS

He said consensus was reached on all other issues, including strong opposition to work committees along German lines.

The entire committee recommended that work committees should comprise only trade union members, he said.

The confederation believes that job reservation should stay and that there should be no registered trade unions for blacks,' Mr Nicholson said.

The rest felt that job reservation could go, providing there was suitable protection to safeguard individual groups.

The unions, other than the confederation, also recommended that everybody should have the right to belong to a registered union, but it was for the union to decide its racial composition.

REGISTERED

'If was also recommended that unregistered unions should be permitted once it became possible for all unions to become registered,' Mr Nicholson said.

The unions, other than the confederation, said no bona fide trade union should be denied registration.

If registration was denied, the union concerned should have the right to appeal to an industrial court — another new concept to South African labour legislation, Mr Nicholson said.

TRAINING

There was full consensus on the need to improve training and to provide minimum training standards as a prerequisite for employment in occupations which are assumed to require some form of training.

There was also a strong recommendation for training in industrial relations. Special colleges should be established to improve the negotiating skills of management and workers and to promote the relationship between them.

Such colleges should be financed by industry, with the Government assisting only by way of tax concessions, the committee recommended.
Unionists vow to fight apartheid

Dlamini and ANC secretary general Alfred Nzo

The Boycott Outspan Group, which organised the congress, hopes contacts made by Sactu and the ANC at the weekend will have a lasting influence on world trade union attitudes to South Africa.

Bob Ashworth, a top unionist at British Leyland said: "British workers will be identified increasingly with the struggle of our brothers."

French, Italian and Canadian delegates spoke forcefully about anti-apartheid action. The congress was asked to recommend aid to black unions in South Africa with pressure for withdrawing all foreign investment.

It veered on balance, in favour of disinvestment, and boycotts and approved plans aimed at making future international trade union efforts more effective.

Holland's Foreign Minister, Mr Max van der Stoel, has told the Dutch Parliament that racial change in South Africa should be brought about by tough economic pressure on the Pretoria government.

"This is the only way to prevent a disaster in South Africa," he said.

Mr van der Stoel was speaking in a debate on legislation enabling Dutch concerns to be forced to curtail or end business with specified countries.
Trade unionists agree

All races present united front

Labour Reporter

One of the largest multi-racial trade union delegations to leave South Africa has agreed on a common approach to an international labour congress in Munich this month.

The delegation is significant not only in view of the increasing isolation of, and boycott threats against, South Africa, but also because of growing racial polarization at home.

But the 19 members of the delegation - one coloured, four black and five white - belong to a remarkable organization.

PROOF

For more than three years the 85,000-strong South African Co-ordinating Council of the International Metalworkers' Federation (about 13 million members worldwide) has proved that workers of all races can co-operate despite alleged conflicting interests of white and black trade unions.

For example, the black and white trade unions in the council adopted a common approach to the controversial pay negotiations in the metal industry which were concluded in August.

Now the delegates to the three-yearly world congress of the federation in Munich later this month have reached agreement on a unified approach according to Mr Ben Nicholson, one of the delegates.

WALKOUTS

A recent successful seminar with African colleagues in Nairobi is likely to safeguard the South Africans against any of the African walkouts which have occurred at other international meetings.

Six of the delegates flew to West Germany at the weekend for a three-week seminar with other unionists before the congress.
BLACK UNIONS — 1
Delayed unity

_The proposed_ black trade union federation won’t be formed this year. But the union groups involved in the attempts to form it (FM last week) say they’re still committed to the idea.

The unions met in Johannesburg on Saturday and decided to delay their next meeting for seven months. A statement issued after the meeting says they are still hoping to form the federation within a year.

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

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

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

Nevertheless, the delay does indicate that the unions are having difficulties burying the hatchet. The next seven months will show whether they will be able to do so.
BLACK UNIONS – 2
Police pressure?

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

A statement issued this week by nine unregistered and one registered union charges that police — or men who claim they are policemen — are engaged in questioning workers about union activities in major industrial centres.

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

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

According to the Metal and Allied Workers' Union (MAWU), the questioners asked the workers about union meetings, other activities of their union, and the proposed federation of black unions.

Says MAWU: “It would seem that police are conducting a widespread investigation into the trade union movement in SA.

“We are not engaged in illegal activity. Our offices and books are open to inspection from properly authorized officials who make enquiries in the proper manner.”

Some of the unions point out that intimidation of their members conflicts with what they understand to be the motivating spirit of the Wetlahu Commission.
Research unit’s findings on labour relations

Staff Reporter

NEW LABOUR relations legislation being considered by the Government will — if it is enacted in its present form — seriously attempt to forestall further development of the African trade union movement, according to a paper published by the Southern Africa Labour and Development Research Unit.

In a paper published by the SALDRU — a new fact-finding body established by the University of Cape Town School of Economics — the Government’s alternative to Black trade unions an extensive committee system, is analysed extensively and found to be a “doubtful technique for restoring industrial peace.”

The paper, headed “African Labour Representation”, goes on to say that if the new legislation, The Bantu Labour Relations Amendment Bill, 1976, circulated as a draft bill in 1975, is enacted, it will reintroduce the prohibition of strikes in any trade or area where an agreement had been concluded and published in the Government Gazette.

liaison

The paper makes it clear that the present system of liaison and works committees had led employers to prefer a system of consultation by opting in the main for the liaison committee — a body of mainly employer-appointed members. The work committee system of worker-elected members numbered 239 against the 1,781 liaison committees registered by May last year.

A research sample had shown that in 91 percent of the cases liaison committees had been established on the initiative of management. In only four percent of the cases had African workers themselves brought the establishment of a liaison committee to the employers’ attention.

SAMPLE

The same research sample had shown that the most organizations with liaison committees were opposed to recognition of trade unions, while those with works committees were mainly in favour of them.

The system, introduced after the 1973 labour unrest, had failed to eliminate strikes and in 1974 there were 374 instances of work stoppages involving 57,656 workers. Of these, 188 could be classified as strikes and in 1975 there were a further 119 strikes.

Towards the end of 1975, the Government published a draft bill setting out proposals for further amendments The Bantu Labour Relations Amendment Bill, 1976, is expected to be tabled next year implementing fundamental changes to the present system.

liaison

The paper’s main thrust is on the introduction of industry committees aimed at setting up negotiation machinery for entire trades or areas in place of the limited in plant representation or the current system. The industry committee would then negotiate agreements for workers on a trade-union level, participating directly in deliberations of industrial councils.

This draft legislation, the paper’s author, Mr Dudley Horner, says, “constitutes a serious attempt to forestall the further development of the African trade union movement.”

Mr Horner concludes that although the legislation will eliminate certain representations in the present legislation extend a limited form of bargaining on an industrial rather than a plant basis, the changes introduced for 1976 re-form the restrictions on freedom of association, as long as a feature of labour policy in South Africa.

The proposed legislation
A MEETING between the Minister of Labour and Mines, Mr S P. Botha, and the South African Diamond Workers' Union in Cape Town yesterday failed to resolve an industrial dispute and end the diamond workers' month-long strike.

Speaking from Johannesburg today, the general secretary of the union, Mr Rohn Rich, said the Minister had refused to help the workers by defining a small diamond as one up to 0.89 carats in the rough.

The 900 union members donated tools on May 7 to protest against the proposed introduction of Coloured and Indian workers into the industry to cut and polish small diamonds.

The employers claim that if this were done, it could increase the industry's foreign earnings by R65-million a year.

The White workers maintain, however, that 60 percent of the union members are already employed in cutting and polishing diamonds smaller than 1.79 carats in the rough.

This is the employers' definition of small diamonds but the workers want it dropped to 0.89 carats. They would then be prepared to train any non-White workers introduced by the employers.

At present 120 non-union workers and a similar number of apprentices are keeping the industry going.

In an attempt to solve the dispute, Mr Botha appointed Mr Hugh Tindle, chairman of the Wage Board, as mediator Mr Tindle and representatives of the employers attended yesterday's meeting with the Minister.

Before the meeting the union made it clear that Mr Botha had the power to end the strike in the industry by dematerializing the size of stones to be given to 'cheap labour' processors.

Today Mr Rich said the meeting had been a 'waste of time.'

'STATEMENT.'

'So much for Mr Botha's statement in Parliament that White workers in this country are entitled to protection,' he added. 'It has been left to the parties involved to solve the dispute.'

Mr Rich said the union regarded the proposal as a threat to their job security and the job standard.

'We can only prevent by withholding our labour.'

The union is to hold a report-back meeting today in Johannesburg.
Labour plan

criticized

Staff Reporter

NEW labour legislation proposals circulated in the form of a draft bill to
"...employers and labour bodies for comment last year has met with
"...mountain of criticism and comment", a Labour Department spokesman
revealed this week.

The proposals, contained in The Bantu Labour Relations Amend-
ment Bill, 1976, prepared under the former Minister
of Labour, Mr Marcus Van-
you, are expected to be
presented in Parliament
next year by the new
Minister, "Mr Fane Botha,
with a number of changes.

The legislation has been
"re-processed" along with
the comments for consid-
eration by Mr Botha, a
Labour Department spokes-
man said.

He would make no com-
ment on when the new
legislation was likely to be
enacted but said that such
a move would not come
during the present session
of Parliament for which it
was originally planned.

REACTION

Reaction to the
proposals has mainly come
from two opposed view-
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Employers associations
such as the Afrikaans Hand-
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which, they believe, will
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the Black trade union
movement.

The Trade Union Coun-
cel of South Africa and
other pro union bodies
support the academic view
expressed recently in a
paper published by the
Southern Africa Labour
and Development
Research Unit at the Uni-
versity of Cape Town, that
the proposals are aimed at
curbing the growth of
Black unions.

His organization, re-
representing 195,000 work-
ers, was opposed to trade
unions but welcomed in
principle "the devel-
opment of the present
committee system on an
industrial level."

The proposals would
create problems when
Blacks were allowed to
participate in meetings of
industrial councils, Mr
Grobler said.

These bodies were
traditionally White and
there would be opposition
to such a measure.

The Chairman of the
Trade Union Council of
South Africa, TUCSA, Mr
L C M Scheepers, said
that the legislation had
been drafted without con-
sultation with the trade
union council in spite of
promises by the Minister
that he would consult all
concerned with the new
measures he was planning
in labour relations.

The TUCSA view was
that in spite of any "lib-
eralization" there may be
in the proposals, such as
Black labour representa-
tion on Industrial councils
and the extension of the
committee system to trade
or industry level, the leg-
slation sought a
substitute for trade
unions.
bour Relations Amendment Bill, 1976, prepared under the former Minister of Labour, Mr Marinus Viljoen, are expected to be presented in Parliament next year by the new Minister, Mr Fanie Botha, with a number of changes.

The legislation has been "re-processed" along with the comments for consideration by Mr Botha, a Labour Department spokesman said.

He would make no comment on when the new legislation was likely to be enacted but said that such a move would not come during the present session of Parliament for which it was originally planned.

REACTION

Reaction to the proposals has mainly been from two opposed viewpoints.

Employers associations such as the Afrikaans Handelunstituut and the Federated Chamber of Industries, refused to comment on their attitude towards the proposals, but informed sources revealed that they opposed the present form of the bill which, they believe, will go a long way towards furthering the growth of the Black trade union movement.

The Trade Union Council of South Africa and other pro-union bodies support the academic view expressed recently in a paper published by the Southern Africa Labour and Development Research Unit at the University of Cape Town, that the proposals are aimed at curbing the growth of Black unions.

DILEMMA

The dilemma facing Mr Botha is that the proposals of his predecessor offend both sides of the Black labour union tug-of-war.

The Handelunstituut and FCI are supported in their stance against Black trade unions by the Confederation of Labour, whose Secretary, Mr Walfrid Grobler, said yesterday that the draft proposals for industrial committees, representing African labour on a broad industrial front, were nothing less than a preparatory step towards trade unions for Blacks.
WORKS COMMITTEES

Bill shelved

The proposed amendment to the Bantu Labour Relations Regulation Act, which sought to extend the works and liaison committee system by setting up industry committees, appears to have been shelved.

Department of Labour officials tell the FM that the Bill will not be introduced this session because Minister of Labour Fane, Botha is still studying the comments received from interested parties. The FM understands, however, that the Bill will not resurface in its present form. It is believed that negative reaction from the Afrikaans Handelsinstituut and the Co-ordinating Council of SA Trade Unions, who fear that the Bill would have paved the way for Black trade unions, is the likeliest cause of the decision.
Apartheid restrictions on Coloureds eased

CAPE TOWN — A series of measures aimed at eliminating points of friction and outmoded practices and usages was announced by the President of the Senate, Mr. Marvin Viljoen, when he opened the 1976 session of the Coloured Representative Council here yesterday.

The measures included:
1. Permission for Coloured and Indian business undertakings to be set up outside their group areas.
2. The ending of separate facilities at public buildings and at scientific and cultural conferences.
3. The relaxation of restrictions barring Coloureds from serving on the executive of mixed trade unions and greater involvement of Coloureds in matters concerning housing and squatting problems.

Sen Viljoen praised the CRC liaison committee for its willingness for dialogue and peaceful negotiations.

One matter which is still receiving pertinent attention at the liaison discussion is the removal of what can be described as outmoded practices and usages in the national administration which cause dissatisfaction among the Coloured population group, he said.

Among the Government decisions was a new regulation concerning general industrial areas.

"Here it has been decided that such areas should have no group character, but should be freely available to Coloured and Indian entrepreneurs as well as establish their industrial undertakings there.

"It has further been approved that in cities and large towns, more liberal use will be made of the provisions of Article 19 of the Group Areas Act for Indian and Coloured traders outside Indian and Coloured group areas."

Sen Viljoen said the Coloured people had complained that compensation for Coloured property expropriated as a result of the Group Areas Act for slum clearance schemes was inadequate, and sympathetic Government consideration could now be given to the matter.

Concerning the restrictions on Coloureds to serve on the executive of mixed trade unions, it was decided that the Minister of Labour would grant exemptions, to provide for Coloureds to serve on such executives, with due consideration to the membership of the relevant trade unions, and to also ensure that minority groups were not completely eliminated.

"Satisfactory guidelines have also in the meantime been laid down by the Government for the solution of problems which exist with regard to separate entrances, separation notices, separate service points, separate telephone booths, at public offices where these no longer serve any purpose.

"It is also accepted that Coloureds can participate equally in conferences for scientific and cultural purposes and that at such events separation measures concerning meals, refreshment and such matters will not operate."

Sen Viljoen said there should be separate hospital wards for the various population groups, but there was no intention of prohibiting patients at any hospital being treated by a doctor of their choice.

Special attention was being given to separate ambulance facilities and hospital boards would be constituted with regard to the hospitals and population groups they served.

"The administrators will also be requested to review all other bodies and institutions under provincial control where points of friction exist or may arise in future, for consideration by the Cabinet."

Sen Viljoen said he hoped there would soon be a great improvement in community facilities in Coloured areas following suggestions which had been made by a Community Development committee.

Sen Viljoen also announced that working committees, on which prominent Coloured people would serve, would be established to co-operate with the Department of Community Development and the relevant municipalities on the planning of Coloured residential areas, Coloured housing and the handling of the squatters problem.

The present system of local government management committees had never been seen as the final answer to the aspirations and claims of local communities to have a say in their domestic affairs, and the creation of autonomous municipal authorities for Coloured urban areas would be investigated.

"There is, in principle, no objection to communal reading rooms at archives, State libraries and museums," Sen Viljoen said — SAPA.
Call to recognise black trade unions

EAST LONDON.—Mr J. R. Altman (NUDW) told the annual conference of the Trade Union Council of South Africa here yesterday, that one of South Africa's leading academics, Professor Cilliers, of Stellenbosch University, had said: "The fundamental question is whether a situation in which all workers are involved in one integrated economic system can best be served by a conciliation system which differentiates between those workers?"

Mr Altman was moving the adoption of a resolution calling for an amendment to the Industrial Conciliation Act which would nullify the need for the existence of the Bantu Labour Relations Amendment Act and its proposed further amendments, and would allow for legal trade union representation for black workers.

"This legislation remains basically inadequate to fulfill the aspirations of the African workers," he said. "The system of committees is not entirely without merit, and can perform a useful function at plant level, but the works and liaison committees are totally inadequate as collective bargaining units on an industry basis, and nothing can properly fulfill this function other than trade unions.

Seconding the motion, Mrs Lucy Mvubelo, said the Act contained nothing of interest or benefit to black workers. The time would come, she added, when black unions would be recognised.

Dr Anna Schepers told delegates that there was the danger of unsophisticated black workers on works and liaison committees, at some time in the future, negotiating with management for conditions within an industry for a whole area. —DDR.
Ackerman calls for open unions.

Industrial Reporter

THE HEAD of a major supermarket chain, Mr Raymond Ackerman, has told Cape Town industrialists that racially segregated unions are worse than no unions.

Addressing the Epping Industrialists' Association, Mr Ackerman said last week that if it were not possible for workers to form open unions it would be preferable for management to operate through works committees.

The group had learnt to respect these and they had played a significant role in minimizing problems during the recent stay-away.

The salaries of South African executives were the same in money terms as those in Europe but the cost of living there was two to three times higher. The same could not be said for labour here which was considerably worse off than its European counterparts.

Mr Ackerman said South African businessmen did not realize the power they held, and tended to look to politicians to resolve their problems. It was the duty of management to improve the standard of living of workers and this was essential for the maintenance of a free society.

The group had already begun a policy of operating with fewer, better-paid employees.
REFORM CALL FOR UNIONISTS

on how this could be done within the existing laws.

Today, we start an eight-part series on how to dismantle

A MASSIVE multinational company among all sectors give their views

The current free-for-all system is one in which a worker's job security is highly dependent on the company's

It must be understood that only by respecting the views of workers will the company be treated fairly.

Read more on the Sunday Times Extra page 34.
De-register

This would be “in the interests of the labour movement and the future well-being of the country as a whole,” and de-register.

“There is no law which prevents unions from de-registering and then becoming non-racial” one veteran trade unionist told me this week when I asked him how apartheid in labour could be dismantled.

“It is possible, at present, for unregistered trade unions to exist legally,” he said, “and which could take on members regardless of race, colour or creed.”

There is also no law, he said, which prevents employers from negotiating came to apartheid-in labour.

“Nowhere is this more clear than when employers and trade union leaders call for Black trade unions to be recognized, and who attack the Government for not wanting to recognize Black trade unions.”

Sincere

“If the trade union leaders and employers are sincere, they will meet and agree to, in the case of the trade unions, de-register, and in the case of employers, agree to recognize the unregistered trade unions, and negotiate with them.”

“Much of the attacks levelled at the Government over Black trade unions are merely a cover-up because it has become clear that the Black industry and commerce, and the trade union movement, are changing to fit within.”

Whites are paid a certain wage, Coloureds a lower wage, and Blacks a lower wage still,” a trade unionist told me. “The ideal situation would be for the Government to place the long-term interests of the people of South Africa before those White workers whose standard of living has been propped up by legislated ‘protection’,” he said, “but this is obviously out.”

Initiative

The Government has shown that it prefers to think of short-term election gains instead of long-term peace and prosperity and so the initiative must be taken by the employers and the trade union movement.

Unfortunately, some trade union leaders maintain the trade union movement in South Africa is naturally weak, but the leadership of the trade union movement ‘depends to a large degree on the racial division of unions to maintain their jobs and perks.”

The fact that trade unions, generally, negotiate wages and working conditions on racial lines, is a clear indication that the trade union movement has largely accepted the ‘apartheid system within labour.”

Threatening

In the process, employers who operate on the three-tier wage system and trade unions which are content to continue on racial lines, are threatening the future of the White workers because the system is destructive to the economy.

Changes made so that African workers are included.

This would immediately enable Africans to form registered trade unions and allow them to be represented as negotiators on the Industrial Council and to become a part of the collective bargaining process.

The ideal move, however, would be for racial definitions to be eliminated altogether and for all workers to be regarded simply as workers.

The argument used by many, that Blacks are not capable of doing certain jobs was a fallacy.

The very existence of the Job Reservation Act proves that, given the opportunity, Blacks would do well at any job.

“If this wasn’t true we would not have a law which protected White workers from Black competition;” the trade unionist said.

But, while trade unionists interviewed differed only slightly on the ways in which apartheid in labour should be dismantled, all agreed that it was not necessary to wait for the Government to do so.

The trade union movement, they agree, must de-register if the Government won’t do so officially, and the employers must recognize these unions and agree to negotiate with them.

Open-trade unions and the rate of the job would come AUTOMATICALLY. It was emphasized, however, it will depend on the trade union movement leaders in South Africa, as well as the employers.
**Training for equal pay only — Frazer**

MOVES by industry, commerce and the Government to provide training for Blacks "so that their skills can be utilized to the maximum benefit of the economy" will be opposed by a number of trade unions.

This is unless it is done with the aim of paying these Black workers the rate for the job.

This became clear during interviews I had this week with trade union leaders.

Some of them said they were "deeply worried" by the "tremendous interest" being shown by employers in the scheme.

They felt the trade union movement in the Republic should unite to make it clear to employers that they would not tolerate attempts to make use of the move "to widen the scope of cheap labour reserves".

One trade union leader, Mr Ted Frazer, said, "in the absence of a strong trade union movement, the employers will get away with it."

He warned, however, that far from solving racial problems in the labour sphere "training Blacks to do skilled work for racially-oriented wages, will only increase the problems and frustrations which Blacks already suffer from."

"Although it is said by some that the trade union movement in South Africa is strong," Mr Frazer said, "it isn't."

I am afraid that the way things are, the trade union movement here cannot speak from a position of strength and I fear employers will get away with this move to get cheap skilled Black labour."

"The only way in which this can be stopped is to pay everybody the rate for the job regardless of the colour of a man's skin," says Mr Frazer.

He feels employers are responsible for many of the economic and racial problems because the concern themselves more with increasing their profit than about the ills of the country.

Mr Frazer feels that prerequisite for bringing about the rate for the job is strong union movement to ensure that wage rates are realistic.

"We have the shocking position today where you hear employers saying the pay 'good wages' which I explained by another comment: 'My workers can very good wages, for a Coloured (or African).""
Scrap job bar plea rejected

JOHANNESBURG — The Minister of Labour, Mr Fanie Botha, yesterday rejected calls for the abolition of job reservation and the recognition of black trade unions.

"Abolition of job reservation is an unacceptable labour policy, particularly for the whites, and will lead to serious labour unrest," he told trustees of the National Development and Management Foundation.

"It would, in my opinion, be unwise to bring about head-over-heels an about-turn in the official labour policy or the established labour pattern."

"Such an action can only lead to large-scale labour unrest which is in the interests of nobody."

Mr Botha said there had recently been calls from several directions for the recognition of black trade unions and the repeal of job reservation measures.

"The Government has always had an open ear for constructive suggestions, but where there is agitation for the recognition of black trade unions, I wish to state categorically that the existing policy concerning the non-recognition of such trade unions will not be departed from."

Mr Botha said he stood by the recent statement of the Prime Minister that the Government did not plan to alter its labour policy drastically or without due consideration.

"We must rather seek a satisfactory system for our own South African circumstances through which employer and employee can negotiate with understanding for each other's needs."

He pointed out that statutory job reservation affected only 2.4 per cent of the economically active labour force.

"Where, however, work is reserved for whites or non-whites and those people are not available in sufficient numbers," exemption is readily given for the employment of black workers."

Mr Botha said that, as far as traditional job reservation was concerned, over which his department had no control, assurances had repeatedly been given to whites that they would not be expected to give up traditional work to those of other races if this would adversely affect their interests. — SAPA
New plans
on labour
relations

Pretoria Bureau

Amended legislation was being considered in the interests of improved relations between white employees and their black workers, said the Minister of Labour, Mr Fane Botha, in Johannesburg yesterday.

But these amendments would be within the framework of Government policy and would not make provision for the recognition of black trade unions, he told a meeting of the trustees of the National Development and Management Foundation.

"Where there is agitation for the recognition of black trade unions I want to state frankly that there will be no deviation from the existing policy concerning the non-recognition of such trade unions," he said, South Africa must seek a satisfactory system for its own particular circumstances by which employee and employer could negotiate with an understanding of each other's requirements.

The introduction of in-house committees on which both management and black workers were represented, was increasingly getting to grips with more serious and meaningful matters.

Black workers were beginning to appreciate the importance of various factors common to trade and industry.
Bashing the unions

If ever there was a mixture of lunacy and cruelty it must be Minister of Police, James Kruger's decision to ban trade union advisors. I met Douwes Dekker, Fran Tyack and Jean Tyacke. And, if that wasn't bad enough, Kruger has followed up with similar orders on Metal and Allied Workers Union (MAWU) organisers, Gavin Anderson and Sipho Khubeka.

Douwes-Dekker and the Tyackes are all employed by the Urban Training Project (UTP), which offers educational services to 10 unregistered African unions on the Reef with a membership in excess of 20,000. Interest in the UTP has been growing rapidly in recent months. All three enjoy some measure of confidence among company management.

MAWU, of which both Anderson and Khubeke are officials, operates on the Reef and in Natal, and is involved in an attempt to secure recognition at Leyland SA.

The unions assisted by UTP say they believe the orders are "calculated to silence the voice of black workers for ever. If individuals who operate within the SA system of law continue to be banned, surely the authorities must realise that they are instrumental in bringing about economic and political chaos?"

"Where is the change that SA is speaking about? Who is next on the list? Why is the black worker condemned to perpetual ignorance and intimidation?" If SA speaks of a peaceful change why does it use such violent measures as banning orders?

"One thing we know, however, is that certain employers and White trade unions have welcomed the banning order imposed on these three persons," the unions say.

"Despite the bannings, we will continue to organise and educate every black worker until he is allowed to exercise his trade union rights like the White and coloured workers."

Douwes-Dekker is also an executive member of the Institute of Industrial Relations, a body set up recently to offer training in industrial relations and comprising both management and labour representatives. The institute's director is Sam van Coller, seconded by Anglo American.

Van Coller, speaking in his personal capacity, testifies to the UTP's modernisation and constructive contribution to industrial relations. "My personal association with Douwes-Dekker goes back some years and I have always found him and the UTP to be fulfilling a real need by working towards sound industrial relations in a constructive and reasonable way."

The UTP bannings are likely to send a shock wave through trade unions in Western Europe. UTP also enjoys widespread respect and support among churches and governments in Western Europe.

The International Metal Workers Federation (IMF) which represents 13m workers in Western countries, tells the IMF it will "launch a world wide campaign of support for the victims of this latest infringement of human rights by the SA government."

"These leading figures in UTP have been closely associated with the free labour movement and enjoy its full confidence," says IMF general secretary Herman Rebban. "They have not been involved in politics and the bannings demonstrate that the SA government does not support the forces of peaceful change in their country."

The International Union of Food and Allied workers (IUF) has sent a cable to the SA Foundation and to Kruger. The IUF demands that the Foundation "use all its influence to obtain a reversal of the banning order." Foundation Director Peter Sorour tells the IUF, however, that he has not heard of the bannings -- although he has heard of the UTP and has assisted it -- and that the Foundation will probably not take any action "We don't have any power to reverse these decisions."

The telegram to Kruger describes the bannings as "a brutal attack on an organisation which has given entirely non-political service to non-registered unions." IUF Secretary Dan Gallin points out that the bannings "would indicate your government's determination to foreclose even moderate options for the advancement of African workers and to harden trade union opposition also in countries where credit is given to your government's assurances of seeking peaceful solutions to racial and social tensions."

And that is precisely the point. The UTP has consistently opposed economic boycotts of SA, arguing that foreign firms could play a valuable role by raising wages and recognising African unions. Despite recent attempts by representatives of registered unions to imply that the UTP supports boycotts, the IMF's envoys reveal that the opposite is the case. All the unions were involved solely in attempts to give African workers an opportunity to express their demands peacefully and legitimately.

The bannings are a brutal attack on the careers of people against whom no charge has been brought. If anything, they represented their members and exercised their belief in industrial democracy too well. Government must immediately lift these bans. It must then get down to the job of listening to African unions and recognising them.
notoriously badly paid. According to the Department of Statistics, mid-year take-home pay for Africans in the retail trade was R70 a month and in the wholesale trade R84. As there is no industrial council in this sector, the three unions rely heavily on the Wage Board to push up minimum rates.

The last Wage Determination was as long ago as October 1973. The unions, representing 14,000 workers of all races, asked for a 42.8% increase for workers not required by the anti-inflation manifesto to absorb cost-of-living rises, and a 39.3% increase for higher-paid workers. These proposals were based on the expectation that the new minima would become effective in October.

The unions point out that “in so far as the prescribed minimum rates of pay are concerned, the vast majority of employees in the commercial distributive trade are exempt from having to make any financial sacrifices in terms of the anti-inflation programme, because they fall into the below-R250-a-month group”.

The Board’s proposed new minima of R89.70 a month for male and R71.72 for female labourers in the main metropolitan areas are 42.7% higher than the old minima. The unions say this rise would just compensate for the 41.67% increase in the CPI between October 1973 and October 1976 — if it could have been implemented two months ago, as they had earlier anticipated.

But, with an unexpected delay in their publication, the unions do not expect the Board’s recommendations to come into effect as a new Wage Determination until around April next year, by which time the CPI is likely to have risen another 6% or so. The net result is that the proposed new minimum for labourers does not compensate for CPI rises.

“One cannot escape the impression,” say the unions, “that the Board has applied the principle of financial sacrifice (under the anti-inflation programme) to even the lowly-paid labourers. This is manifestly unfair. The Board’s recommendations will have the effect of perpetuating the low-wage pattern in the commercial distributive trade.”

The percentage increases proposed by the Board in other job categories are lower than for labourers. A shop assistant will start on R106, rising to R138 after four years’ experience.

The unions are debating whether to lodge objections to the Board’s recommendations. Wage Board chairman Izak Claassen tells the FM he thinks the proposed new rates are “quite reasonable and fair”
Under the new mismanagement era, the board of directors has lost its oversight function. The company's management is now controlled by a group of executives who are responsible for the day-to-day running of the company. This has led to a decline in the company's performance, as evidenced by the decrease in profits and the increase in debt.

The German government is also responsible for the company's mismanagement. The government has failed to enforce the rules and regulations that are designed to protect the interests of the workers. As a result, the workers have been left to fend for themselves, and their rights have been violated.

The German version of the company has been unable to make a profit for many years. The company's board of directors has tried to cut costs by laying off workers and outsourcing work to cheaper labor. However, this has not been successful, and the company is still struggling financially.

The German workers have been protesting for months, demanding better wages and working conditions. The workers have also been calling for the government to take action and regulate the company's operations.

In conclusion, the German mismanagement era has been a disaster for the company and its workers. The government must take action to protect the workers' rights and ensure that the company is run in a fair and just manner.
Workers in boardrooms

The Germans have them. The British are thinking about them. The French are in two minds

In South Africa, worker participation in boardrooms is as far away as the man in the moon. In parts of Europe, in contrast, it is an established tradition and, judging by some recent proposals, it might soon leap across the Channel to England.

Six years ago West Germany was the only EEC country with extensive worker participation. Since then the Netherlands, Denmark and Luxembourg have also given workers a say on the boards of large companies. France has toyed with the idea, and now Britain is likely to follow suit.

Are South African boardrooms wise to keep out of the game? Shouldn't they, too, be manned by worker representatives as well as by shareholder representatives?

One person with strong views on this is Harry Schwarz, chairman of the national executive of the Progressive Reform Party “In SA,” he claims, “worker participation is even more urgent than in Europe, because of the threat of Black socialism. If free-enterprise is to survive in this country, we shall have to move fast.”

He believes the interests of Black and White workers should be represented by common trade unions, which should be given a voice on the boards of major companies.

At the heart of the issue lies an even more fundamental one in a modern free-enterprise industrial society, are the interests of workers and capitalists broadly compatible (in which case participation makes sense), or are they essentially in conflict (in which case it does not)?

On the whole, the West Germans accept the view that the interests of workers and shareholders can indeed be reconciled, and that reconciliation is best achieved by cosy chats around boardroom tables. They believe that the post-

The Germans are supported in this view by 30 years of experience of ‘mitbestimmung’ (co-determination), a system that forces representatives of the workforce and representatives of share capital to sit down at the same table and discuss every important decision a German company takes. Chancellor Helmut Schmidt will often tell an English listener that this system, and the readiness of German unions to play their part within it, are key elements in Germany’s post-war success.

The irony in this is that it was the British who imposed the origins of ‘mitbestimmung’ on West Germany after the Second World War, and that it is the British today who are coming to West Germany to study the German experience of ‘mitbestimmung’ with a view to installing something similar in Great Britain.

The British government will shortly receive the report of the Bullock Committee on Industrial Democracy. It may seem almost certain that this committee will recommend a balance of power on the boardrooms of British companies with more than 2,000 employees. Despite stiff resistance from the Confederation of British Industry, the top British employers association, it appears that two top directors on this committee have been won round to the idea of “worker directors” on British boards and that the

horses who would side consistently with the shareholders.

It is clear that the balance of power in the revamped supervisory board still favours profit-oriented corporate decision taking. But it is worth mentioning that the true voting balance is very rarely tested. The attractive thing about ‘mitbestimmung’, as it has developed in Germany, is that painful decisions are quickly shown to be avoidable or unavoidable in the discussion leading up to the vote, and are rarely still under hot dispute by the time the vote is called.

The German steel and coal industries had something very similar to the latest model of ‘mitbestimmung’ imposed upon them by the allies in the wake of the war, (not in an early move towards industrial democracy, but to hinder any possible rearmament). Despite the painful cutbacks that had to be made in the coal industry in the years that followed, there does not appear to have been a single instance in which a decision over put closures led to a deadlock situation in the supervisory boards of the coal companies.

The most important result of ‘mitbestimmung’ is not that it gives nearly equal voting rights to the worker/union interest group and to the shareholder/management interest group, but rather that it involves one group with the other group in the decision-taking process. This promises to be even more true of the emerging British system where there will not be the two-tiered board structure that pulls German worker directors out of the day-to-day line of fire.

This process of involvement is probably what is needed to remove the self-imposed barriers that separate the British unions from British management. This is, indeed, the prime reason why ‘mitbestimmung’ is viewed with suspicion by both ends of the political spectrum in Britain. One cannot deny that there is a
Investigation into elections

THE REGISTRAR of Trade Unions in Pretoria is investigating the way in which the August election of officials of the Garment Workers Union was held.

A letter announcing this has been sent to a member of the Action Committee which, has been acting to have the old officials replaced.

The Registrar's decision to investigate the election is the result of a number of sworn affidavits sent to him by garment workers in the Cape in which a number of irregularities are claimed.

The complainants have asked him to declare the election null and void and to order a new election under the supervision of the Department of Labour.

New election?

This latest development may result in a new election being called this year following an election "clean sweep" by the "old guard" of the Union under the leadership of its general secretary, Mr Louis Peterson.

According to the Garment Workers Union constitution the ballot must be secret. Allegations have been made in the affidavits, however, that ballot boxes were not issued at certain factories and that ballot papers were taken and opened.

It was also alleged that completed ballot papers were not placed in a ballot box, but were packed in a heap on the table.

By HOWARD LAWRENCE

Other affidavits alleged the same practice at other factories.

Another affidavit claimed that a ballot box was taken away only ten days after the election and that the box had the name of the particular factory stamped on it in contravention of the secrecy clause.

At other factories, there were no ballot boxes, it was alleged, and ballot papers had to be handed to shop stewards for delivery to the general secretary.

At one factory, it was stated in another affidavit, some workers were given more than one ballot paper to cast their vote.

An action committee spokesman told me: "We are far from finished with the Union’s officials. We intend fighting to the bitter end."

Action committee members have also written to the general secretary of the Union to demand a detailed report on the voting for each candidate in the election.

A committee member said: "The general secretary, Mr Louis Peterson, made a statement to the Press that the officials, who we want to get rid of, won a landslide victory", but he has refused to publish details of the number of votes cast for each candidate.
Unionists deplore action

The South African Council of Transport Workers today deplored the boycott of South Africa by overseas unions and has suspended payments of its affiliation fees to the International Transport Federation.

The council's General secretary, Mr Arthur Hamilton, said today that the council was strongly opposed to the boycott and had noted with concern the role which the international federation was playing.

It had therefore been decided to suspend payments of affiliation fees to the federation until the council's executive met next month, he said.
Recession affects casual workers

Industrial Reporter

The employment crunch from the continuing recession in South Africa is hitting retired workers who rejoined companies on a casual basis to supplement their incomes.

The SAR assistant system manager for the Western Cape, Mr P H de Bruin, yesterday said a guideline had been issued requesting a cut-back in employees over the age of 65 because of the depressed economic climate.

About 70 workers were affected.

The Cape Town bus company, City Tramways, has also been reducing its staff, and the Omnibus Workers Union is currently discussing the matter with the company.

The union secretary, Mr D C Benade, said no reason had been given for dismissal of casual workers holding casual jobs, but it was hoped that the company would relent.

It was an academic exercise for employers and further
more South Africans were affected.

As this decision was being reached, a number of separate, not all related, but uncannily interlocking, events reinforced the mine owners in their decision and made it possible for them to do something about it.

First, there was the dramatic increase in the price of gold. The average revenue received by the industry per fine ounce of gold sold more than quadrupled from R25,8 in 1970 to R107,4 in 1974. Then, in September 1973, came the first of the violent compound confrontations which over the next 32 months were to engulf all over the mining industry and lead to the death of no less than 172 men. Then in April 1974 came the crash of a Wandela aircraft near Francisco in Botswana which killed 72 Malawian miners. As a result of this President Banda decided to suspend the recruiting of all Malawians pending an investigation into the causes of the crash. A year later the embargo was still in force and the mining industry was severely embarrassed by the shortage of labour. This was not only the fact that Malawians already on the mines, distanced not least by lack of information from home

Unions seek pay rises for 400 000

By GORDON KLING

UNIONS representing more than 400 000 workers in South Africa yesterday gave notice that they will seek substantial pay rises for members, which will inevitably give a large boost to the cost of living, with the expiration of the short-term measures of the anti-inflation campaign at the end of March.

The heads of the 200 000-member South African Confederation of Labour and the 210 000-strong Trade Union Council (Tusca) also rejected any possibility of a further extension of wage and price controls embodied in the campaign.

Losing side

The Confederation chairman, Mr Attie Nieuwoudt, in an interview from Pretoria following a meeting of the administrative committee, said wages would have to be increased after March. He would not disclose the envisaged percentage rise, but said union members were struggling to make ends meet at current rates of pay.

Organized labour had been on the losing side as far as the anti-inflation campaign was concerned, and there was no possibility that it would agree to a continuation of restrictions on wage rises.

"We want to see a good improvement in workers' earnings after March," he said.

The general secretary of Tusca, Mr Arthur Grobbelaar, said the body could not accept an extension of the campaign in its current form. The budget would provide an indication on the future of the campaign. If another harsh budget was announced in March there would be no need to continue with the wage and price controls.
Firms fill posts easily

EAST LONDON — Firms wanting to fill jobs should do it now, it is an employers market.

Companies who have advertised for jobs over the past few days have been inundated with applicants.

A company which advertised for a general secretary in its East London office had 26 applications and a hotel needing a receptionist had 29 applicants, many of whom were school leavers.

An agency which wanted a young man trained in warehouse operations had 15 applications of whom only four were from people who have just left school.

A cinema which needed theatre hostesses had 24 applications, 15 of whom had just left school.

"We had far more applications than normal and at least a third of them said they had walked the town looking for jobs without success," said the manager of the cinema, Mr G. Ireland.

A truck rental firm which advertised for a part-time job for a woman had more than 100 applications half of whom did not have full-time jobs.

There were only six applications for the post of assistant cellarmaster in a liquor firm.

"I expected more in these days when jobs are hard to find," said the manager, Mr J. Bester.

The head of a job placement firm in East London, Mr P. Durham, said the labour market was heavy with people looking for jobs.

"The situation has changed over the past 12 months to an employers market and because there is no shortage of applicants, employers have a wide selection, but it does not alter the fact that suitable people are more difficult to find."

Mr Durham said there were a number of desperate people on the market who wanted any job at any price. — DDR.
Trouble brews over jobless

Labour Reporter

Trade unions are expected to call for an abrupt end to "black advancement in the steel and engineering industries" now that even skilled whites — hitherto in great demand — are on the verge of unemployment.

Labour sources have expressed fears of sporadic labour unrest unless action is taken.

A strike threat was reported at one steel firm today over the retraining of about 40 coloured workers.

Another firm, the Dunswart Iron and Steel Works, denied a report that white process workers were threatening strike action over the appointment of blacks in jobs previously held by whites.

Last year employers and trade unions in the steel and engineering industries, employing close to 500,000 workers of all races, lifted the ceiling of black advancement to immediately below artisan level — subject to constant consultation between unions and employers.

VERGE

"White artisans in the Transvaal engineering industry are now on the verge of unemployment," said Mr. T. S. Nalinge, president of the Transvaal Regional Artisans' Union.

"We, skilled men, are no longer, white unemployment among semi-skilled workers such as operators and machinists, has been with us for some time."

Mr. H. J. Nagel, Transvaal area organiser for the coloured members of the SA Boilermakers' Society, said: "It's terrible. They queue at my office by the hundreds on Mondays. We can't even get them into the building."

From Page 1

Among the unemployed were plenty of highly skilled coded welders who, it was hoped, would be taken on at Sasol 2 by March or April.

At present all hopes are pinned on the Sasol 2 construction, but the unemployment situation in coastal centres is reported to be even worse than in the Transvaal. Therefore it is feared that Sasol 2 may not be able to absorb all those seeking work.

To Page 3, Col. 7
Man claims board victimised him

Labour Reporter

A Rand Water Board employee, Mr Zizane Bennock Mhlangu (42), says he has been sacked after 11 years' service for refusing to let both his wife and daughter pick potatoes for his superior.

He was signed off yesterday and says he and his family of six will be virtually destitute.

The Star took up his case with the Rand Water Board two days ago. Yesterday, the board replied that beyond denying the correctness of Mr Mhlangu's claims it had no comment to offer.

Mr Mhlangu said he had worked for 11 years as an employee of the board under Mr M G Penning, manager of the board's farm at Zwartkoppies, south of Johannesburg.

Until about a year ago his wife had also worked on the farm for 50c a day. For the past year she worked for Mr James Stirling as a half-day servant for R30 a month on an adjoining property.

Recently Mr Penning asked Mrs Mhlangu to work for him, harvesting potatoes. She was to get R19 a month if she worked well, but might have got much less. She sent her eldest daughter, Martha (18), to take her place as a servant for the Stirlings, Mr Mhlangu said.

He claimed that this week Mr Penning demanded that Martha should also pick potatoes on the same terms. Mr Mhlangu refused to allow this, although he was told this meant he would be sacked and would have to leave the farm.

Mr Mhlangu had no alternative employment. He wanted to send Martha to school and only allowed her to take her mother's place, with the Stirlings temporarily because his family needed the money, Mr Mhlangu said.

The Rand Water Board did not specify which of Mr Mhlangu's allegations were incorrect.
-* cours magistraux: * Benjamin Constant - Adolphe
* François Mauriac - Jean Desqueyroux
* André Maurois - Camille Desmoulins
* André Gide - Jean-Paul Sartre
* Jean-François Lyotard - Jean-Pierre Changeux

**New jobs from old**

M. Pierre PETIT, 97 rue Mazarin, 33000 Bordeaux, France.

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RECHERCHE ET PUBLICATIONS:

- **Le métier d'écrivain:** André Gide, Université de Bordeaux, Méthodologie en civilisation, Université de Bordeaux II, Comment va la France?, Dossiers, Paris, 1975, 286 pages (m. contemporaneous; préface de l'Alliance Française).
- L'eau, structure fondamentale d'analyse de la bachelardienne in, Southern Africa, No. 5.
- La poésie française des nouveaux approches pédagogiques, Bull. (publication retardée). Paris, 1975, 286 pages (m. contemporaneous; préface de l'Alliance Française).
- L'évolution, structure fondamentale d'analyse de la bachelardienne in, Southern Africa, No. 5.

- **en préparation:**
  * Comment va la France?, Dossiers, Paris, 1975, 286 pages (m. contemporaneous; préface de l'Alliance Française).
  * L'enseignement en France, Économie (réalisés au West Chester). Maître de France, 1975, 286 pages (m. contemporaneous; préface de l'Alliance Française).
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  * L'enseignement en France, Économie (réalisés au West Chester). Maître de France, 1975, 286 pages (m. contemporaneous; préface de l'Alliance Française).

- **DIVERS:**

  - collaboration au journal Sud-Ouest (Bordeaux) de 1964 à 1972 (page des jeunes 17-24 et reportages).
  - mises en scène pour la troupe des étudiants du Département de Français de l'Université du Cap:
    - comédie de Georges Courtauld Les Boulingrins (Cape Town, 1974).
    - comédie de Tristan Bernard L'anglais tel qu'on le parle (tourne en Afrique du Sud: Cape Town, Stellenbosch, Johannesburg).
  - rôle dans la comédie de Georges Feydeau Mais n'entre donc pas tonte nue! (Cape Town, 1976).
  - en projet: création d'un Centre d'études de la civilisation française en coopération entre les États-Unis et la France.

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MOTOR MEN CUT BACK

Mercury Correspondent

PORT ELIZABETH — Eastern Cape motor plants have announced further staff and production cutbacks after the first month of a year of uncertainty for the struggling motor industry.

The only happy news for workers in the industry in this area is that Ford, which has also decided to cut production further in some sectors, is reinstating the five-day week at its Struandale engine plant.

General Motors will from today retrench about 25 to 30 hourly-paid workers, and there was also the possibility of “re-alignment” of staff in March, Mr. R. J. Ironsides, GM’s director of personnel, said in a statement yesterday.

It can safely be assumed that this will involve moving some salaried workers to hourly-paid work.
Black personnel managers must be "tigers" not glorified clerks, in working as equals with their white counterparts to increase productivity, say members of both races in staff management.

Mr Wilby Baqwa, senior industrial relations officer for Roberts Construction, is responsible for improving the performance of black staff. He and Mr Barry Beckley, the group's industrial relations manager, recommend employing trained black staff.

But, warns Mr Beckley, a subservient black officer produces no results — "get yourself a tiger," he advises.

**SUBMISSIVE**

Mr Richard Sowai of the Institute for Personnel Managers points out that there are frequently submissive black personnel officers in industry, although this may not be entirely their fault. White personnel managers sometimes see their black colleagues as a threat.

The black managers are given no responsibility. Not only is the company merely paying lip-service to black advancement, it is also defeating the object of employing a black industrial relations man.

Mr Baqwa stresses that a black "human resources" man must be given the authority to match his responsibility. Without management's backing and knowledge of his full scope he may be afraid to speak out. A submissive man produces no results and loses the confidence of the workers.

**SUPPORT**

Tiger Oasis' group personnel officer, Mr Owen Damoyi, says a black officer must not identify top readily with either side — he must be neither champion of the workers nor a management stooge.

Mr Beckley and Mr Baqwa operate as a team. They have found combined effort untangles most problems.

Mr Baqwa recently returned from a trip to America and Britain where he says he learnt much from the advanced technology. Overseas firms are solving problems that local companies are only now identifying. He believes South Africa would benefit if more of its industrial relations officers had overseas experience.

**OVERSEAS**

This is also the thinking at AE & CI, which is sending Mr Frank Horwitz to Britain for two years on-the-job training with ICI. He graduated from the Witwatersrand Graduate School of Business Administration with a diploma in Personnel Management and is the first member of the AE & CI personnel staff to be sent to gain long-term overseas experience.

His studies will include ICT's manpower planning which covers the efficient placing of staff, and their training techniques.
Godet Mr. R. Labourd, Bromm  TANTIA  7800
Graaff Mr D. P O Box 1 HEXR
Groenwald Mr. C. Dept. of E  private Bag X17, BELVILLE 7530
Hartig Mr R. c/o R.F.F. P O  CAPE PROVINCE  7680
Hendrie Ms. D. 66 Rouwkoop  7925
Horner Mr. D. 102 Strubens  JOHANNESBURG  2000
Hughes Dr. K. Dept. of Mat  DEBOSCH  7700
Israël Mr. L c/o The Argus  DEBOSCH  7700
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Moyle Mr. J. School of Architecture, U.C.T. RONDEBOSCH  7700

Printers lay off workers

Cape Town — Artisans and semi-skilled workers in the printing industry are being pushed into the ever-greater queues in growing numbers. Lists of unemployed workers have lengthened recently since January in possibly the worst spate of layoffs for 30 years.

In Cape Town almost 100 out-of-work artisans and semi-skilled workers are registered with the regional organiser of the South African Typographical Union (SAA) — at least three times the number of registered workers at the end of February. The Western Cape has more than 100 workers — almost half of them qualified craftsmen — of the union’s 700 Western Cape members will be on the jobless list by the end of the month.

The union general secretary, Mr Lefman Towner, said today: "The industry as a whole has been more fortunate than other industries throughout 1978 but this year started off badly for us. "At this stage it has not reached crisis proportions but we are worried about what the year holds for us."

In Cape Town newsprint managers have begun trimming printing staff, jobbing shops are laying off personnel in various production departments and some commercial printing houses based elsewhere in the country are running down operations in Cape Town-based regional factories.
Bantu Labour Relations Regulation Act

(30) Senator B R BAMFORD asked the
Minister of Labour:

(1) Whether any amendments to the
Bantu Labour Relations Regulation
Act, 1953, are contemplated; if so,
what will be the effect of such
amendments?

(2) whether such amendments will be
introduced during the current session

The MINISTER OF LABOUR

(1) and (2) The matter is still under
consideration
Better outlook for 175 workers

MERCURY REPORTER

PROSPECTS for workers at Howick's Sarmcol rubber factory have improved since last year when declining production forced the company to implement a four-day working week for 25 percent of its labour force.

At the two Pietermaritzburg factories of the footwear manufacturing company Dick Whittington Shoes (Pty) Ltd., preparations are being made to re-employ about 25 of the 75 people retrenched earlier this month.

"We have done some promotions, but we are not yet back to normal," he said. "The economic position is still bad."

The company has a labour force of 320 at its two factories at Pleysier and Lincoln Roads.

only 400 working a four-day week. Things are not as bad as we first thought," said Mr. Sampson.

Dick Whittington Shoes will re-employ part of its retrenched labour force tomorrow, Mr. G. H. Cronin, the company's managing director told the Mercury yesterday.

The secretary of the Howick rubber factory, Mr. R. J. Sampson said yesterday that there had been an improvement in the number of orders since last year when 550 workers were forced to work a four-day week.

Of the 350 workers affected by the move, 130 were now working a normal five-day week, said Mr. Sampson.

"We have a total labour force of about 2,000 and there are now

..."
Edgy engineering unions

First it was building. Now some of the registered unions in engineering say they are unhappy at the pace of Black job advancement.

The problem appears to have begun when the Steel and Engineering Industries Federation (Seifsa) sent out a circular interpreting last year's supplementary industrial council agreement, which provides that Africans can do certain "semi-skilled" jobs previously barred to them — provided the unions agree to grant the necessary "exceptions" from the industrial colour bar.

The circular said African workers could be used without union agreement in newly created jobs. Unions claim this would violate the agreement which they argue calls for consultation in these cases as well.

The issue will be clarified at a meeting on March 7. Unions warn that if the matter is not resolved they will demand a review of the "status quo ante.

If this were to happen, unions say, Africans presently employed in the B, C & D "semi-skilled" categories could lose their jobs — at least until the dispute is resolved.

The problem doesn't end there. The Amalgamated Engineering Union (A1U) argues that, because some of its members are out of work, the supplementary agreement no longer applies.

The union points to a clause in the agreement which states that the Africaf advancement provisions will not be in force during a recession. This means that Africans currently holding exemption jobs could be replaced by union members.

Seifsa's Drummond: looking for a package deal?

abrogated either the terms or spirit of the agreement.

Other unions are steamed up by what they see as employers' refusal to train and retrain Coloured union members for higher jobs. "We don't mind money being spent on African training — but nothing seems to be done for our members on the Reef," says Engineering Industrial Workers' Union general secretary Archie Poole. He says unions suspect that Seifsa prefers to train (cheaper) African workers in an attempt to supplant organised labour.

Drummond replies that he is sympathetic to unions' fears about training or Coloureds and that Seifsa is doing precisely this.

The supplementary agreement — and the main industrial agreement — expire on June 30. Unions say Seifsa may want to renegotiate it in order to allow Africans into B, C & D at will. Others say unemployment will make this unlikely.

Comments Drummond: "Any wage claims submitted when the agreement expires will no doubt be examined by us in the light of the current situation. But he adds that Seifsa will obviously be influenced by the possibility of a combined package deal.

Also, while there is unemployment among semi-skilled union members, there may well be a shortage of skilled artisans labour in the industry as a result of Saso II.

Saso should start recruiting within the next month and it will have to use imported artisans. This is partly the need to import certain skills even so, there simply aren't enough artisans to go around.

Both Poole and the SA FIC Workers' Association say they have enough men to go around as SA Boilermakers' Society says it will mop up existing unemployment in B, C & D — so employers expect some tough bargaining when 30 comes round.
Clothing workers go short

Labour Reporter

Several thousand Johannesburg clothing workers are now on short time, and the situation is likely to grow worse.

In effect about 300 people have been off work since the reopening of factories after the Christmas break," said Mr. J. H. Thomas, secretary of the Industrial Council for the Tramway Clothing Industry.

While workers were thought to be unemployed, most factories followed a policy of retaining staff and spreading the work, he said.

Thus some firms had reduced the working week by one or two days, while others had given their workers a whole week off.

Instead of their normal wages, these workers get 60 percent of their basic pay, up to a maximum of R15 a week from the industry's Slack Pay Fund.

The fund works at about R15 million, but its expenditure is now starting to exceed its income," Mr. Thomas said.
Bill

To amend the Industrial Conciliation Act, 1956, so as to extend the power of the Minister to apply the provisions relating to compulsory arbitration to employers and employees engaged in certain activities and to provide for incidental matters.

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa as follows—

1. Section 48 of the Industrial Conciliation Act 1956, is hereby amended—

(a) by the substitution for paragraph (a) of subsection (7) of the following paragraph—

"(a) The Minister, subject to the provisions of subsection (7A), may from time to time, by notice in the Gazette, notify his intention of applying in any area specified in such notice the provisions of this section to employers and employees engaged or employed in such activities connected with—

(i) the supply, production, processing, preserving or serving of any perishable foodstuffs,

(ii) the mining, processing, supply or distribution of petrol or other fuels for use by local authorities or other employers in connection with the provision of any service reserved in paragraph (b) of subsection (1), or

(iii) any other matter, in the discretion of the Minister, to be an essential service in the national interest and

as may be specified in the notice,

and

(b) by the insertion after the said subsection (7) of the following sub-section—

"(7A) (a) Whenever the Minister by reason of the urgency of the case and in the national interest then it appears to him necessary to apply the provisions of subsection (7) by a notice in the Gazette and from a date specified in such notice, may, apply the provisions of this section to any area specified in the notice to employers and employees engaged or employed in any activity referred to in paragraph (a) of the said subsection (7) and

as may be specified in the notice,

(b) A notice published in terms of paragraph (a) or (b) may be amended or withdrawn.
2. Section 18 of the Bantu Labour Relations Regulation Act 1953 is hereby amended by the substitution for paragraph (c) of subsection (1A) of the following paragraph:

"(c) any employee who in the provisions of section 26 of the Industrial Conciliation Act have been applied under subsection (7) or (1Ab) of that section"

3. This Act shall be called the Industrial Conciliation Amendment Act, 1977
in such fortunate circumstances reluctant to delay the child's many other African pupils face including boarding fees at seedy urban areas, not to mention the and transport, etc. Nevertheless their primary education and negligible.

It is true that in recent times the education of the rural labour force. Of particular significance of the agricultural unions, while the situation. The chairman of the Affairs Committee, Mr. Prinsloo, platteland to the lack of farm institutions both as educational Province Agricultural Union observation second school hostel facilities at schools uncommon refusal of community schools had been paid for by par

In the future the B.E.D. plans to accommodation in towns serving workers but these intentions are

NEW LABOUR BILL

Not quite binding

The binding agreements which African works and harson committees can negotiate under government's new Bantu Labour Relations Regulation Amendment Bill (F.A.M. last week) aren't that binding after all.

A spokesman for the Department of Labour tells F.A.M. that the agreements will not be gauged unlike Wage Determinations and Industrial Council agreements nor will it be a criminal offence for employers to abrogate them.

Prominent in their factories, the Department apparently did consider gauging the agreement but rejected this because there will be hundreds of agreements and there just aren't the facilities to do it nor could the Department police every agreement. The spokesman adds that he believes the provisions of the Bill will give the agreement teeth despite the fact that they don't gage it. "I employers will have trouble if they don't honour the agreement a dispute will arise and they will have to go through the Act's dispute provision.

Workers will also be able to bring civil action against their employer in the event of his breaching the agreements. The dispute provisions involve referring the matter to Bantu Labour Officers regional Bantu Labour Committees the Central Bantu Labour Board and also the Wage Board if necessary.

The Department argues that the purpose of the Bill besides increasing the powers of the committees is to spell out exactly what harson committees can do. The purpose is not to weaken works committees. The system whereby harson committees can exist in the same plant as works committees already exists but not universally.

Some employers are confused

Meanwhile employers seem very unhappy with the Bill Building Industries Federation Director Johan Grobler says that while he has not seen the Bill he is unhappy in principle with extending consultation but disturbed by the possible conflict between the new plant level and existing Industrial Council agreements.

Sebastian apparently under a misapprehension believing that the Bill doesn't apply to industries where an Industrial Council agreement exists.

Nevertheless the F.A.M understands that several big employer bodies will be sending comment to government explaining their objections.

Institute for Industrial Relations Director Sam van Colker, tells the F.A.M. if I'm unhappy with the Bill on three grounds. Firstly, it definitely undermines the role of trade unions and I don't see how we can have industrial peace without unions. Secondly, it undermines the dual system we already have where African are expected to negotiate at plant level and other races on industry level.

"Thirdly, it might increase industrial conflict by creating disputes between agreements at various factories. Workers are not going to sit by while the next door factory agrees on wages higher than theirs."

well be course, the work the uniforms to complete rally arrest in the late, deplorable antu the of these Eastern affect, the lack not these stole farm stage. rided allocated the act on the
The author, Mr. S. P. Botha, sets out his reasons which have already been submitted to the Secretary for Labour.
Collective bargaining system in doubt

The Star, Thursday April 14, 1977

As the black trade union leader, has expressed doubts that the collective bargaining system in South Africa did not exist by the turn of the century, Mr. Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (TUCSA),

"I am opposed to further amendments to labour law," he told a meeting of the University of Cape Town Graduate School of Business Administration yesterday.

"If no trade unions are made independent, we will face a further assault on the rights of workers."

Dr. J. Port, a former union leader, said that the union's rights could be preserved through a minority 'of workers.

He suggested that a workers' movement in South Africa should be seen with a five-year plan.

"Instead of job losses, protection of minority groups should be secure by independent labour courts. Workers who were 'bargained out' of their jobs could appeal to such courts for compensation or damages.

BLACK VIEW

On the question of racially integrated unions Mr. Keenan-Smith said black unions had passed the point of no return. White or coloured unions were almost impossible. The legislation, he said, was designed to keep black workers out of unions.

Mr. Grobbelaar said the number of black unions would merge immediately to protect their white counterparts. He said black unions were threatened and would fail if they were not provided with support.
Minister's call on labour

GOOD labour relations were of prime importance in ensuring the future of the economy, Mr. S. P. Botha, Minister of Labour, told the Motor Congress of the Afrikaner Handelsinstituut at Sea Point today.

But imported solutions to the problem, which did not take account of the unique 'plural character' of the South African labour force, were 'doubtful value', said the Minister.

'But he pleaded instead for a balanced approach to the problem which he said could not be reduced to a 'simple economic solution'.

'We must strive toward high productivity, the belief of the shortage of trained labour, and similar aims in such a way that the labour situation is not troubled by dissatisfaction and unrest', said Mr. Botha.

Mr. Botha appealed for greater use of the avenues of consultation between workers and employers in South Africa. The work committee system, established in 1963, had been successful, he said. In that year, there were 2,938 such committees.

Mr. Botha noted that 218,386 were in the 'Black' sector and 46,232 in the white sector. The rise of 146 in the total was surprising.
Plan labour—call

Pretoria Bureau

South African industrialists would be wise to "shake off their narcotic complacency" about labour relations in the country.

This was said today by Mr De Villiers to business and labour leaders attending a one-day symposium on labour relations in Pretoria.

Mr De Villiers, a lecturer at Union's School of Business Leadership, said: "Our industrialists should consider the South African situation, assess possible approaches and develop a strategy for the establishment and maintenance of healthy industrial relations."

Dr D W F Bendix, a researcher, said the emphasis in South African industrial relations had "shifted to black labour."

Many important questions on black labour had emerged around these possibilities.

That black and white labour movements would find a common identity of interest.

That organised black labour might have an important impact on South Africa's political structure.

The methods labour would use to achieve its aims.

What advance in the process of socialisation of South African society would result from action by labour movements.

Paper for discussion on Tuesday, 7 June.

AFRIKA SEMINAR (CENTER FOR AFRIKAN STUDIES)

UNIVERSITY OF CAPE TOWN
Probe into SA labour system welcomed - PRP, UP

The Argus Political Staff

The newly appointed adviser to the Minister of Labour, Professor Nic Wiehahn, has made his position clear by saying the present labour system was proved to be not the best suited for South Africa.

His appointment, together with yesterday's announcement of a commission of inquiry into labour legislation, has been warmly welcomed by opposition labour spokesmen.

Speaking during the labour vote in Parliament yesterday Dr A. Boraine (PRP, Pinelands) quoted passages from a recent interview published in a Sunday newspaper in which Professor Wiehahn said present labour legislation could be "disastrous" and "to the disadvantage of our economy."

DUALISTIC

Dr Boraine quoted Professor Wiehahn as saying: "It (present labour legislation) is dualistic with one leg basically for Whites, Coloureds and Asians and another for Blacks. This could only lead to incompatibility, it could be disastrous, to the very disadvantage of our economy."

REVOLUTIONARY

Dr Boraine thought the commission's investigations - especially under the chairmanship of Professor Wiehahn - would produce revolutionary findings.

The need was for transparency and he felt that changes would have to be revolutionary in order to fulfill the need.

"It would mean completely overhauling at least two key pieces of legislation - the Shops and Offices Act and the Factories, Machinery and Building Workers Amendment Act - and this would have an immediate effect on easing race discrimination."

COMPOSITION

Dr Boraine said the commission would have to be multiracial in its composition for it to be honest.

Dr Gideon Jacobs, the United Party's spokesman on labour matters, welcomed the appointment of the commission and said this would give the Government "the opportunity to make a clean sweep of present legislation."

Mr Botha, he said, as the man in fourth position within the Cabinet, carried tremendous power to bring about changes and he was confident that this would be done.

The commission would have to be multiracial in its composition or it would lose all impact, Dr Jacobs said.
This is also a front

The statements and decisions emanating from those workers, testify to a resolve not to let South Africa down in the hour of need. But then South Africa must not let them down either. This is what the Minister of Labour, Mr. P. Botha, uttered in the Assembly last week.

From his side the Minister is obviously intent on creating a new dispensation in the country. This is apparent from his decision to appoint a commission of enquiry into the welfare of the non-white workers. This is something which South Africa cannot afford.

That is why it is of immediate and direct importance to the future of South Africa that labour relations in the country should remain sound, that the work should be happy and contented and prepared to exert themselves for the welfare of the country. South African economy, they have an enormous contribution to make.

What a significant role the workers of a country have to play is proved all too clearly by what has happened in Britain: recently it would be unfair to place all the blame on the pampered deploration on the British workers, but there is no doubt that they contributed more than their rightful share.

South Africa can be grateful and proud that her workers have conducted themselves differently. And she can be grateful and proud of the recent evidence of a sense of responsibility among the country's workers and their organizations, which could make it easier for South Africa to face the difficult times ahead.
LABOUR LAWS

A new look?

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

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

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

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

The Commission itself should get down to work in the next month or two. A spokesman for Minister of Labour Fanie Botha’s office says its composition has not been finalised, because not all prospective members have agreed to serve yet. Nevertheless, the FM understands that it will include representa-

tives of Sefusa, the FCI and the Afrikaanse Handelsinstituut, SA Confederation of Labour President Atte Nieuwoudt, Tucsa general secretary Arthur Grobbelaar and a third trade unionist, evidently a Tucsa man who also serves on the SA Indian Council in Durban.

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

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

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

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

Nieuwoudt has come out for job reservation on many occasions, while Sefusa’s Dr Errol Drummond has been accused by engineering unions of trying to get rid of it altogether.
SASJ opens ranks to black journalists

Labour Correspondent

The South African Society of Journalists yesterday opened its membership to journalists of all races after a national ballot gave an overwhelming vote in favour of a non-racial organisation.

It is the first time a predominantly white, registered trade union has opted out of the framework of existing labour legislation, rejecting it as racist.

The SASJ ballot, which needed a two-thirds majority of its 616 members to implement the change, had a 74% majority, with 9% against in an 88% poll.

The voting was on the dissolution of the society and its reconstitution outside the terms of the Industrial Conciliation Act, which prevents blacks from belonging to registered trade unions.

The new organisation will be known as the Southern African Society of Journalists.

African journalists formed the Union of Black Journalists five years ago. This union excludes whites from being members.
Mixed unions body mooted

Labour Reporter

Trade unions representing 22,400 workers of all races have decided to join forces in a federation of commercial, catering and hotel unions.

The name of the federation and its constitution will be decided at a conference to be held immediately after the annual conference of the Trade Union Council of South Africa in Durban in September.

This was announced by Mr. Morris Kagan, veteran shopworker and novelist, after a meeting of the seven affected trade unions at a Jan Smuts Airport hotel yesterday.

Mr. Kagan was appointed provisional secretary of the federation, pending the election of permanent officials in September.

The unions concerned are the National Union of Distribution Workers (8,000 white members), the National Union of Commercial and Allied Workers (7,000 coloured and Indian members), the Commercial, Catering and Allied Workers' Union (500 blacks), the Witwatersrand Liquor and Catering Trade Employees' Union (2,200 mixed), the Witwatersrand Teasoom, Restaurant and Catering Union (900 mixed), the Natal Liquor and Catering Trade Employees' Union (3,000 mixed), and the East London Liquor and Catering Trade Employees' Union (400 mixed).
Union attacks 'extremists'  

Staff, Reporter

THE time had come for trade unions in South Africa to shelve their racial differences and work together for the benefit of the labour movement and of the country, says an editorial in the latest issue of Garment Workers' Union of South Africa.

It would be sad if unions were to put politics above their functions as workers' representatives and to use racism to further their own ends and to break up existing unions, says the official organ of the Garment Workers' Union of South Africa.

The paper criticises unions which it says are on the extreme Left and extreme Right wings of the trade union movement and are encouraging polarisation of the workers purely on a racial basis.

"These unions are playing with fire and, because of their obsessions, are incapable of seeing that they are threatening to create strife and confusion in the trade union movement and the country as a whole," says the paper.

"And to those who haggle over past injustices, we will say that the time for that is past. We pledge ourselves to live only in the present and the future."
Full union power may take 20 years

The Argus Bureau

PORT ELIZABETH. — Because of the vast unskilled black labour force in South Africa, it would take anything up to 20 years before South African workers got the full trade union power base of their more sophisticated European counterparts.

This was said here recently by one of Britain's top labour experts, Mr Robin Smith, lecturer in industrial relations at the Durham University business school.

"Recognition of trade unions does not automatically bring changes overnight," he told local top management attending a seminar on 'managerial control in a unionised society' arranged by the National Development and Management Foundation.

Mr Smith emphasised that he was committed to private industry but recognised the need for it to adapt to changing circumstances and to have a sense of social responsibility.

He said there was a basis for optimism about constructive changes in South African industrial relations, in spite of all the internal and external pressures facing the country.

IN DESPAIR

"Management should not give up in despair after looking at all these pressures. There are many different avenues of peaceful change open to South African management at this stage.

"But it is important to remember that management gets the industrial relations it deserves, and management is in the crucial position of being able to promote peaceful change."

PRESSURES

Mr Smith said there were five pressures facing South Africa which would force people to rethink the country's traditional management policies.

They were:

- Trade union power;
- Internal company pressure;
- Economic realities in an inflationary world;
- Social pressures; and
- Government legislation regarding industrial relations.
Unions ‘block blacks’
White trade unions are the greatest obstacle to
the more efficient use of black labour, the chairman ofisco, Dr. Tom Muller, said last night.

Addressing the annual banquet of the Institute
of Certified Chemical and Electrical Engineers
in Johannesburg on the
subject of strategic resources, Dr. Muller said that people were inclined to blame the Government because insufficient use was made of black labour.

“But the white trade unions are the first culprits—they just won’t allow us to train and use
capital and labour effectively,” he said.

Better use could be made of black and women’s labour, he claimed, very successfully, and it would be possible to use coloured people on the Sishen-Saldanha scheme
and about 800 women shiftworkers employed at
Vanderbijlpark—some even as truckdrivers—were doing an extremely good job.

ARMoured CARS

Because of its strategic resources, South Africa could be self-sufficient to a very large degree,” said Dr. Muller.

The mining and engineering industry was most well
developed and already produced armoured cars, aircraft, ships and ammunition, he said, and could, if need be, build tanks, guns and so on.

South Africa had almost
all strategic minerals except
platinum, oil and natural gas. It was fortunate that most minerals were found in areas away from the borders, should South Africa be thrust into a dangerous situation.

It was not healthy, however, to have industry concentrated in the Rand—Pretoria area. The future of industry could lie in the Transvaal—Natal, and perhaps in the Saldanha area in the Cape.
TABLE A.8 BATHING FACILITIES

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ENGINEERING WORKERS

Wage settlement?

The end of the engineering industry's long-simmering wage dispute is in sight, following a new offer made to the unions by Seifsa.

The unions, represented by the Confederation of Metal and Building Unions (CMBU), have agreed to the proposed wage increases, ranging from 3.8% to 7.3%. Final agreement on the offer depends, however, on its being ratified by all Seifsa's affiliated associations by the weekend, after which a statement will be issued.

Seifsa director Errol Drummond seems confident of a settlement.

In the higher job categories, Seifsa's new offer represents a doubling of its original offer of 4c an hour, which led to the break-down of negotiations (FM July 1). The offer for the lower categories is unchanged, however, at 4c. The new proposals provide for across-the-board increases, rather than adjustments to minimum rates — all A-rate workers (artisans) will get 4c more, rates AA to C 6c, rate D 5c, and DD to II (labourers) 4c.

The new rates come into effect on September 1. But employers giving increases between next Monday and that date will be obliged to pay only the difference.

The offer provides for greater absolute increases in higher job categories, but greater percentage increases in the lower ones. Seifsa's members employ 450,000 workers, 38% of them white.

Seifsa does not regard its offer as a victory for the unions. It estimates that it will cost the industry only R47.9m compared to the R250m which it reckons the unions' original demands would have cost.

Drummond also says the new offer is substantially more favourable to employers than the recent mining industry agreement. It will only cost engineering employers R15.59 a month per union member compared to the Chamber of Mines' R25 a month for whites.

It appears that Seifsa has not asked for any changes in racial job barriers in exchange for the wage rises.

However, the unions have agreed to extend the industry's supplementary agreement (which regulates African job advancement) for the duration of the main wage agreement. Employers regard this as a gain since the unions have argued recently that the supplementary agreement doesn't apply during times when union members' jobs are threatened by economic recession.

Table A.10 has been drawn to illustrate the incidence of overcrowding in Hanover Park. Due to lack of satisfactory definition of the state of overcrowding it has been assumed that the dotted line drawn in represents a fair definition of overcrowding. This being true, 20 households in the sample actually fall into the 'overcrowded' category, i.e. 44% of the sample.

Without reliable figures available for similar areas, it is impossible to test the validity of this estimate; however, it would appear to indicate the need for a future in-depth investigation into the incidence of overcrowding in such areas, as well as quality of services available in homes.
Labour relations expert for city

The chairman of the recently appointed commission of inquiry into labour relations, Professor N. E. Witlaan, will speak to members of the Cape Chamber of Industries at a luncheon on August 30.

Professor Witlaan has just come back from an overseas tour in which he studied labour negotiating systems practised in other parts of the world. He is director of the Institute of Labour Relations at the University of South Africa and adviser to the Minister of Labour.

His commission will deal with fundamental issues affecting methods of labour negotiation in this country.
Partnership - German lesson for SA

Bobby Godsell - former leader of the Young Progs and now an industrial relations officer with the Anglo American Corporation - has just returned to South Africa after a year's study overseas. He spent three months investigating West German industrial relations to assess its relevance to the South African situation. Here PENNY CUMMINS reports his views.

SOUTH African companies fear organised worker power, believes Mr Bobby Godsell, one of the Anglo American Corporation's bright young men.

They have opted for the Government-backed works and liaison committee system rather than allowing black trades unions to develop. He said in an interview yesterday.

"Like the British, South African management tries to avoid confrontation with workers wherever possible and seeks to minimise the workers' bargaining capacity," he added.

"The lesson of Germany is that strong unions are not necessarily disruptive to economic progress. They have made an important contribution to Germany's prosperity since the Second World War."

"I think we can learn from the two basic principles which underlie German industry - the first is the self-government of industry. The second is that workers and management should be partners in the creation of wealth."

Mr Godsell is an industrial relations officer for Anglo American. He contrasts the Councils are complimentary. Union negotiations are mostly regional while workers' councils negotiate only about specific conditions in a particular plant," he said.

In South Africa only unions for white, coloured and Asian workers are registered. Committees for black workers operate only where employers accept them - and there is no link between the trades unions and committees.

In a three-month study tour of West Germany Mr Godsell found several things relevant to South African industrial relations policy.

- Germany has strong and unified employer associations which can win concessions from the unions and from the government.
- The German Government, unlike the South African Government, has no role in collective bargaining. Unions and management reach their own agreements.
- For three weeks every year worker representatives attend training courses run by unions and other bodies. Thus the ordinary assembly-line worker is aware of the concepts and problems of management.
- West Germans believe that both workers and management are dissatisfied when a decision is reached through government intervention.
- In West Germany labour courts hear industrial disputes. Their decisions, usually compromised, are accepted by both workers and management. The majority of cases see dismissals and wage disputes.

"The South African works committee system will remain ineffective until there is a system of solving disputes between labour and management," said Mr Godsell.

"It is difficult to decide, for instance, whether an employee is being victimised or dismissed because of bad work. In Germany there is a huge body of legal precedent. Workers and management both know where they stand. In South Africa there is very little case law, and workers can't afford test cases."

"In Germany the unions can afford to finance the workers' legal costs. Where they reject the worker's case he can still receive State legal aid."

"German workers and management share joint responsibility and joint goals within a free enterprise system."

"The need for a similar responsible partnership is especially important for South Africa where the potential for industrial conflict is greater because of the double conflict between worker and manager, black and white," concludes Mr Godsell.
LABOUR COMMISSION

The new era?

Professor Nie Wiehahn, chairman of the Commission of Enquiry into Industrial Legislation is causing a stir these days. His inaugural lecture as Unisa “Professor Extraordinarius” last week was a case in point.

Wiehahn criticised “discrimination and elements of paternalism” in SA’s “dualistic” labour relations system — where Africans can only bargain at factory level, whereas non-Africans have the use of industrial councils and trade unions. He also obliquely attacked job reservation, describing it as an arena in which workers were perhaps too protected.

He stressed that he would not commit the commission to specific objectives but that its appointment “bugged the last post of the first 100 years of our labour relations system,” which, he implied was obsolete. But Wiehahn also warned that “moves by some employers to recognise black trade unions could subject our system to strains it cannot bear.”

SA’s priorities were to eliminate “dualism and discrimination”, stimulate vocational and trade union training, encourage labour research and find a way of handling conflicts between worker and worker (presumably caused by the jobs colour bar).

SA would also have to move from conciliating industrial conflict to preventing it, Wiehahn added. An impartial labour court was needed, and on the bargaining issue SA faced four alternatives: to allow blacks into registered unions (and allow the works and liaison committees to die); allow non-Africans on to committees (and allow the industrial councils to die); a mixture of the two; or a scrapping of the present system altogether and the building of a totally new one.

All pretty heady stuff. But two questions beg to be answered: how will ideas like these go down if they are raised in the commission? How far-reaching are they anyway?

A key point on the first issue is that the commission will not look at the public sector (including the railways) or the mines. So statutes like the Mines and Works Act, which entrenches job reservation on the mines, are outside the commission’s brief, which is evidently limited to devising a system for commerce and secondary industry only.

As a result, much of the constituency of the SA Confederation of Labour seems outside the province of the commission. Whatever changes the commission may propose will therefore affect their member unions much less than they affect non-Confederation workers.

The second is more ticklish. Wiehahn seems committed to doing something about what he sees as blatant race discrimination. He is also committed to the “six rights of democratic labour” to work, to associate, to bargain, to strike, and the rights to protection and training.

This need not necessarily imply recognizing African trade unions or allowing Africans to join existing registered unions. The right to bargain, for instance, could be interpreted to mean only committee or plant level “enterprise unions.”

Even the scrapping of certain aspects of statutory job reservation (which seems on the cards) doesn’t mean scrapping the rights of non-Africans to negotiate racially exclusive “closed shop agreements.”

The committee system provides rather limited scope for change, of course. The view has also been expressed by people in influential quarters that multi-racial worker organisations should have “checks and balances” built into them to stop non-Africans being “swamped” by Africans.
One factory, one union

"Enterprise unionism" is being mooted by an increasing number of influential businessmen and academics — and opposed by trade unions. Here’s what the argument’s about.

They say in Harlan county, there are no neutrals there.
You either are a union man or a scab for JH Blair — US folk song circa the turn of the century.

It’s not quite like that in SA yet — at least not on the factory floor. But employers are increasingly beginning to worry that it could turn out that way as black industrial muscle increases.

There’s a growing realisation that SA’s labour relations system for Africans is obsolete. A "solution" which many bosses are coming up with is the extension of the works and liaison committee system into one of "enterprise unions" — factory-level bargaining with teeth.

It’s not a new idea. The recent amendments to the Bantu Labour Relations Regulation Act incorporating aspects of it, and the way it was discussed publicly as long as three years ago by General Mining’s Wim de Villiers. It now appears to be gaining more support — among businessmen and among influential academics close to government thinking.

While it’s anybody’s guess what precise solutions the Wiehahn Commission will devise, plant-level labour relations are likely to be a key item.

When De Villiers first mooted the idea, he argued that there were severe deficiencies in SA’s existing committee system. He added, however, that SA should "avoid the UK model" where "the workplace becomes a power base for parties motivated by self-interest" — a danger which he said was especially great among SA Africans.

SA labour relations ought, therefore, contended De Villiers, to concentrate on building up the committee system to the extent that committees should be allowed to negotiate legally binding wage agreements with their employers.

The idea didn’t get much support then, as most employers were happy with the way the committee system was operating. This is now changing, however. Employers have been jolted by the events of the past year, and the Wiehahn Commission is perhaps one result. Growing support for the "enterprise union" idea is another.

Some people see the Japanese system — where "enterprise unions" are the main worker organisations — as an analogy. They argue that countries like Sweden, West Germany and the US also use elements of the system.

Says Anglovaal and SA Foundation boss Basil Hersov, a new supporter of the idea "Unions can bring an entire industry to a halt because of a local dispute. Plant based organisations wouldn’t." Trade unions, and others close to the labour scene, are suspicious of the "enterprise union" idea.

They argue that workers need strong national organisations to put their case and give them muscle, and that full-time officials, who are immune to victimisation, are vital to any worker body. They maintain too that the "enterprise union" idea is not only an attempt to curb the free association of workers, but a cynical device "designed to do two other things — keep (white) management in control, and split (black) workers’ power".

The idea also has stern critics among management and industrial relations men, such as Institute of Industrial Relations director Sam van Coller, who argues that strong bargaining bodies are needed, and also stresses the danger of "leap-frogging" — ie workers’ demands for wage rises becomes an issue in neighbouring plants.

"The current engineering industry dispute is a good example. For the first time in years, economic conditions have put strains on bargaining. But it’s a fair bet that the dispute will be resolved, and a fairer one that it would have got out of control if handled at company level".

Other critics argue that the Japanese system is inappropiate and that SA has a large element of local bargaining that has one of the highest strike records in the world.

Supporters of De Villiers’ ideas reject.

Some officials support a "three-tier" system. Enterprise organisations could elect representatives to regional bodies, like the present regional Bantu Labour Committees, but they would be composed of worker representatives. This could then lead to national bodies — perhaps a National Labour Relations Board — with employer and worker members.

These larger bodies could then lay down wage minima (so preventing leap-frogging). Protect workers from victimisation, and the like.

Some of the supporters of enterprise unions are not prepared to contemplate umbrella bodies. Most of the latest converts have latched on to it as simply a way of "keeping the unions out" and of avoiding bargaining with African workers. Some would even like to extend the idea to non-Africans, seeing it as a way of "drawing the white unions’ teeth.

What there does appear to be is a consensus on giving African workers a say of some sort at plant level. But the critics insist that this should not be done at the expense of denying their right to bargain individually.

How to reconcile the two concepts is going to be the big challenge.
APPOINTMENT OF COMMISSION OF INQUIRY INTO LABOUR LEGISLATION

It is hereby notified for general information that the State President has been pleased to appoint Professor Nicholas Everhardus Wesham, as a member and as chairman and the following persons as members of a Commission of inquiry into labour legislation:

Prof. Petrus Jacobus van der Merwe;
Dr. Errol Piass Drummond;
Mr. Christiaan Witsen Hendrik du Toit;
Mr. Thomas Ignatius Steenkamp;
Mr. Richard Vincent Sutton;
Mr. Arthur Jiek Nieuwoudt;
Mr. James Arthur Grobbelaar;
Mr. Christoffel Paul Grobler;
Mr. Townsend Safford Neethling;
Mr. Nicolaas Johannes Hechter;
Mr. Gopie Munson;
Mr. Christian Aledore Botes; and
Mr. Benny Nswane Mokotle.

The Commission’s terms of reference are as follows:

To inquire into, report upon and make recommendations in connection with the existing labour legislation, namely:

(a) Industrial Conciliation Act, 1956 (Act 28 of 1956);
(b) Bantu Labour Relations Regulation Act, 1953 (Act 48 of 1953),
(c) Wage Act, 1957 (Act 5 of 1957);
(d) Factories, Machinery and Building Work Act, 1941 (Act 22 of 1941);
(e) Shops and Other Acts, 1964 (Act 75 of 1964);
(f) Apprenticeship Act, 1944 (Act 37 of 1944);
(g) Training of Artisans Act, 1951 (Act 38 of 1951);
(h) Bantu Building Workers Act, 1951 (Act 27 of 1951);
(i) Electrical Wiremen and Contractors’ Act, 1939 (Act 30 of 1939);
(j) Workmen’s Compensation Act, 1941 (Act 30 of 1941);
(k) Unemployment Insurance Act, 1966 (Act 30 of 1966);
(l) Registration for Employment Act, 1945 (Act 34 of 1945);

with specific reference to:

(i) the adjustment of the existing system for the regulation of labour legislation in South Africa with the object of making it provide more effectively for the needs of our changing times,

(ii) the adjustment, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require;

(iii) the elimination of bottlenecks and other problems which are at present being experienced within the entire sphere of labour and

(iv) the methods and means by which a foundation for the creation and extension of sound labour relations may be laid for the future of South Africa.

All inquiries may be directed to the Secretary of the Commission of Inquiry into Labour Legislation, Private Bag X101, Pretoria.

(8 July 1977)
FARM Labour in the Citrusdal Valley

Jan Theron

This essay concerns the farm workers on farms in the Citrusdal Valley, which is a small farming area, 160 km north of Cape Town. Another 120 km north of the Citrusdal portion of the agricultural area lies the Swartland, where predominantly citrus growing, as well as vegetables, fruit, and other products are mixed, and it is no problem on farms. Also it is predominantly African, with a variety of subsistence 30 hectares and several farms in the vicinity. The farms have this in common: permanent farm workers, the farm. The great majority of the farm workers are permanently resident in the farm. Some farmers, however, have more than 50. of the farm worker, while they are set out in the tables attached.

Farm workers of farm workers and other references on a visit to the farm, 180 Olifants River in the east. Clay William van Rensburg, a way east of the Citrusdal Valley, west of the Swartland, is regarded as the farming area, which is a farming area, and there are several farms, that are the labour living on farms, who are quite in the African, with the same development and the same farm structure - everywhere there are the symptoms of poverty and deprivation - illiteracy, high infant mortality, inadequate clothing, poor nutrition, and alcoholism.

13 farmers and 50 workers were interviewed in separate questionnaires. The conditions on 16 farms in Citrusdal are set out in the tables attached.
join unless they’re met,” a Consultative Committee man tells the FM.

A further major problem is the withdrawal of the Cape-based Western Province Workers’ Advocacy Bureau from the feasibility committee.

The Bureau has promised, however, to attend the September meeting. But even if it stays out, the move is likely to make little difference. The Bureau has no unions under its wing and organises workers at plant level only.

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BLACK UNION FEDERATION

Progress, but...

Efforts to form a black trade union federation (FM, June 3) continue. Though it’s by no means certain that all major unions will opt to join, the proposed federation could soon become the most representative union body in SA.

Durban motor unionist Brian Frec

deneks, who heads the feasibility committee charged with setting up the federation, tells the FM the unions will meet in early September to attempt to launch the new body. A draft constitution will be presented for debate.

The committee appears, however, to be some way from achieving consensus among all independent unions. Frecdeneks concedes: “We’re still having problems getting people together, particularly in the Transvaal.” But “all the groups are trying very hard to resolve their differences,” and he’s optimistic that the federation will get off the ground in September.

Nevertheless, problems on the Reef are still immense. The main stumbling block is the relationship between the Consultative Committee — a loose grouping of some 10 unions — and the Council of Industrial Workers for the Witwatersrand (CIWW).

The differences are the result of the CIWW’s decision to begin organising chemical workers — despite the existence of the SA Chemical Workers’ Union, which is attached to the Consultative Committee.

CIWW claims that because the Chemical Workers’ Unions’ resources are limited, there’s a need in the industry for another union. Consultative Committee men retort that the move “is a blatant attempt to fragment unions.”

A second issue is the Committee’s objection to union advisory and service bodies joining the proposed federation.

“We want to use these bodies’ resources, but they shouldn’t be confused with unions,” says a Committee man.

How both issues are resolved will decide the success of the September meeting. “We’ll probably be going there, but to have certain demands and won’t

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2000 jobs for blacks

JOHANNESBURG. — Laying on an electricity supply to Soweto would initially create jobs for about 2000 black people, and improve the quality of life, Mr S R Whiting, deputy managing director of LTA, said here yesterday.

He delivered a paper prepared by Powercon, a consortium of Roberts Construction, LTA and Siemens, and Marplan at the 10th annual economic congress of the International Association of Commerce and Economics Students which began here on Monday.

"Perhaps the most significant changes that will occur in Soweto are sociological changes. The lack of lighting creates a feeling of insecurity," he said.

The project involves 80 000 houses, 2 500 km of trenching, 3 000 km of electrical cables and 15 000 km of house-wiring. It would cost R60m over three to four years.
Mixed board will examine labour laws

PRETORIA. — The members and terms of reference of a multiracial commission to investigate existing labour legislation were announced by the Minister of Labour, Mr S P Botha, here yesterday.

Mr Botha told Parliament on May 12 that the commission would examine the legislation, particularly in the light of changing times.

The commission's chairman would be Professor N E Wieheun, his labour adviser, Mr Botha said in a statement.

The terms of reference would be to inquire into 12 acts passed since 1939 with specific reference to:
- The adjustment of the existing system for the regulation of labour relations in South Africa with the object of making it provide more effectively for the needs of our changing times;
- The adjustment, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require;
- The elimination of bottlenecks and other problems which are at present experienced within the entire sphere of labour; and
- The methods and means by which a foundation for the creation and expansion of sound labour relations may be laid for the future of South Africa.

In addition to Professor Wieheun, the members would be Professor P J van der Merwe, labour economist at the University of Pretoria; Dr E P Drummond of the Steel and Engineering Industries Federation of South Africa; Mr C W H du Toit of the Federated Chambers of Industry; Mr T I Steenkamp of the General Mining and Finance Corporation Ltd; Mr R V Sutton of SA Breweries; Mr A I Nieuwoudt, president of the SA Confederation of Labour; Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa; Mr C P Grobler of the Railways Artisans' Staff Association; Mr T S Nothling of the Confederation of Metal and Building Unions; Mr N J Hechter of the Department of Labour, and Mr G Munrook, an Executive Committee member of the South African Indian Council; Mr C A Botes of the National Union of Furniture and Allied Workers and Mr B N Molotsi, a lecturer at the school of business leadership of the University of South Africa.

Entire spectrum

"I wish to emphasize that the members of the commission have not been appointed by virtue of their association with any specific body or organization but to cover the entire spectrum of our labour field," Mr Botha said.

The commission will examine the 1956 Industrial Conciliation Act, the 1953 Basic Labour Relations Regulation Act, the 1957 Wage Act, the 1941 Factories, Machinery and Building Workers Act, the 1939 Electrical Wipers and Contractors' Act, the 1941 Workmen's Compensation Act, the 1966 Unemployment Insurance Act and the 1945 Registration for Employment Act. — Sapa
Multiracial probe into labour laws

PRETORIA. — The members and terms of reference of a multicultural commission to investigate existing labour legislation were announced by the Minister of Labour, Mr S. P. Botha, here today.

Mr Botha told Parliament on May 12 that the commission would examine the legislation, particularly in the light of changing times.

The commission's chairman would be Professor N P. Weidman, his labour adviser, Mr Botha said in a statement.

The terms of reference would be to inquire into 12 Acts passed since 1929 with specific reference to:

- The adjustment of the existing system for the regulation of labour relations in South Africa with the object of making it provide more effectively for the needs of our changing times.
- The adjustments, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require.
- The elimination of bottlenecks and other problems which are at present experienced within the entire sphere of labour.

The methods and means by which a foundation for the creation and expansion of sound labour relations may be laid for the future of South Africa.

OTHER MEMBERS

In addition to Professor Weidman, the members would be:

- Professor P. J. van der Merwe, labour economist at the University of Pretoria,
- Dr F. P. Drummond of the Steel and Engineering Industries Federation of South Africa,
- Mr C. W. H. du Toit of the Federated Chamber of Industries,
- Mr T. J. Steenkamp of the General Mining and Finance Corporation Ltd,
- Mr R. V. Sutton of SA Breweries,
- Mr A. I. Nieuwoudt, president of the SA Confederation of Labour.

Mr J. A. Grobbelaar, general secretary of the Trade Union Council of South Africa, Mr C. P. Grobler of the Railways Artisans' Staff Association, Mr T. S. Neethling of the Confederation of Metal and Building Unions,

Mr N. J. Hechter of the Department of Labour, Mr G. Murekwe an executive committee member of the South African Indian Council, Mr C. A. Botes of the National Union of Furniture and Allied Workers and Mr B. N. Mokoate, a lecturer at the Unisa School of Business Leadership.


in Human Infants...
New deal for mixed unions

In what appears to be a breakthrough, the way seems open once again for Coloureds and Indians to serve on the executives of mixed trade unions.

Last year's Tucsa conference unanimously resolved to ask the Government to:

- Amend the Industrial Conciliation Act to revert to the legal position which existed prior to 1956, when White and Coloured members of mixed trade unions had equal rights;
- Eliminate discriminatory provisions in the Act which prevented Coloured members from having an equal opportunity of representation on the executive bodies of unions, and which prevented branches from functioning along non-racial lines.

Suitable representations were made to the Minister of Labour and Tucsa has recently been advised by him that the Government's policy concerning racial separation in the trade union movement has not been altered since last Tucsa made representations.

However, Tucsa’s Officers’ Committee, considers that the further information which was conveyed in the Ministry of Labour’s reply to the Council’s representations, is of significance to mixed unions affiliated to the Council.

The relevant section of the Ministry’s letter states: “Your Council’s attention is however directed to the proviso to section 4 (b) of the Industrial Conciliation Act, in terms of which the Minister may, upon application from a union whose membership is open to both White persons and Coloured persons, and provided he is satisfied that the number of White persons or Coloured persons eligible for membership thereof is too small to enable them to form an effective separate union, authorise the Industrial Registrar to register such union in respect of both White persons and Coloured persons.

As far as the executive bodies of mixed trade unions are concerned, it has been decided that it is a matter which should be regulated by way of exemptions in order to grant realistic representation on such bodies and also to ensure that minority groups are not totally eliminated.”

This appears to reflect a more flexible approach by the Minister of Labour and Tucsa has circularised all member unions advising them to carefully study the implications of the Ministry’s reply and to determine whether or not the opportunity exists for them to obtain permission to function in a more suitable and beneficial fashion in the interests of their members.
Watershed labour inquiry

"The most significant move in industrial relations in 30 years," was how Tucsa's general secretary, Arthur Grobbelaar, hailed the announcement of a commission of inquiry to investigate all aspects of labour legislation.

The appointment of a commission, which will be empowered to recommend new legislation, was announced in Parliament by the Minister of Labour, Mr Fanie Botha.

Professor Nic Wiehahn, a former engine cleaner on the Railways who will chair the commission, described it as a "watershed in the history of labour relations in South Africa."

The last commission of inquiry into labour laws was almost 30 years ago and its recommendations were ignored by the Government of the time.

Professor Wiehahn said, "If we don't succeed it will be too late to do anything in this field."

He said the commission would not be working towards any predetermined goals but he hoped it would lay the foundations for a system of harmonious labour relations for the future of South Africa.

"Without predicting the course of action of the commission we shall be setting out from the premise that the present labour laws need updating and that a new labour relationship has to be evolved."

He added that "problem areas" such as job reservation would "come under the microscope."

Professor Wiehahn, who was appointed adviser to the Minister of Labour earlier this year, is on a fact-finding tour of Europe and North America where he is holding talks with all representatives of all sections of industry, business and labour in the major industrial countries.

One important aspect of the commission of inquiry into the labour laws is that it will be composed of people who have first-hand knowledge of labour matters.

Both Tucsa and the S A Confederation of Labour will be represented, Tucsa by Arthur Grobbelaar and the Confederation by its president, Mr Att Nieuwoudt, while employer group, expected to have representatives on the commission include Seifsa, the FCI and the Afrikaanse Handelsinstituut.

The commission will also be multicultural, with one or more Africans as well as Coloureds and Indians expected to be appointed.
ACT

To amend the Bantu Labour Relations Regulation Act, 1953, so as to define or further define certain expressions; to alter the constitution of the Central Bantu Labour Board and certain committees; to provide for the establishment and functions of co-ordinating liaison committees; to extend the powers of certain committees; to further regulate the settlement of disputes; to further regulate the making of certain orders and the prohibition of strikes and lock-outs; to extend the provisions relating to the observance of secrecy and victimization; to ensure freedom of association of employees; and to provide for matters connected therewith.

(Proclaimed text signed by the State President)
(Proclaimed on 17 June 1977)

B E I N A C T E D by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows—

1. Section 1 of the Bantu Labour Relations Regulation Act, 1953 (hereinafter referred to as the principal Act), is hereby amended—
   (a) by the substitution for the definition of "Bantu labour officer" of the following definition
      "Bantu labour officer" means a Bantu labour officer appointed in terms of section 8, and includes an assistant Bantu labour officer appointed thereunder;
   (b) by the insertion after the definition of "Board" of the following definition
      "Co-ordinating liaison committee means a co-ordinating liaison committee established under section 7B;"
   (c) by the deletion of the definition of "European"; and
   (d) by the insertion after the definition of "this Act" of the following definition
      "Trade includes any undertaking, industry or occupation, and any section or any portion of any such trade.

2. Section 3 of the principal Act is hereby amended by the substitution for paragraphs (a) and (b) of subsection (2) of the following paragraphs
   "(a) one shall be appointed by the Minister to be chairman of the board, and
   (b) the remaining members shall be appointed by the Minister after consultation with the regional committees and shall be persons who, in the opinion of the Minister, are competent to represent the interests of employees."
3 Section 4 of the principal Act is hereby amended—
(a) by the substitution for subsection (2A) of the following subsection

"(2A) Members appointed in terms of subsection (2) (b) after the commencement of the Bantu Labour Relations Regulation Amendment Act, 1977, shall, in so far as the Minister deems it expedient, be selected from among the members of such co-ordinating liaison committees, co-ordinating works committees or works committees as may exist in the area in respect of which the regional committee concerned has been established ", and

(b) by the substitution for subsection (4) of the following subsection

"(1)(a) Regional committee—

(i) shall for the purpose of dealing with any labour dispute, in any trade co-opt as members of such committee one or more elected members of any co-ordinating liaison committee or liaison committee, or one or more members of any co-ordinating works committee or works committee existing in the trade and area in question,

(ii) may for the purpose of dealing with any other matter affecting employees in any trade co-opt as members of such committee one or more elected members of any co-ordinating liaison committee or liaison committee or one or more members of any co-ordinating works committee or works committee existing in the trade and area concerned

(b) Any member co-opted under paragraph (a) (i) or (ii) shall, for the purposes of dealing with the dispute or matter concerned, be deemed to be a member of the regional committee"

4. Section 6 of the principal Act is hereby amended—
(a) by the substitution for paragraph (a) of subsection (1) of the following paragraph

"(a) maintain contact with employees with a view to keeping itself informed as to the wages or other conditions of employment of employees in its area generally and in particular trades ", and

(b) by the substitution for paragraph (c) of the said subsection (1) of the following paragraph

"(c) assist in the settlement of labour disputes, and"

5. The following section is hereby substituted for section 7 of the principal Act

7. (1) An employer and his employees concerned may establish—
(a) in respect of the establishment in which they are employed by him,
(b) in respect of any section of such establishment,
(c) where the employer has more than one establishment in the same trade, with the approval of the Secretary for Labour or any officer designated by him for that purpose, in respect of those establishments,

a liaison committee—

(i) consisting of such number of members as may be determined by the employer and the said employees,
(ii) of which not less than one-half of the members shall be elected by the said employees from among their number at such intervals as may be so determined, and the other members shall be persons designated by the employer to represent him on such committee,
(n) of which the chairman shall be a person (who need not be a member of such committee) designated either by the employer or in a manner determined by the members of such committee, and

(iv) of whose members, in the case contemplated in paragraph (i), at least one shall be elected in respect of each establishment referred to in the said paragraph (i), and from among the employees therein.

(2) The functions of a liaison committee shall be—

(a) where no co-ordinating liaison committee exists in respect of the establishment or establishments concerned, to negotiate and enter into agreements with the employer in relation to the wages or other conditions of employment of the employees concerned and, where any such co-ordinating liaison committee exists, to make recommendations regarding such wages or other conditions of employment to such co-ordinating liaison committee, and

(b) to consider other matters which are of mutual interest to the employer and such employees, in accordance with rules adopted by it.

(3) Any agreement entered into under subsection (2)

(a), shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No. 22 of 1941), the Shops and Offices Act, 1964 (Act No. 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned.

(4) Any employer on whom any agreement is binding in terms of subsection (3) shall retain a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises.

(5) An employer shall, within thirty days after the establishment of a liaison committee by him and his employees, notify the inspector defined by regulation of the establishment of such committee.

(6) An employer who fails to comply with the provisions of subsection (4) or (5) shall be guilty of an offence.

6. Section 7A of the principal Act is hereby amended—

(a) by the substitution for subsection (9) of the following subsection

"(9) A works committee may adopt rules with reference to—

(i) the calling and conduct of meetings of the committee and the quorum for such meetings,

(ii) the admittance to meetings of the committee of employees of the employer concerned who are not members of the committee, or of the said employer or his authorized representative,

(iii) the procedure which is necessary or expedient for the proper functioning of the committee.

(b) by the substitution for subsection (10) of the following subsection

"(10) (a) The functions of a works committee shall be to communicate the wishes, aspirations and requirements of the employees in the establishment or section of an establishment in respect of which it has been elected, to their employer and, where no liaison committee exists in respect of such establishment or section, to negotiate and enter into agreements with their employer in relation to their
wages or other conditions of employment, and
where any such liaison committee exists, to make
recommendations regarding such wages or other
conditions of employment to such liaison commit-
tee

(b) Any agreement entered into under paragraph (a)
shall be not less favourable to the employees
concerned than any relevant provision of the
Factories, Machinery and Building Work Act, 1941
(Act No 22 of 1941), the Shops and Offices Act,
1964 (Act No 75 of 1964); or any wage regulating
measure or any order, shall be reduced to writing
and shall be binding on the employer concerned
and the employees concerned

(c) Any employer on whom any agreement is binding
in terms of paragraph (b) shall retain a copy thereof
in safe custody and shall affix and keep affixed
another copy thereof in some conspicuous place
upon his premises'', and

(c) by the substitution for subsection (13) of the following
subsection
``(13) An employer who fails to comply with the
provisions of subsections (2), (3), (b), (4), (10), (c) or
(12) shall be guilty of an offence''

7. Section 7B of the principal Act is hereby amended—
(a) by the substitution for subsection (4) of the following
subsection
``(4) (a) The functions of a co-ordinating works,
committee shall be to co-ordinate the activities of
the works committees of the various sections of the
establishment in question and, where no co-
ordinating liaison committee exists in respect of
such establishment, to negotiate and enter into
agreements with the employer in relation to their
wages or other conditions of employment and,
where any such co-ordinating liaison committee
exists, to make recommendations regarding such
wages or other conditions of employment to such
co-ordinating liaison committee

(b) Any agreement entered into under paragraph (a)
shall be not less favourable to the employees
concerned than any relevant provision of the
Factories, Machinery and Building Work Act, 1941
(Act No 22 of 1941), the Shops and Offices Act,
1964 (Act No 75 of 1964), or any wage regulating
measure or any order, shall be reduced to writing
and shall be binding on the employer concerned
and the employees concerned

(c) Any employer on whom any agreement is binding
in terms of paragraph (b) shall retain a copy thereof
in safe custody and shall affix and keep affixed
another copy thereof in some conspicuous place
upon his premises'', and

(b) by the substitution for subsection (7) of the following
subsection
``(7) An employer who fails to comply with the
provisions of subsection (4) (c) or (6) shall be guilty of
an offence''

8. Section 7C of the principal Act is hereby amended by the
substitution for subsection (1) of the following subsection
``(1) Any committee existing at the commencement of
the Bantu Labour Relations Regulation Amendment Act,
1977, and which consists of employees in the establish-
ment of an employer or a section thereof and representatives of
that employer or of such employees, which performs
substantially the same functions as those of a co-ordinating
liaison committee or a liaison committee or a co-ordinating
works committee or works committee, shall for the purposes
of this Act be deemed to be a co-ordinating liaison committee or a liaison committee or a co-ordinating works committee or a works committee, as the case may be, established in terms of the relevant provisions of this Act."

9. Section 7D of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:

"(1) Whenever an employer has reason to believe that a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee established in respect of his establishment or a section thereof, has ceased to function, he shall as soon as practicable notify the inspector defined by regulation accordingly and shall indicate in the notice such facts or circumstances as he may consider to be the reasons why the committee in question has ceased to function."

10. The following section is hereby substituted for section 7E of the principal Act:

7E. A regional committee, an inspector defined by regulation or a Bantu labour officer acting in terms of the provisions of this Act in connection with any labour dispute in an establishment or section of an establishment in respect of which a co-ordinating liaison committee or liaison committee or a co-ordinating works committee or a works committee exists, shall consult with the co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee concerned in regard to the dispute and the settlement thereof.

11. The following section is hereby inserted in the principal Act after section 7E:

7F. (1) If liaison committees have been established in respect of two or more sections of an establishment, such liaison committees may, after consultation with the employer, establish a co-ordinating liaison committee consisting of a number of members determined by such liaison committees and one half of which shall be nominated by the employer and the other half of which shall be elected by the employees concerned from among the elected members of such committees.

(2) The members of a co-ordinating liaison committee shall elect from among their number a chairman and a secretary of that committee.

(3) (a) The functions of a co-ordinating liaison committee shall be to co-ordinate the activities of the liaison committees in question and to negotiate and enter into agreements with the employer in relation to the wages or other conditions of employment of the employees concerned and to consider any other matter affecting their interests.

(b) Agreements entered into in terms of paragraph (a) shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No 22 of 1941), the Shops and Offices Act, 1964 (Act No 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned.

(c) An employer upon whom any agreement is binding in terms of paragraph (b) shall keep a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises.
Act No 84, 1977
BANTU LABOUR RELATIONS REGULATION
AMENDMENT ACT 1977

(4) An employer who fails to comply with the provisions of subsection (3) (c) shall be guilty of an offence.
(5) The provisions of sections 7 (5) and (6) and 7A (9) and (11) shall apply mutatis mutandis with reference to a co-ordinating liaison committee.

Amendment of section 8 of Act 16 of 1953

12. Section 8 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:
"(1) The Minister may in respect of any area appoint a Bantu labour officer and so many assistant Bantu labour officers as he may deem fit."

Amendment of section 9 of Act 48 of 1953, as amended by section 5 of Act 70 of 1973

13. Section 9 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:
"(1) Whenever any industrial council proposes to determine wages or other conditions of employment to be incorporated in any agreement under the Industrial Conciliation Act in respect of any trade in which Bantu are employed in the area in which such agreement is intended to apply, the secretary of that council shall send to the board and any regional committee established in respect of the area or any portion of the area in which the agreement in question is intended to apply, a notice in the prescribed form of every meeting of the industrial council at which the matter is to be considered, and not less than fourteen days before the date of the meeting in question."

Substitution of section 10 of Act 48 of 1953

14. The following section is hereby substituted for section 10 of the principal Act:

10. (1) Whenever a labour dispute exists in an establishment or a section of an establishment, the employer concerned shall forthwith notify the inspector defined by regulation thereof.
(2) Whenever a Bantu labour officer has reason to believe that in the area in respect of which he has been appointed or any portion of that area a labour dispute exists or may arise in any trade, he shall forthwith report thereon to the regional committee concerned, to the inspector defined by regulation and, where an industrial council has been registered under the Industrial Conciliation Act in respect of that trade and that area or any portion of that area, also to such industrial council.
(3) The Bantu labour officer shall, with the assistance of the regional committee and in collaboration with the inspector referred to in subsection (2), endeavour to effect a settlement of the matters which form or might form the subject of any such labour dispute, and shall, failing such a settlement, refer the matter to the board which shall thereupon endeavour in collaboration with such officer and such inspector to effect a settlement.
(4) Whenever a settlement cannot be effected under subsection (3), the board shall report accordingly to the Minister and indicate whether in its opinion the matter should be referred to the Wage Board for a recommendation as to the conditions in accordance with which a settlement should be effected. Provided that if the employees who are affected by the labour dispute or expected labour dispute are employed by an employer as defined in section 18 (1A) and such dispute concerns wages or other conditions of employment, the Minister shall refer the matter to the Wage Board for a recommendation as to the condi-
15. Section 11 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection

"(1) Upon the receipt of a report from the board in terms of section 9 (4) or section 10 (4) the Minister shall, if the board so recommends or if the circumstances referred to in the proviso to the said section 10 (4) are present, request the Wage Board to submit to him a recommendation, in the case of a report under section 9 (4), on such matters as in the opinion of the board should be determined, and, in the case of a report under section 10 (4), on all matters which form or might form the subject matter of the labour dispute referred to in that report. Provided that any request made to the Wage Board in pursuance of a report under section 9 (4) may be withdrawn by the Minister if before the Wage Board has submitted to him a recommendation in connection with any matter forming the subject of that request, he is advised in writing by the chairman of the board that it agrees with any revised decision arrived at by the industrial council concerned in regard to that matter after the date of the decision to which the report relates.",

(b) by the substitution for subsection (6) of the following subsection

"(6) After making an order under subsection (4) or (5), the Minister shall cause to be published in the Gazette a notice setting forth the provisions of that order and specifying the date from which, the area in which and the persons to whom it shall apply, as determined by the Minister, and the said provisions shall thereupon subject to the provisions of subsection (7) be binding upon those persons within that area from the date referred to", and

(c) by the addition of the following subsection.

"(7) The provisions of section 11A (4) shall apply mutatis mutandis with reference to an order made in terms of this section.

16. Section 11A of the principal Act is hereby amended by the substitution for paragraph (a) of subsection (4) of the following paragraph

"(a) The Minister may, from time to time, if he deems it expedient to do so, and after consultation with the Wage Board and the board, by notice in the Gazette—

(i) as from a date or for a period, and in respect of an area specified in that notice, cancel or suspend, or

(ii) as from a date specified in that notice, amend, as he may deem fit,

any one or more of or all the provisions of an order which has been declared to be binding in terms of subsection (3)."

17. Section 13 of the principal Act is hereby amended by the substitution for paragraph (b) of subsection (1) of the following paragraph

"(b) provide for the administration of any order made in pursuance of the recommendation by a body constituted in such manner as may be specified in the recommendation."
18. Section 14 of the principal Act is hereby amended—
(a) by the substitution for subsection (1) of the following subsection: "(1) If, in the opinion of the Minister, any object of an order is likely to be defeated by the employment in occupations in which Bantu are employed in the trade to which the order relates at other wages or on other conditions of employment than those specified in the order, of persons not included in the definition of "employee" contained in section 1, he may in any notice published by him under section 11 (6) or by a further notice in the Gazette, declare that as from a date specified in the notice, all the provisions of the order or such provisions thereof as he may specify, shall mutatis mutandis apply in respect of persons who are employees as defined in the Industrial Conciliation Act, and thereupon the provisions of the order or the provisions thereof so specified shall be binding on every employer (as so defined) of any such person and on all such persons ."
(b) by the deletion of subsection (3)

19. Section 15 of the principal Act is hereby amended by the addition of the following subsection: "(7) (a) If any employer is notified in writing by an inspector delimited by regulation or a body such as is referred to in section 13 (1) (b) that any monies, as determined by such inspector or body, are payable by him to any person or to such body in terms of any licence of exemption or order or determination which is or was binding in terms of this Act and admits that the monies so determined are so payable, he may pay such monies to the said inspector or body, as the case may be, for payment to such person or, where necessary, to the body entitled thereto.
(b) If any moneys so paid to an inspector or a body have at the expiry of a period of six months after payment thereof not yet been paid to the person entitled thereto, the inspector or body concerned shall forthwith transmit such monies to the Secretary for Labour for payment into the State Revenue Fund.
(c) On the application by the Secretary for Labour made at any time within a period of three years after the date of any payment of monies into the State Revenue Fund under paragraph (b), such monies shall be refunded to the said Secretary for payment to the person entitled thereto."

20. Section 18 of the principal Act is hereby amended by the substitution for paragraph (d) of subsection (1) of the following paragraph: "(d) when neither paragraph (a) nor paragraph (b) nor paragraph (c) applies, unless the matter giving occasion for the strike or lock-out has been referred to a co-ordinating liaison committee or co-ordinating works committee which exists in the establishments or establishment concerned and, where no such committee exists, to a liaison committee or works committee which exists in the establishment or establishments concerned, and, if any such committee has been unable to effect a settlement or where no such committee is in existence, then, in either event until a report on the said matter has been submitted by or on behalf of the employees or employers who are or would be concerned in the strike or lock-out, to the Bantu labour officer for the area concerned and a period of thirty days reckoned from the date of such report has expired."
21. The following section is hereby substituted for section 21 of the principal Act.

"21. Any member of a regional committee, the board, the Wage Board, a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee or a body such as is referred to in section 13 (1) (b), or any officer who discloses, except to the Minister or to an officer of the regional committee or to the board or the Wage Board or a co-ordinating liaison committee or a liaison committee or a co-ordinating works committee or a works committee or such body, any information in relation to any person, firm or business acquired in the exercise of his powers or in the performance of his duties under this Act, shall be guilty of an offence."

22. Section 24 of the principal Act is hereby amended by the substitution for paragraph (c) of subsection (1) of the following paragraph:

"(c) such employee has participated in the establishment or election or the activities, or functioned as chairman, secretary or member, of a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee, or has participated in the activities, or functioned as a member, of a regional committee."

23. The following section is hereby inserted in the principal Act after section 24:

"24A. (1) (a) No employer shall require of any employee, whether by a term or condition of employment or otherwise, that that employee shall not be or become a member of a regional committee, co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee, or that that employee shall not participate in the establishment or election or activities of any such committee.

(b) Any such term or condition in any contract of employment entered into before or after the commencement of this Act shall be void.

(2) An employer shall give to any employee who is a member of a regional committee, co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee or who holds any office in any such committee, every reasonable facility to perform his duties in connection with any such committee.

(3) An employer who contravenes any provision of this section shall be guilty of an offence."

24. Section 30 of the principal Act is hereby amended by the substitution for subsection (8) of the following subsection:

"(8) Whenever any person is charged under subsection (1) of section 24 with having dismissed any person employed by him or reduced the rate of his remuneration, or altered the conditions of his employment in conditions less favourable to him or altered his position relatively to other employees to his disadvantage, by reason of his suspicion or belief in the existence of any fact referred to in paragraph (a), (b) or (c) of that subsection and stated in the charge, and it is proved that the accused dismissed that person, or reduced the rate of his remuneration, or altered the conditions of his employment to conditions less favourable to him, or altered his position relatively to other employees to his disadvantage, the accused shall be presumed, until the contrary is proved to have done so by reason of the suspicion or belief stated in the charge."

Amendment of section 24A of Act 48 of 1953

Amendment of section 30 of Act 48 of 1953

Amendment of section 34 of Act 48 of 1953
25. This Act shall be called the Bantu Labour Relations Regulation Amendment Act, 1977, and shall come into operation on a date fixed by the State President by proclamation in the Gazette.
Labour leaders who attended the PM’s talk to registered unions on Wednesday may have come away enthused with the rhetoric and sense of occasion. But they learned little they didn’t know already.

There was talk before the meeting that Vorster would announce policy changes. Or that he would spell out government’s attitude to wage demands. He did neither. Instead, he delivered a pep talk which was as predictable as an SATV bulletin.

He thanked the unions for their responsibility. He stressed there is no crisis in SA (we are simply experiencing the effects of developing too fast he said) but we face great problems. He appealed for frugality. But that was the closest he came to saying anything about the issues worrying registered unionists at present.

He didn’t even refer to wage negotiations presently underway for the mining and engineering industry. Or the railwaymen’s long-standing pay demands.

SA faces four major tasks he said: correcting the balance of payments, not pricing ourselves out of world markets, not giving in to “so-called international opinion” and “maintaining law and order and our territorial integrity”.

“I am not here to lay down the law to you — I simply want to try to give you an understanding of our problems”, said Vorster.

And that was about the tenor of it. Indeed, one got the impression that what mattered was not what the PM said, but that he was there, the first PM to address organised labour.

That was what the meeting was really about — the sense of occasion not the substance.

The get-together was the brain-child of SA Confederation of Labour president, Atie Nieuwoudt, who chaired it. It’s a fair bet that the purpose was to stem the murmuring from some non-Confederation unionists by showing that Vorster cared enough to come and talk to them.

“Take what you have heard here back to your members”, Nieuwoudt told the assembled. Whether they will is another matter.

The Confederation men no doubt will. They were there in force and probably endorsed Nieuwoudt’s exultant cry at the end of the PM’s talk: “Thank God we have a leader like John Vorster”.

And most of the Confederation of Metal and Building Union (CMBU) men were there too, along with a fair sprinkling of unaffiliated unions. But they seemed fairly unimpressed. “We’ve heard it all before,” a CMBU man told the PM.

Tucsa was not there — at least not as an organisation. And only a few of its member unions pitched up.

Perhaps they, like the National Union of Distributive Workers, weren’t prepared to lend tacit support to a wage freeze. Or perhaps they just couldn’t have been bothered.

Of course, no African worker leaders (and hence the vast majority of the work force) were there. Which is perhaps why nobody seemed surprised when Vorster said SA hadn’t had a strike since 1922 (if anybody had heard of Durban in 1973 and 1974, they certainly weren’t saying).
Industry can help political situation

- De Beer

Labour Reporter

There are dangers in the extension of industrial rights to blacks, but healthy industrial relations can help to reduce political problems in South Africa.

This view was expressed in Johannesburg last night by Dr Zach de Beer, director of manpower at Anglo American Corporation. He spoke to the discussion group Peil '99.

It was possible that trade union rights might be misused for political purposes. But industrialists should not be deterred by shortcomings outside industry from doing what was right and necessary, he said.

Dr de Beer pleaded for the right of black workers to join existing (white and coloured) trade unions in which they could be trained by experienced people and in which they could act with co-workers within the firm in which they were employed.

TRUST

He said a system imposed by employers or the State was likely to fail. The black worker needed a system he could trust. He was unlikely to accept a system different from that provided for workers of other races in South Africa and elsewhere in the world.

"If we want to establish in-company unions on a firm basis we shall also have to persuade our white trade union people to accept the system," Dr de Beer said.

Mr Wessel Bornman, vice president of the Confederation of Labour, said the in-company system was not popular among whites.

He expressed concern about the "dangerous" situation of a growing black trade union movement - legitimate though unrecognised - operating outside the safeguards provided for the registered trade unions.

However, he opposed trade union rights for blacks because those would amount to political rights and could be misused for political purposes.

Mr Bornman supported the Government's policy of giving black workers bargaining rights but stopping short of full trade union rights.
Unions: We are moderate

Labour Reporter

The Prime Minister's call on labour to show moderation in wage demands has not changed the trade unions' approach to next week's crucial negotiations.

This is the opinion of several trade union leaders who were among about 400 labour representatives addressed by Mr Vorster in Pretoria last night.

They said they were already moderate and reasonable.

On Monday, representatives of almost 500,000 metal workers are to meet employers on the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

The industry's employers backed down labour's previous demands at the last meeting, but they agreed to meet again on Monday to reply to the unions' proposal that pay increases should be staggered - half new and another half in January.

MINISTER

The dispute in the gold and coal mining industry over the employers' refusal to grant any improvements to trade union members will be reviewed on Tuesday before a conciliation board appointed by the Minister of Labour.

Hopes that black mine-workers may get a pay rise in spite of the black labour surplus, and in spite of the stand on trade union pay increases, rose this week.

There was an obligation on the employer to make some adjustment to black wages even amid restrictions on all other wage increases, Mr A.C. Petersen, chairman of Rand Mines, told the annual meeting of the Chamber of Mines on Tuesday.

* Vorster won't yield to the world *
Vorster warns trade unions of dangers

PRETORIA — In an address to labour leaders last night, the Prime Minister, Mr Vorster, urged greater savings, frugal living, unity and devotion of purpose to bring South Africa through its troubles.

It was the first time a prime minister has addressed labour leaders in 20 years.

Mr Vorster made no new policy announcements and said nothing about wages or prices.

He said his intention was to point to South Africa's problems which warranted the attention of all.

He listed the four biggest dangers to the country as:

The balance of payments position — foreign countries should not have any doubts about South Africa's creditworthiness;

South Africa should ensure a place on world markets, especially with her minerals. "We must not be priced out of world markets. Though we have vital minerals, they are useless to us if we can't sell them. After all, we can't eat it."

South Africa could not afford to give in to impossible demands from the outside world. "Though it would not necessarily cost us anything to give into these demands, if we did it would make us the most popular corpse in the world."

The threat to security. Mr Vorster said the security of a country cost big money. "Nothing is more expensive than war, and war materials."

Mr Vorster said the Russian imperialists aimed at seizing Southern Africa from Zambia to the Cape, thus gaining a monopoly of necessary minerals. They would then hold the world to ransom for these, just as the Arabs had done with oil.

Mr Vorster gave figures showing that South African food prices and taxation were lower than most other comparable developing countries such as Canada, Australia and New Zealand, but showed that South Africa's savings ratios were lower.

Mr Vorster applauded South African labour for being "so responsible", and took pleasure in quoting from a British Government pamphlet titled "Industrial Relations."

The pamphlet detailed that in ten years up to 1975 strikes and work stoppages accounted for a loss of 88 million working days in Britain.

Mr Vorster said that when he was asked abroad: "Do you have strikes in South Africa?" he replied: "Yes, we're still talking about the last one we had in 1822."

Meanwhile, the assessment of a number of leading trade unionists spoken to after Mr Vorster had addressed them was that his message was "unsympathetic."

Although the Prime Minister's agreement to come down to the level of the worker was appreciated, they said the meeting was a non-event.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said: "We learnt nothing we were not aware of before the meeting. We expected a more specific briefing on the state of the economy."

However, Mr Zurich said the fact that "Mohammed had come to the mountain" was greatly appreciated by trade union chiefs.

It seemed the Prime Minister and his Minister of Labour, Mr S. P. Botha, were now acutely aware of the key role the unions had to play in the country's economy, and particularly in the recovery process. — DDC. Pledge on black workers, page 5.
Vorster se grootste gevaar is geldelik

Van Ons Kantoor

DIE grootste gevaar vir Suid-Afrika op die oomblik is, dat sy betalingsbalans ernstig versoek en dat sy daarmee sy kredietwaardigheid inboet, het die Eerste Minister, mnr. B. J. Vorster, gisteraand hier voor sowat vierhonderd vakbondleiers gesê.

As dit gebeur, het hy gesê, sou Suid-Afrika sy beeld nie kan handhaaf as in land wat sy skuld betaal en sy kontrakte eerbiedig nie en sal sy kans om, teoorleef, soveel swakker wees.

Die situasie in Suid-Afrika is nie, dit meen hy, nie die prentjie is beuls nie so donker as wat sommige doenergote dit skets nie, maar dit is ernstig genoeg om, die hele land se hand te verg.

Mar, Vorster het veral aangemoedig om, en wat hy genoem het, die vier grootste geveare: dat die betalingsbalans versoek; dat Suid-Afrika se pryse vir die internasionale markte te duur word; dat Suid-Afrika toegegee aan die ambisie van die Centraal Bank van Suid-Afrika om 'n legere rentes te stel; en die noodsaak om om die noo-invoer van inheemse beton en stermeg. As dit gebeur, sou Suid-Afrika sy beeld nie kan handhaaf as in land wat sy skuld betaal en sy kontrakte eerbiedig nie en sal sy kans om, teoorleef, soveel swakker wees.

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Vorster trek groot gehoor

Van Ons Kantoor

PRETORIA.

DIE vergadering van vakbondleiers wat gisteraand deur die Eerste Minister, mnr. B. J. Vorster, hier toegespreek is, was 'n reuze-sukses. Mense het van alle provinies gekom om na die Premier te luister en die saal was stampvol.

Van boekte was daar geen sprake nie. Alle vakbonde buite mnr Gert Beetge se Federasie van Bouwerkers was teenwoordig, en selfs van mnr. Beetge se manne was daarin hul persoonlike hoedanigheid.

Die Amerikaanse ambassade se arbeidskonsul het ook kom luister.

MIJØEN

Mnr. S. P. Botha, Minister van Arbeid, het die Eerste Minister aan die woord gestel en gesê as die arbeidsbeweging in Suid-Afrika nie so verantwoordelik opgetree het nie, kon die Regering nie die stappe doen nie wat nodig was om die ekonomiese situasie reg te ruk nie.

Mnr. Attie Niewoudt, voor- sitter van die Konfederasie van Arbeid, het gesê verteenwoordigers van 'n miiljoen werkers in die land woon die vergadering by. Hulle is ver- heug dat die deure by die Minister vir hulle oop is en dat hulle regstreeks met hom kan skakel.

Die monsters sal daarom ook moet kyk dat pryse van kos en mediese dienste nie so skerf stig nie, het hy gesê.
**Politics**

**Unions wary of paying homage**

By GERALD REILLY

Some trade unions have decided not to send delegations to tonight's meeting between labour leaders and the Prime Minister, Mr Vorster, in Pretoria.

Although neither the Prime Minister, nor the Minister of Labour, Mr Fanie Botha, have indicated the purpose of the meeting, some unions fear it has been arranged by Rightwing unions to demonstrate that organised labour is right behind the Prime Minister.

Their fears were partially confirmed on Monday when a Nationalist morning newspaper reported that labour leaders would pay homage (holding) to the Prime Minister at the meeting.

**UNHAPPY**

Speculation on the content of Mr Vorster's address ranges from an announcement about the scrapping of job reservation to a repetition of the hackneyed appeals for belt-tightening and higher productivity.

Among those who have decided to boycott the meeting are the National Union of Distributive Workers and the National Union of Commercial and Allied Workers.

The General Secretary of the two unions, Mr Ray Altman, said his unions were unhappy about the way the meeting had been organised.

"We don't know what to do, but could be sold sides the president of the SA Confederation of Labour, organised the meeting, or what its purpose is," he said.

One prominent labour will be necessary to buy leader said his union's contract.

would not have been interested in sending a delegation to Pretoria to "honor" the Prime Minister.

**STRESS**

"We established from the organizers, however, that he would talk about the country's economic and labour difficulties, so we decided to send a delegation.

Labour leaders said yesterday, it was certain the Prime Minister would stress the country's economic plight and the need for further sacrifices if the economy was to emerge from the recession in a positive mood to move forward when the upturn started.

If Mr Vorster does announce the scrapping of job reservation—a move considered unlikely by most labour leaders—there would probably be immediate reaction from Rightwing unions.
Nat. bid to give black workers more power

By DICK USHER

TUCSA on the grounds that the council was not doing enough for black workers.

A committee was formed after the initial meeting to smooth out frictions which had developed between Natal and Transvaal unions over disputes about jurisdiction between unions in similar industries in the different provinces.

This committee is expected to meet soon to discuss these problems and propose solutions. One solution could be union organisation on national lines with local branches, instead of separate unions in different centres as has been the trend since new black union organisation began in 1973.

The other federation has been formed after a series of meetings involving unions in the distributive, liquor and allied trades.

They include the 6500-strong National Union of Distributive Workers, the National Union of Commercial and Allied Workers, the Witwatersrand Tea Room, Restaurant and Catering Trades Employees' Union, and other liquor and catering trade unions in Natal and the Transvaal.

Mr. J. R. Altman, secretary of the NUDW, said this week the federation had been formed to eliminate the overlap which existed between unions in the various trades.

"It will also provide a home for a new African union in Johannesburg which we have sponsored," he said.

"Negotiating will take place between the federation and employers groups instead of between a union and an employers' association which will give us more strength."

"And we will also be able to negotiate on behalf of the black union, the Commercial, Catering and Allied Workers Union. It does not matter that this union is not registered, it will still be a member of the federation.

"The federation will not be registered under the Industrial Conciliation Act, and we will negotiate binding civil agreements with..."
him by one who has eaten from his plate. However, the "religious" feeling is so strong that it has as yet not deterred the man from continuing with this practice.

We used to have a lot of trouble meeting our daily/weekly picking quota. We had tried piece-work and other incentives unsuccessfully. We also tried strict supervision and harshness, to no avail. However, season we divided the labour—amount of fruit p Friday it would he still be paid extra off early. I am I would like to cor If they were running than come in the new wages! The choice have normally achieve the picking rate by difference of R6-R10 .

I have spoken to the G experience of their ch what the attitude is to continues to be success cared-for workers. We we used last year for a

There is currently an interesting in itself. labour to the cities but ti rural areas to any great ex harvesting we are now emp diligent in their work, too)

Warning on SA labour agitators

The Argus Parliamentary Staff

AGITATORS were active in the field of labour, advocating the polarisation of Black workers, and White workers, Senator Anna Schoepers (U.P.) said in the Senate yesterday. These activists were advocating that Black workers must have nothing to do with registered trade unions, and that they should form a "black power force." Senator Schoepers said during the debate on the Bank Labour Relations Regulation Amendment Bill. The Bill would increase the potency of the agitators, she said. The system of works committees for Black workers held in the danger of wildcat strikes because there was no process of strike ballot and other procedural regulations.

Senator L.J. van den Berg (Nat) said the Government was aware that works committees were used by agitators. But their success had not been so great. If the works committees had not been there, agitators would have been more successful in stirring up workers.

Sensi Dr van den Berg said the possibility of wildcat strikes was there. But if there was no channel through which workers could bring their grievances to employers, the danger was greater. The aim of the Bill was to open further the communications channels that already existed. The Minister of Labour, Mr S.P. Botha, said it was the responsibility of employers to keep communications channels with their workers open. Other outside workers went to outsiders who had nothing to do with labour, and the organisations were made vehicles for political ends.

But, he said, perhaps delaying could make a difference which is the number of Black ladders of the for more
IN THE SENATE

Plan for labour advice service

The Argus Parliamentary Staff

THE Department of Labour intends establishing an advisory service that will cover all aspects of labour, the Minister of Labour, Mr S. P. Botha, said in the Senate during the Vote on his portfolio yesterday.

Part of the reason for establishing this service, was to combat the 'misunderstanding' about investment in South Africa.

The Government was aware that overseas companies with South African ties faced criticism about policies in the country, he said.

Mr Botha said the service was part of a pattern of new perspectives the Department of Labour had to adopt. This included establishing better relationships between employers and employees.

Employers should give more attention to their employees, and this did not mean attention only to wages.

Mr Botha said he recently had talks with trade union representatives with a view to improving the relationship between labour organisations and the department.

Mr Botha also spoke of research into labour affairs in conjunction with universities, which would be continued.

"In the years that he ahead, it is very important that South Africa has a contended workforce," he said.

During the debate, Opposition speakers attacked labour policies as being hamstring by the dictates of separate development.

They pointed to job reservation and inadequate training opportunities for Blacks.

Senator Monty Cronk (U.P.) said the authors of discriminatory legislation were the ones who were disloyal to South Africa, and not the members of the Opposition who were condemned in those terms.
Labour Minister Fanie Botha has a lot on his plate right now.

Labour legislation is coming under scrutiny from his recently announced Industrial Legislation Commission. Attempts to widen the scope of the works and liaison committees are causing controversy; and registered unions are complaining that government is out of touch with their needs.

The FM recently put questions on some of these issues to Botha.

You have asked the trade unions several times to hold back on wage claims. Do you believe that no claims should be granted at present, and is your Department taking any action on this issue?

I have appealed to organised labour to exercise restraint. But when agreements which have been negotiated at industrial council level are submitted to me for approval, it would be unwise for me to reject such agreements because they have been arrived at by the system of collective bargaining and carry the stamp of approval of both employers and employees.

Should I agree to approve agreements, industry might be left without wage regulation, which could lead to labour unrest.

Will the proposed amendment to the Industrial Conciliation Act be proceeded with in the light of trade union objections to it?

When I became Minister of Labour, I made it quite clear that I would consult with organised labour before the legislation is introduced. In the circumstances the proposed legislation was gazetted for comments.

From Press reports, I think you should be fully aware of the unions' attitude towards the legislation. However, I will be guided by all the comments received, including those of organised employers.

Registered unions have complained that you are siding with employers against them. How do you react to this?

I emphatically reject this accusation. My reply to your last two questions substantiates my views and I have nothing to add, except to reiterate that these allegations are totally unfounded and without substance.

How do you react to criticism of the Bantu Labour Relations Regulation Amendment Bill? Shouldn't the Bill have been shelved in view of the appointment of the commission?

You may have noticed that the Bill was taken through all its stages in the House of Assembly on May 20 with the support of all parties in the House. Furthermore, the Act is included in the commission's terms of reference. In the circumstances I don't deem it expedient to elaborate any further until I receive the commission's report.

The Industrial Tribunal is reviewing job reservation at present. Does this mean that the commission will consider policy changes in this regard?

I have said that I didn't want to give the commission a lengthy term of reference as far as work reservation is concerned. I do nevertheless want to give the assurance that work reservation is indeed included in the commission's terms of reference. I have also instructed the Industrial Tribunal to investigate the existing position but, since the Tribunal is still engaged in doing this, I can't say what the outcome will be.

What measures are being taken to reduce the black-white wage gap?

In the first instance, I wish to emphasise that labour legislation which regulates wages does not permit discrimination on a racial basis. Minimum wages are prescribed on an occupational basis and everybody must be paid such wage irrespective of race.

It is therefore the task of trade union and employer representatives to negotiate wages at industrial council level for all categories of workers in the respective industries. Black employees also enjoy representation at industrial council meetings by virtue of the machinery of the Bantu Labour Relations Regulation Act. It is true that so far as Wage Board investigations are concerned, the Board is obliged to take various factors into consideration when it recommends wages, the most important of which is the payability of the industry should its recommendations be implemented. Wage Board recommendations cannot discriminate on a racial basis. Black employees may also attend Wage Board sittings and make representations.

In sectors which are not subject to industrial legislation, the responsibility to close the wage gap rests upon the shoulders of employers.

As far as the government is concerned, you may have noted that the Minister of the Interior has dealt with this matter during his visit to the Cape. The government is already setting the pace and the Prime Minister has already instructed the Public Service Commission to further investigate these questions.
Werkers sal S.A. sterk maak, sê S. P. Botha

Van Ons Politieke Redaksie

DIE sterk demonstrasie van eenagsinnheid in landsbelang wat vakbondleiers en ander leiers op die arbeidsfront aan die Eerste Minister, mnr. B. J. Vorster, op 22 Junie in Pretoria wil bewys, sal Suid-Afrika in hierdie tyd sterk maak.

Só het die Minister van arbeid, mnr. S. P. Botha, gister in 'n onderhoud aan Die Burger gesê.

Die demonstrasie sal die eerste wees in sy soort. Dit sal ook die grootste vergaderings van werkersverteenvoordigers wees wat nog in Suid-Afrika gehou is, het Die Burger vernem.

Die demonstrasie sal die vorm aanneem van 'n byeenkomst waar 'n adres aan die Eerste Minister dien. Hulle sal die besluite tot samewerking aan die Premier oordra en hom begeef vir sy hooi diens aan Suid-Afrika tydens al sy samesprekings in die buiteland en ook vir sy werk binneslands. Vorster sal die verteenwoordigers toespreek.

Min. Botha het gesê dit was vir hom in die laaste tyd 'n belewenis om soveel samewerking te kry van die werkerskorps van Suid-Afrika om lene en prys in landsbelang in bedwang te hou.

Hy is dankbaar dat hulle so spontaan reageer en dit behoort 'n diepe indruk op die buitewêreld te maak, het hy gesê.

"Ek het altyd my vertroue in die werkers uitgespreek en hier is 'n bewys hoe verantwoordelik hulle kan op- tree. 'n Mens besef dat dit in hierdie tyd moeilik moet wees vir werkers om so 'n hydra te maak terwyl dit moeilik gaan om die gordel in te trek, maar dit is al moontlikheid om ons ekonomie in almal so belang op 's gesonde voet te hou.

"Suid-Afrika se krag lê per slot van rekening in 'n sterk ekonomiese en inflationale en werkloosheid moet ten koste bekamp word," het hy gesê. Botha.

In arbeidskrag word gesê. Botha se woordspreek en samesprekings met arbeidshouers het die laaste weke 'n voedgolf van samewerking onder die werkerskorps van die land aan die gang gesit, en dit kry al hoe wyer uit.

"Die verteenwoordigers van Suid-Afrika se Black Universtities, die grootste vakbondsrekords onder die reeds onderhoude met ons. Vorster, "

Die uitwerking daarvan was dat instansies wat die belangrikste vakbondse hoogleiding, van hul kant ook sterk reageer om prys in landsbelang in bedwang te hou.
MICIO: Wait! I know, I was coming to that. There are a lot of traits in people which are open to discussion. Two men often do the same thing and you might say that one can safely be allowed to do it while the other might not. The difference is not in the thing done but in the men. I see signs in these boys which make me confident they will turn out as we want them to. I see good sense, intelligence, proper modesty, and mutual affection, and I can be sure they are open and generous in heart and mind. You can call them back to the right path any day you like. You may say you are anxious for them not to be so careless about money, but, my dear Dema, you must realize that in every other respect but the getting of enough, they are open and generous. This comes from the heart, and you cannot stop worrying about enough.

DEMA: As things are, I must get my morning at crack of dawn back to the farm.

MICIO: [laughing]: Before dawn, I daresay, only make yourself agreeable for today.

DEMA: And that girl will have to come too.

MICIO: That'll do the trick! The best way of tying him down.

Only mind you keep her there.

DEMA: I'll see to that. Once she's there, I'll have her cooking and grinding corn till she's covered with dust and grime and flour, and then I'll send her out gleaming in the midday sun to make her black and burnt as a cinder!

MICIO [ironically]: Good! I find you talking sense. Go out of the house and thrash him a little. He needs it.

DEMA: Even so, I say you are too hard on him. He's a good boy, and he's been through a lot.

MICIO: Don't be too hard on yourself. You've been through a lot too.

DEMA: Yes, but he's younger.

MICIO: Come in here, and spend the day with us in the proper way.

[They go into MICIO's house.]

DEMA: After a short interval, DEMARIA reappears, much smartened up and perhaps wearing some of MICIO's clothes.

DEMA: A plan for life may be well worked out by a man like him. But for me, I'm not sure. I don't know where I'm going.

MICIO: Why not? You have your health, your family, and your farm.

DEMA: Yes, but what about the future? What about the children? What about the world?

MICIO: You must think about these things. But don't worry too much about the future. Live in the present and plan for the future.

DEMA: I know, I know. But it's hard to think about the future when the present is so uncertain.

MICIO: You must learn to live with uncertainty. It's a part of life. But don't let it hold you back. Just keep moving forward.

DEMA: I'll try. But it's hard.

MICIO: It's hard for everyone. But you must find a way to make it work. You can do it. You have the strength and the willpower.

DEMA: I know. I know. But it's hard.

MICIO: You can do it. You can.

DEMA: I'll try. I'll try.

MICIO: You can do it. You can.

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MICIO: You can do it. You can.
Metal employers keep talks going

Labour Reporter

Employers responded with a firm "no" yesterday to the amended wage proposals of trade unions and black labour spokesmen representing the 500,000 workers in South Africa's metal industry.

But unionists presented a fresh argument which changed the "no" to "maybe," according to an informed source.

The employers' refusal would have affected the industry's black workers who, because of their low minimum pay, are those considered first in line for a pay rise.

Instead of breaking off talks, the parties remained in session for about three hours and announced they would meet again on June 27 "to continue negotiations."

They also announced that the industrial agreements, due to expire at the end of this month, would continue operating until the end of next month.

The next highlights on the wage front will be:

- An address by the Prime Minister, Mr Vorster, to representatives of all registered trade unions in Pretoria on June 22. The emphasis of Mr Vorster's address is expected to be on South Africa's economic and political problems.

- The first meeting of the conciliation board appointed to settle the wage dispute in the mining industry, where employers have refused to consider any pay increases. This meeting is expected soon after the annual meeting of the Chamber of Mines next Tuesday.
DIT is 'n oordrying om te sê die Britse vakbondleiers is Suid-Afrika vyandiggesind, het prof. Nie Wiehahn, voor- sitter van die onderzoekskommissie na Suid-Afrika se arbeidswetgewing, gesê hier in 'n onderhoud gesê.

Prof. Wiehahn, wat met 'n onvattende buitelandse reis besig is om die werk van die kommissie en om arbeidsbetrekkinge aan te knoop, het gesê die vakbondleiers met wie hy gesprak was beslis krities, maar nie vyandig nie.

Hy het in Londen same-}

daar was in die verlede 'n leemte op hierdie gebied. Die offensief teen Suid-Afrika is nou ook op die arbeidsfront geopen Suid-Afrika het die antwoorde en die potensiaal om positief daarop te kan reageer.

Verknie mense het aan hom gesê Suid-Afrika het 'n goeie arbeidsstelsel, maar dat asseblifke aanpassings nodig is. Almal wil hê dat die diskriminerende aspekte moet verdwyn.

Vakbondleiers, soos die in Brittanje, se houding is dat hulle graag 'n positiewe bydrae wil lever tot die skepping van 'n nie-diskrimine rende arbeidsstelsel in Suid-Afrika. Hulle meen dat 'n arbeidsmag wat goed opgelei en georganiseer is, 'n beter bydrae sal lever tot politieke stabiliteit en die oplossing van die land se vraagstukke.
Tucsa won't be at Vorster's labour talks

Labour Reporter

The largest meeting of labour representatives yet called in South Africa suffered serious setbacks today when various labour organisations dissociated themselves from it.

The multiracial Trade Union Council of South Africa (210,000 members) will not be represented at the meeting in Pretoria tonight which will be addressed by the Prime Minister, Mr. Vorster.

"There is a degree of uncertainty about the meeting and therefore we have left it up to our affiliates to decide whether or not to attend," said Mr. E. "Les" van Toonder, president of Tucsa.

Mr. Ray Altman, general secretary of South Africa's largest shopworker unions, said his unions would not attend.

"We don't know what the meeting is all about," he said. The unions had received no proper invitation and did not want to run the risk of appearing to lend support to a pay-freeze policy.

WITNESSES

Mr. Gert Beetge, general secretary of the white Building Workers' Union, said his union would not attend "because we could not obtain an assurance that only whites would attend."

Other trade unions were "inkwarama" about the meeting but many labour leaders were interested in what Mr. Vorster might have to say.

A Press report that an address would be handed to Mr. Vorster on behalf of "probably more than a million workers" in each of the two alternatives was most profitable.

Draw up a table showing the opportunity for each alternative. What advice would you give?

1 000 units of Type A at R1 per unit
500 units of Type B at 50c each.

Type A would not be used for the Bellville job, for 50c each.

Type B has no alternative uses and would be used for the Bellville job. In addition, 3 000 units of Type C at R10 each for the Parow job.

Both jobs will take exactly one year.

The Managing Director asks you to calculate the best alternative.
MR BOTHA AND THE UNIONS

In recent weeks, Botha has been meeting the main trade union co-ordinating bodies. Tucsa, the SA Confederation of Labour, and the CMBU have already had their turn, and the Council of Mining Unions is to see Botha on Monday.

The unions promised to curb wage demands. The CMBU, in fact, came away from seeing Botha promising to modify its claims against Seifsa. When they continue their talks with the employers on June 14, the engineering unions are to withdraw their demands for fringe benefit increases for the time being. These make up a large slice of the R250m which Seifsa says the demands will cost. The unions are likely to stick to the pay demands, however, and no doubt see the dropping of the benefit claims as part of a trade-off.

Botha also agreed to appoint a CMBU man to the recently-announced labour commission.

In return for their promise to curb pay claims, the unions extracted from Botha promises that prices would receive government attention. They also received assurances that government would not intervene in bargaining.

But there’s an unease about the meeting in some quarters. “It was all a little too glib,” says Nicholson. “And our fears weren’t eased by the fact that the Minister assured us that he did not expect us to withdraw our demands altogether and then announced later that he had got us to agree to do so.”

Indeed, there’s a feeling that the meetings with Botha were an attempt to “soften” the unions for the crunch.

Nicholson agrees, but warns: “What they forget is that it’s easier to organise a strike in a factory than in an entire industry.”

There certainly seems to be a government feeling that Arrie Paulus’ mineworkers shouldn’t be allowed to threaten strike action again. Hence the attempt in the Industrial Conciliation Amendment Bill to outlaw strike ballots on the mines.

Minister of Labour Fanie Botha, however, denies attempting to change the pattern of labour relations. He tells the T&M that he will not refuse to ratify industrial council agreements if they raise wages, and he “emphatically rejects” any suggestion that he is siding with employers. And as far as the unions’ demands for price curbs are concerned, “I am on the side of the employees of this country,” he says.

Nevertheless, Botha did say last week that SA would have to look for a labour relations system outside the trade union framework.

Be that as it may, the key question still is: will the unions accept the decline in their members’ living standards? Are we in for a full-scale wage war?

It’s unlikely. Most of the railway unions, for example, have resigned themselves to their fate. Tucsa men like Altman say they are not even asking employers for more now. “We’re just biding our time — there’s no point in asking for something we won’t get.”

While the CMBU and the Council of Mining Unions are likely to take a tougher line, it’s a fair bet they too will resign themselves to accepting what they can get, however little.

So, while all the unions may not quite endorse Confederation president Attie Nieuwoudt’s words to a student audience the other day (“We trust the government. We trust the system. We won’t strike”), they are resigned to tightening their belts.

A result of this is the new focus on prices, rather than wages, which all the groupings announced after meeting Botha. “We represent 1,5m people if you include dependants. We aim to use that muscle to be a powerful price watchdog,” says Nicholson. “We’re putting the ball back in the employers’ court. We’re challenging them to make sacrifices now,” says Grobbelaar.

Tough words. But they’re still an admission that the days of large wage increases are over for the moment. And, perhaps, that the status of the registered unions is on the wane, too.
Will there be a wage war?

A chill wind is blowing through the registered trade union movement. There was a time, not long ago, when wage increases for registered unions were a foregone conclusion, and when government's sympathy for organised (mainly white) labour was a constant complaint of employers.

All that, it seems, is now changing. Employers are digging in to resist wage demands and government is backing them. Indeed, it is the trend by refusing increases to its own employees. Some union men also fear that it wants to curb their bargaining power.

Matters have come to a head with a series of demands in some key sectors. Civil servants are asking for compensation for two years without substantial increases. Miners and engineering workers have also put in wage claims.

All have been rebuffed. Government didn't even grant civil servants the 5% pay-rise it had half-promised for January. And this week it rejected a hike for railwaymen. The Chamber of Mines and Seisa are also strongly resisting pay claims.

Getting edgy

Mining unionists, indeed, are getting a trifle edgy over the fact that Labour Minister Fanie Botha has not yet appointed a Conciliation Board to settle their pay dispute with the Chamber of Mines. Their application has been on Botha's desk for three weeks now, and some union men suggest that the Labour Department is deliberately delaying the matter. The dispute is likely to be a key item on the agenda when the Council of Mining Unions meets Botha on Monday (see box overleaf).

Government is making no bones about its support for the employers' tough stance. Some unions even see government-employer collusion behind it all.

"In one case no less than seven cabinet ministers told employers not to grant increases or cost of living adjustments," says Confederation of Metal and Building Unions (CMBU) secretary Ben Nicholson. "Taken together with the Industrial Conciliation Amendment Bill (FM April 22), it amounts to an attempt to undermine self-government in industry."

There's no doubt, of course, that employers would have taken a tougher stance even without government's prompting. Times are hard, and many union men recognise this. "The economy's in a mess. You can't really blame employers for digging in," says Tusea general secretary Arthur Grobbelaar.

But there's also little doubt that living standards for union members are dropping. Workers lower down the scale have been particularly severely affected.

Says distributive workers' chief Ray Altman, whose members are among the lowest paid non-African workers in the country: "We appreciate that the country believes the time has come to extend to non-Africans the type of in factory committee system which governs African workers. This, some employers hope, will weaken the position of unions which take a hard-line attitude on the industrial colour bar.

There are also influential men in government circles who believe that "in company" bargaining is preferable to trade unionism - not only for Africans, but for whites, coloureds and Indians as well.

So could it be that government is getting ready to jettison the unions? "They're never going to do anything as drastic as that. But there's certainly a feeling that it's questioning their desirability," says Grobbelaar.

Some trade unionists say they can see employers seeing on the idea already. Amalgamated Engineering Union general secretary Tom Neethling claims that some employers are "using the economic situation to undermine unions." He says that some employers have been trying to woo men away from the unions and have been persuading them that they should negotiate on the shop floor without consulting their unions.

They want to bargain with men who will constantly fear losing their jobs. It's definitely an attempt to undercut us," he adds.
Fundamental rights needed for black workers — Botha

BLACK workers must be given the fundamental right to organize and negotiate and the right to protection from victimization, the Minister of Labour, Mr S P Botha, said yesterday.

In an interview Mr Botha added, however, that the trade union system used overseas was not necessarily always a good model for South Africa and its special circumstances.

Elaborating on a radio talk, Mr Botha said he had appointed a commission of enquiry under Professor Nic Winch to investigate South Africa’s labour legislation.

"I started positively," he said. "We must create in South Africa a system for blacks that gives them the fundamental right to organize and negotiate and the right to be protected against victimization."

Many examples in the world

But he did not think that black trade unions were necessarily the answer because they could lend themselves — and there were many examples in the world — to being used as political instruments. He was not opposed to organization and negotiation but in other countries, like Britain and the United States, the use of trade unions as political instruments had brought a reaction and a problem.

"For the South African circumstances negotiations on the factory floor might be better than a country-wide union that was led by people unconnected with the factory," he said.

He wanted to give everybody the same rights but he also wanted to avoid landing in the same position as some other countries with their trade union movements.

Trying to move away

"The point is," he said, "other countries are trying to move away from the conflict situation that is locked up in their trade union movements — and I am not being derogatory about them, I am trying to make a point.

"But I still have an open mind about the subject and I am still waiting for the commission’s report. We have set a direction and a trust but it is too early to ask for too many details."

peaceful farmers, the closeness of native life in South Africa
'Blacks to get more powers'

A labour expert predicted yesterday that improved 'factory liaison committees' for 'black workers', with employers to negotiate legally binding agreements, will be recommended by the commission of inquiry into South Africa's labour laws.

Government thinking was clearly in this direction, Mr. J. Liebenberg, industrial relations adviser to the Chamber of Mines, told an industrial relations seminar.

Recently the idea of decentralised 'company unions' for 'blacks' was floated at an Afrikaanse Handelsemi- stuit seminar by Dr. W. J. de Villiers, executive chairman of General Mining.

Mr. Liebenberg said the Government's fears that independent black unions would become vehicles for demanding political rights were "well known."

He thought the commission would be prepared to recommend the abolition of job reservation and the formation of 'company unions' for blacks. "I would not be surprised at the Commission was set up for this purpose, to save the Government embarrassment," he said.

Mr Liebenberg predicted such a system would "spell doom" for unregistered black unions, and might even affect registered unions.
Labour to curb wage demands

—Minister

The Argus Political Staff

ALL the major labour movements in South Africa have now reached accord with the Minister of Labour, Mr S. P. Botha, to handle any future wage and salary demands with the greatest possible realism and responsibility in present difficult times.

In the past fortnight, Mr Botha has held lengthy discussions with the Trade Union Council of South Africa (Tucsa), the Confederation of Labour and yesterday, he followed this up with talks with the Confederation of Metal and Building Unions.

Though these talks, Mr Botha said in an interview today, he had been able to contact the representatives of the bulk of organised labour in the country.

"It is really wonderful what co-operation and understanding has been achieved. The most wonderful part of it is that we have spoken for hours on the problems and have reached agreement without any threats being made," he said.

HELD BACK

There had been the proper consultation and exchange of information and agreement had been reached "in the interests of the country."

The effect of the agreement would be that wage
Clamp stays on trade unionists

By ISAAC SEGOLA

TWO trade unionists are known to be still in detention under the Internal Security Act and 30 others formerly connected with unions are still banned or under house arrest.

They are among 471 people believed to be in detention in terms of security legislation and 156 people under restriction orders in terms of the Internal Security Act.

Last week a former trade unionist, Mr Phumile Mphetha, 36, was banned for five years under the Internal Security Act.

Mr Mphetha, a former secretary of the Industrial and Agricultural Society in Johannesburg, was served with the order after spending 368 days in detention. He is restricted to the Germiston magisterial area.

At the same time, Miss Mmam Tshebe Sihole, an executive member of the society, who had spent about nine months in detention, was released.

The unionists still in detention are Mr Harold Nasana, 38, of the Institute for Industrial Education, Durban, who was detained in December, 1975, and Mr Joe Thilolo, president of the Union of Black Journalists, detained in March. Thilolo was previously detained for three months last year.

Two Natal factory workers are reported to be still in detention under the Internal Security Act. They are Mr Ernest Ndlela and Mr Johnson Sosh, both of Martizburg.

Trade unionists still under restrictions are Mr Chris Abonza, Mr Gael Anderson, Mr D. O'Loughin, Mr David Hassen, Mr Sibe Khoza, Mr Davis Rabe, Mr Alexander Mthethwa, Mr Mike Mungo, Miss Jeanette Mungo, Mrs A. J. Mungo, Mrs Ian Mungo, Mr E. T. Tshabalala, Mr Wilms von Blank, Mr M. N. Nkhumala, Mr Minority Nelson and Mr Ellis Leo.

Three under restriction and formerly connected with unions are Mr Chris Abonza, Mr K. M. Mungo, Mr Max Halder, Mr Mungo, Mr J. M. Mungo, Mr Z. M. Mungo, Mr Hassen, Mr Sibe Khoza, Mr Davis Rabe, Mr Alexander Mthethwa, Mr Mike Mungo, Miss Jeanette Mungo, Mrs A. J. Mungo, Mrs Ian Mungo, Mr E. T. Tshabalala, Mr Wilms von Blank, Mr M. N. Nkhumala, Mr Minority Nelson and Mr Ellis Leo.

Four banned, connected with the Western Province, Action Group in Cape Town have been released from detention. They are Mr Wallace Mabasa, Mr Alloys Ndlela, Mr David Khoza and Miss Mary Maphasa.

A fifth man, Mr Luke Mavumbe, an executive of the bureau, died in detention.
Unions promise restraint

CAPE TOWN — The Confederation of Metal and Building Unions (CMBU) had yesterday joined other trade unions in promising restraint in wage demands in the current economic situation, the Minister of Labour, Mr Fanie Botha, announced here.

The Confederation represents 100,000 workers in eight unions not affiliated to the Trades Union Council of South Africa or the Confederation of Labour, which have already adopted a similar stance.

Mr Botha told newsmen yesterday he was delighted with the CMBU decision reached during discussions at the Confederation's request. What had resulted was a decision in the national interest. — SAPA.
NOTICE 690 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

Name: Nicholas Hulccock, Assistant Industrial Conciliator

Application is hereby, in terms of section 4(2) as applied by section 4(5) of the above-mentioned Act, to give notice of the variation of its scope of registration from the National Association of Allied Workers of South Africa to the National Association of Furniture and Allied Workers of South Africa.

The application is reflected in the table. Any interested persons are invited to lodge their objections in writing with the Department of Labour, Labour Relations, Pretoria, no later than 17 July 1975.

Table

<table>
<thead>
<tr>
<th>Table of trade union — National Association of Allied Workers of South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application was lodged — 17 July 1975</td>
</tr>
<tr>
<td>And area in respect of which application is made — All persons employed in the Furniture Manufacturing Industry in the Province of Natal</td>
</tr>
</tbody>
</table>

NOTICE 690 OF 1975

KENNISGEWING 702 VAN 1975

SUID-AFRIKAANSE RESERWEBANK

Staat van bates en laste op die 3de dag van Oktober 1975

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<thead>
<tr>
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<td>18 987 724,53</td>
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<td>1 036 142 021,00</td>
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<tr>
<td>196 762 717,28</td>
<td>332 091 127,08</td>
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<tr>
<td>5 164 074,80</td>
<td>548 927 164,27</td>
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Total of bate and laste on the 3rd day of October 1975

R 2 466 596 157,09

KENNISGEWING 690 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN ‘N VAKVERENIGING

Elk, Johannes Nicolaas Hulcrock, Assistent-nywerheidsregistrator, maak ingevolge artikel 4(2) soos toegespits deur artikel 7(5) van die boogenoemde Wet, hierby bekend dat ‘n aanvoer om die verandering van sy registrasiebestek ontvang is van die Naasionale Vereniging van Furniture en Allied Workers of South Africa. Bevorderde van die aanvra word in onderstaande tabel verstreke.

Enige geregisterde vakvereniging wat teen die aanvra bewaar maak, word verbo om binne een maand na die datum van publikasie van hierdie kennisgewing sy bewaar skriflik by my in te dien, p/a die Departement van Arbeid, Labour Relations, Pretoria, posadres Private Bag X117, Pretoria (posadres Private Bag X117, Pretoria, 0001)

Tabel

| Naam van vakvereniging — Naasionale Vereniging van Furniture en Allied Workers of South Africa |
| Datum waarop aanvra ingegee is — 17 Julie 1975 |
| Belang en gebied ten opsigte waarvan aanvra gedoen word — Blanke in dien in die Meubelnywerheid in die provinsie Natal |
| "Meubel nywerheid" beteken, sonder om die gewone betekenis van die uitdrukking engerwyse te beperk, die vervaardiging, hetsy in die geheel of deelgelyk, van meubels van alle tipes, afgegen van die materiaal wat gebruik word, en dit sluit ook die volgende werksonhede in |
| Herstelwerk, stofwerkwerk, herstofwerkwerk, beswaarwerkwerk, skeepwerkwerk, herstofwerkwerk, houtwerkwerk, herstofwerkwerk, met die vervaardiging en/of herstofwerkwerk van meubels, die polser en/of herpolser van meubels, of die vervaardiging van en/of beswaarwerkwerk, skeepwerkwerk en/of herstofwerkwerk aan meubels vir tekmakers, kantore, kerke, skole, kroes of teaters, kabinet en vir musiekinstrumente en radio- of draaidoelkabinette en ook die vervaardiging van alle sonde meubels vir huisheude doeleindes sowel as die vervaardiging, uit hout, |
processes in the manufacture of bedsteads, the definition and interpretation of which shall include all manner or types of mattresses, spring mattresses, overlay, pillows, bolsters and cushions, and including the activities carried on in any premises where wood-machining, woodworking and/or carving in connection with the production of furniture is carried on, including further the finishing, re-furnishing or repolishing of furniture in, or in connection with, establishments in which the preparation of any article of furniture either in whole or in part is carried on and the veneering of laminated blocks or plywood doors used for furniture and all parts of materials used in the construction of furniture, the manufacture of steep, garden and camp furniture but excludes both the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads.

Postal address of applicant — P.O. Box 240, Johannes-

Office address of applicant — First Floor, Meubelen-
trum, corner of Anderson and Eloff Streets, Johannesburg.

Attention is drawn to the following requirements of sec-
tions 4 and 7 of the Act

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

(b) The procedure laid down in sections 4 (2) and 7 (6)
must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Assistant Industrial Registrar
(17 October 1975)

NOTICE 691 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

J. Johannes Nicolaas Hitchcock, Assistant Industrial Registrant, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Association of Furniture and Allied Workers of South Africa.

Particulars of the application are reflected in the sub-
jointed schedule.

Any registered trade union which objects to the applica-
tion is invited to lodge its objection in writing with the,
c/o the Department of Labour, Labora Buildings, corner of
Paul Kruger and Schoeman Streets, Pretoria (postal
address: Private Bag X117, Pretoria, 0001), within one
month of the date of publication of this notice.

Table

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>National Association of Furniture and Allied Workers of South Africa</th>
</tr>
</thead>
</table>
| Date on which applica-
tion was lodged | 17 July 1975 |
| Interests in respect of which application is made | White persons employed in the Industry concerned with the manufacture of television cabinets |
| Area in respect of which application is made | Republic of South Africa |
| Postal address of applicant | P.O. Box 240, Johannesburg, 2000 |

van orrels, biljarttafel en/of koelkast en shut dit in die
vervaardiging of die prosesse vir die vervaardiging van
beddedoek, wat so onskryf en vertel moet word dat die
anne soorte matrassen, veermattressen, balelag, kussings, pukels
en stoelkussings vry, en ook die werkzaamhede wat
uitvoer word op alle persone waar houtsnijwerk
houtsnijwerk en/of houtsnijwerk uitgevoer word
en/of in verband met die vervaardiging van meubels, voorwerp
op verskillende manier en/of in verband met bolyksinjings waars wat betrek
van 'n meubelstuk gedeeltelik of in die geheel uitgestel
word, en die finiseerwerk aan gelaamde blokkies, en
laaghoutdure wat vir meubels gebruik word, en alle
gedeeltes van materiaal wat by die vervaardiging van
meubels gebruik word, die vervaardigings van stoom-
- en klepmeubels, maak gebruik van metalmeubels, maak gebruik van metalmeubels, met inbegrip van meubelkastes.

Pouwes van aplicant.—Postbus 2060, Johannesburg
2000.

Kontouwes van aplicant.—Eerste Verdieping, Meubelcentrum, h/v Anderson- en Eloffstraat, Johannesburg.

Die soggel word gevestig op onderstaande vereiste:
van artikels 4 en 7 van die Wet:
(a) Die mate waarin 'n besoek dat verkry word in termyn,
van die hoogte wat deur die meubelbedryf kan word,
vw eindig, het die deur te sien of die meubelwerk en/of die meubelsmaakwerk aan meubel,
met inbegrip van meubelkastes.

Pouwes van aplicant.—Postbus 2060, Johannesburg
2000.

Kontouwes van aplicant.—Eerste Verdieping, Meubelcentrum, h/v Anderson- en Eloffstraat, Johannesburg.

Die soggel word gevestig op onderstaande vereiste:
van artikels 4 en 7 van die Wet:
(a) Die mate waarin 'n besoek dat verkry word in termyn,
van die hoogte wat deur die meubelbedryf kan word,
vw eindig, het die deur te sien of die meubelwerk en/of die meubelsmaakwerk aan meubel,
met inbegrip van meubelkastes.

Pouwes van aplicant.—Postbus 2060, Johannesburg
2000.

KONTOUWES 691 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheidsregistrator, maak ingewig van artikel 4 (4) en/of toegetrek van artikel 7 (5) van die genoemde Wet, hierby bekend dat
van die eerste bieding van die Registrasiebestek ontvang is van die National Association of Furniture and Allied Workers of South Africa. Daarom is die aanvraag om die verandering van die Registrasiebestek verklaar.

Enige geregistreerde vakvereniging wat teen die aan-
soek besoek maak, moet verkoop om, binne en maand
van die datum van publikasie van hierdie kennisiging,
by krag skryflik as my in te dien, p/a die Depart-
ment van Arbeid, Laborabeug, h/v Paul Kruger- en
Schoemanstraat, Pretoria (posadres: Private Bag X117,
Pretoria, 0001)

Tabel

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>National Association of Furniture and Allied Workers of South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aanvraag ingediend is</td>
<td>17 Julie 1975</td>
</tr>
</tbody>
</table>
| Belange ten opsigte waarvan aanvraag gedaan word | Blankes in diens in die Nywerheid genoem met die

Die Republiek van Suid-Afrika.

Pouwes van aplicant.—Postbus 2040, Johannes-
Office address of applicant—First Floor, Meubelcentrum, corner of Anderson and Eloff Streets, Johannesburg.

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

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

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

J. HITCHCOCK, Assistant Industrial Registrar.

(17 October 1975)
PRETORIA.—The Government has published draft legislation aimed at increasing the collective bargaining power of more than one million Black workers.

The legislation, providing for the establishment of 'industry committees,' will enable Black workers to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committee would be required to be employees in the industry concerned.

Details of the draft Bill, the Bantu Labour Relations Regulation Bill, were issued at a two-hour press conference in Pretoria yesterday and posted to 200 employer and employee organisations throughout the country for study and comment.

Until December 2

The Secretary for Labour, Mr. B. G. Landeque, announced that these organisations and the public would have until December 2 to submit representations to the department on the contents of the draft Bill.

It was the intention of the Minister, Mr. Marais Viljoen, that the proposed legislation should be introduced during the next session of Parliament.

Previously at yesterday's press conference, Mr. Viljoen himself announced details of the proposed legislation, which made considerable impact in employer circles when published recently.

Committees

Mr. Landeque said the effect of the legislation could also be to produce a considerable increase in the number of works and liaison committees already established in terms of 1973 amending legislation.

There are already 1,969 liaison committees representing 549,000 Black workers and 270 works committees representing 64,000 Black workers. In existence, industry committees will be drawn from the membership of works and liaison committees.

The Bill, when it becomes law, will have a threefold effect. It will give Black workers increased influence and say no voice in wage determinations.

Council agreements are 'force, will give direction negotiating rights to Black workers in industries where no industrial councils exist, and will en Black workers to wage agreements controlled by where there are determinations.'
New system on the way

Blacks to get boost in pay bargaining

John Patten, Political Correspondent

The Government has published draft legislation aimed at increasing the collective bargaining power of more than 1 million Black workers.

"Industry committees" will enable them to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognized, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the Bantu Labour Relations Regulation Bill were simultaneously released at a two-hour Press conference in Pretoria yesterday afternoon and posted to 200 employer and employee organisations throughout the country for study and comment.

CONSIDERATION:

The Secretary for Labour, Mr B G Landeque, announced that those organisations and the public have until December 2 to submit representations to the department on the contents of the draft Bill.

He stressed that the Bill would take its final form only after consideration had been given to all representations.

It was the intention of the Minister, Mr Viljoen, that the proposed legislation should be introduced during the next session of Parliament, he said.

The new law will give Black workers increased influence and say (but no voting rights) in industries where industrial council agreements are in force, will give direct negotiating rights to Black workers in industries where no industrial councils exist, and will enable them to force wage agreements on uncontrolled industries.
More muscle for African workers

By PATRICK LAURENCE

AFRICAN workers in industry and commerce will be empowered to negotiate binding wage agreements on behalf of thousands of fellow workers in terms of a draft Bill drawn up by the Department of Labour.

Details of the draft Bill to amend the Bantu Labour Relations Regulation Act were released in Pretoria yesterday by the Secretary for Labour, H. B. G. Landeque.

The Bill, would greatly expand the existing system of works and liaison committees.

One of its key provisions provides for the establishment of industry committees in a particular area and for a particular trade. Industry committee members will be elected by Africans in existing works and liaison committees.

One of the innovations in the idea is that it will enable industry committees to speak for many more workers than do the present works or liaison committees.

Unlike works or liaison committees, industry committees will be able to negotiate on behalf of workers in several plants or factories — and, according to Central Bantu Labour Board chairman, Mr. H. W. Tindale, their agreements can be given the "force of law in the said industries and area."

But the proposal has two major provisos.

• Industry committees will not be permitted to negotiate agreements in trades and areas where there is an industrial council under the Industrial Conciliation Act.

• In those areas and trades the draft Bill provides for compulsory representation of industry committees on industrial councils when matters concerning African workers are debated.

Although industry committee delegates will not have the vote, they will be able to participate in deliberations.

According to Labour Department officials, between 500,000 and 750,000 African workers do not fall under industrial council agreements — against 500,000 who do.

Asked what was the difference between the proposed industry committees and trade unions, Mr. Landeque declined to comment.

But it later transpired that all members of industry committees will have to be fulltime workers — in contrast to trade unions which can and do employ fulltime professional trade unionists.

The draft Bill will extend the present protection of works and liaison committee members against employer victimisation to industry committee members.

Another key feature of the draft Bill is its elimination of clauses restricting membership of the Central Bantu Labour Board to Whites and restriction of the position of Labour Officer under the Act to Whites.
The Department of Labour in drafting up the draft Bill to amend the Bantu Labour Relations Regulations Act, ignored the country's biggest trade union organization, the Trade Union Council of SA.

The general secretary of Tusca, Mr Arthur Grobbelaar, said yesterday that Tusca was not consulted on the Bill.

"It is patently absurd that on an important issue of this kind, which could give rise to worker conflict, the organized trade union movement was not consulted by the Minister."

Certainly, Black worker interests were not consulted on the measure, and this was even more absurd.

**CONFUSED**

The situation is confused and demands a full and frank explanation from the Minister of Labour, Mr M. Viljoen. From the little we know now, it would appear that what the Minister and his department have in mind could...and probably does, run counter to the needs, wishes and best interests of Black labour!".

Mr Grobbelaar said the disturbing feature of the Government's hand-held approach to Black labour, was that because it was ideological reasons unwilling to grant Black workers full trade union status, the whole labour system was becoming dangerously distorted.
A race against time

Government's new Labour Bill extends the works and liaison committee system. But many African workers reject the system — and are stepping up demands for trade union rights.

Black trade unions — or works and liaison committees? It's becoming a race against time. As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban again rejected the committees and launched a campaign for the recognition of unions.

The draft Bill has been posted to employer groups, registered (but not African) unions, and regional Bantu labour committees inviting them to comment and suggest further changes by December 2. Its main features:

- The chairman and members of the Central Bantu Labour Board (CBLB, a body within the Department charged with looking after the interests of African workers) and Bantu Labour Officers and assistants need no longer be White;
- Instead of having a separate liaison committee in each of his establishments in a particular area, an employer may now set up one liaison committee for all his establishments in that area.
- Liaison committees are now specifically empowered to negotiate with employers about employment conditions. Previously they could only...
recommend. Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindtique confirmed that liaison committees are entitled to negotiate wages.

- An establishment may now have both a liaison and a works committee. Previously the one excluded the other, but Lindtique says a number of influential employers want both. One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management), and

- Most important, the Bill introduces a new kind of committee for Black workers - the industry committee - and thus extends the committee system from a single establishment to an industry-wide basis.

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago. Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee. In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment conditions with an employer group. The agreement may then be declared binding by the Minister on all employees and employers in that trade and area.

Where there is an industrial council, industry committees do not have the right to enter into such agreements. Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations.

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council. But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers, but would be able to take part in the council's proceedings.

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in South Africa, the industrial councils.

- The Bill also prohibits employers from stopping workers' participation in the committee system, and forces them to give committee members "every reasonable facility" to perform their committee duties.

One major defect in the Act, which has been pointed out before but which the Bill evidently overlooks rather than overlooks - does not remedy, is the requirement that all committee members must be employees in the industries concerned. Just how effective a role will they be able to play? Wage negotiation is a complex business. Employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions, CoI. projections, the cost and profit structure of the industry in question, and the thousand and one other things they need to know to bargain effectively? The answer is that in practice they won't.

They will therefore depend on the secretarial and professional assistance of the Department of Labour. Alternatively, they could - as a number of works and liaison committees do - get help from one of the unregistered African trade unions.

Lindtique stresses that the Bill is not necessarily the "final answer. We cannot be sure what will happen in the future." On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions. But on another it is an attempt to undermine the growing African union movement through an alternative system.

The position of African unions is as anomalous as ever. "They are not recognized" confirms Lindtique "but they are not forbidden either." Government's attitude to them is reminiscent of the US's preface for the calculated ritual by which the People's Republic of China did not exist.

Significantly, while the Labour Department is asking trade unions which cater for White, Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions.

Tremendous success

According to Lindtique, the committee system has been a "tremendous success." There are now 1969 liaison and 279 works committees in operation, in establishment with a total of 613 000 African workers. Hugh Tindal, chairman of the CBLB, pays tribute to the "magnificent part" of some employer organisations in propagating the committee system.

There is indeed no doubt that many employers - though certainly not all of them - are taken with the committee system. Whether it has the support of any significant number of African workers is much more doubtful.

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system. Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10.

Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers.

There is thus very little real evidence that the committees have any degree of support among Black workers. Indeed, there is considerable evidence to the contrary. The FAS attended a meeting of 150 Black workers, shop stewards, and trade union officials in Durban at the weekend, where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions.

"We must show very clearly that we do not want works and liaison committees," declared one speaker...
another. "We are here because we are exploited in the land of our forefathers. We are hungry and we must engage in purposeful action."

Said a Pinetown worker, summing up the mood of cool determination at the meeting. "Our struggle is for our rights as workers. We are not fighting the government, we are only fighting for our rights. Whites, Coloureds, and Indians fought very bitterly for their trade union rights."

Added a man from Howick. "I was once a soldier and I am prepared to fight and even die for this country."

A worker from Pietermaritzburg declared. "I told my employers quite courageously that I am a member of a trade union. Some of the workers started shivering when I said this. One day the employer brought a Labour Department official to say that there are no African trade unions in SA. But I told him: You are a White man, I know what I want from a union. It is none of your business."

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60,000, against 40,000 a year ago. Government and employers are all advised to ignore this growing movement. The new draft Bill will no doubt strengthen the works and hason committee system. But in the final analysis the test of the system's success is going to be whether it has widespread worker support. And that is very much open to doubt.

4. Are you satisfied with your present tutor? Yes/no

Comment

5. (a) What in your opinion should the aim of tutorials be?

(b) Do you feel these goals were achieved during the year?
We reject it completely

South Africa's largest Black trade union, the 23,000-strong National Union of Clothing Workers, is in an ideal position to exploit the Government's proposed industry committee system.

In the men's hat industry in the Transvaal, made up almost entirely by union members, there is no industrial council.

Don't Dare

That means shop stewards of the union could now form an industry committee, assume full negotiating powers under the proposed legislation and negotiate binding agreements.

"We reject such an idea completely," said Mrs Lucy Muvubelo, general secretary of the union.

"The industry committee members would have to be employees who are open to victimisation by employers, even though the law does not permit victimisation," she said.

"No employee dares to be as outspoken as an independent trade unionist. And if he cannot speak out like a unionist, he cannot satisfy the workers whom he represents.

"Secondly, no worker can be matched against highly-educated and highly-trained employers at the negotiating table.

"It takes a sophisticated negotiator, well versed in law and economics, to hold his own. Even a well-briefed worker cannot stand up to employer arguments which call for immediate replies." Mrs Muvubelo made it clear that her members had nothing to gain by availing themselves of the Government's proposals.

"The employers know only too well that a strike lasts only until a representative from our union arrives and undertakes to settle the problem with the management.

"They forget that a trade union also has responsibilities towards employers and exercises discipline over its members." she said.

"Discipline is what enables our union to maintain labour peace, and discipline can never be built into a system which the workers do not regard as their own." Another element which an imposed system could not provide, she said, was true leadership.

"Leadership is the prerequisite for discipline because only recognised leaders can discipline their followers in times of crisis.

"Trade unionism is the only means by which such leaders can be provided for the Black masses in White areas where Black politicians have no say.

The Star's Labour Reporter, SIEGFRIED HANNIG, spoke to some of the experts . . . and found mixed opinions.

The first real alternative to Black trade union rights has emerged more than two-and-a-half years after the worst Black labour unrest South Africa has known.

What does the proposed amendment to the Bantu Labour Relations Regulation Act really mean to workers, employers, Black trade unions and to labour peace?
The emerging Black labour movement will be seriously undermined by the Government's proposals for "improved" Black labour relations.

But by jeopardising the chances for co-operation with responsible Black labour leaders, the new scheme threatens to unleash the very elements it seeks to quash.

That is the opinion of Mr. Louw Douwe Dekker, lecturer in industrial relations at the Graduate School of Business Administration of Witwatersrand University.

"Previously there was no alternative to Black trade unionism. Now there is," Mr. Douwe Dekker said.

Enter arena

"By raising the committee system to industrial level, the new scheme usurps the function of the trade union movement. Therefore it cannot be seen as a step in the evolution of trade unionism.

"The purpose of the new scheme is to provide a complete substitute if employers follow this sentiment to its logical conclusion, they will use the new scheme to thwart trade unionism.

"If they continue this process under the new system, they will sign their own death warrants — unless their union has the full recognition of employers at company level.

Shortcomings

"The employers do not recognize the union, its members on works committees and industry committees will soon lose credibility in the eyes of the workers they represent.

"Trade unionists have to account to their membership for achievements and failures. The new system is fraught with shortcomings which leave little scope for achievements. In addition..."
SPEECH DELIVERED BY THE HONOURABLE HARRIE VILJOEN, M.P., MINISTER OF LABOUR, AT THE ANNUAL BANQUET OF THE NATAL CHAMBER OF INDUSTRIES AT ILANGA CENTRE, BLAISEN HOTEL, DURBAN ON TUESDAY, 16 NOVEMBER 1975 AT 19.00 P.M.

Where you have honoured me with an invitation to address you tonight I assume that I am expected to refer to some of our joint spheres of activities and seeing that your Chamber's members employ approximately 180 000 workers of all races, I think I should touch on the aspect of how these 180 000 workers can best be kept contented and productive.

Who knows better than yourselves that industrial unrest not only adversely affects the living standards of the workers and the profitability of the employers, but that it can also be socially and politically disruptive, as we have seen in some overseas countries and even in your own area some time ago.

As black employees predominate in your industrial sphere as well as in most sectors of our general economy it speaks for itself that we should devote special attention to the creation of such effective channels of communication with our black workers that they can rightly feel that proper attention is being paid to their needs.

As you are no doubt aware, the Bantu Labour Relations Regulation Act has been on the statute book since 1953 and you are also aware that the initiative for the formation of works committees as a means of communication between employers and employees was vested originally in the workers themselves.

Experience has shown, however, that the workers have failed to avail themselves of the opportunity to establish committees, with the result that by 1973 - after the Act had been in existence for 20 years - there existed less than 200 committees.
The labour disputes which occurred during 1973 - which I am sure still evoke unhappy memories in the minds of most Natal employers - clearly accentuated the lack of proper and effective channels of communication between employers and their Black employees. Investigation revealed that in the great majority of cases channels of communication did not exist at all and that this defect was the cause of unnecessary misunderstanding and friction.

It was realised at the time that something had to be done in order to rectify the situation and the Act was accordingly amended to provide, inter alia, for the establishment of proper channels of communication between employers and their Black employees.

In addition to the works committee concept, provision was then made for the establishment of liaison committees consisting of an equal number of representatives of workers and of employers.

The object of this was to bring the employers and their Black workers into direct contact with one another in an effort to bridge the communication gap and to create a climate of consultation instead of confrontation, with a view to eliminating misunderstanding and the lack of appreciation of each other's problems.

This contributed to improved human relations generally which in turn culminated in a more relaxed labour atmosphere.

Without hesitation I can say that the liaison committee system was an immediate success.

In support of this I wish to mention that up to the present no less than 2273 liaison and works committees have been established since the Act was amended during 1973.
What is even more heartening is the fact that these committees today represent more than 608,000 Black workers, or 24% of our Black labour force — a fact which can be largely attributed to a general realisation of the need for better communication opportunities in this field of labour.

As to the value of committees in contributing towards sound employer-employee relations, it is worthy of mention that of the 435 strikes which occurred during 1973 and 1974 in which Bantu were involved, only 35 occurred in establishments in which committees had been established.

At the remaining 400 no committee of any sort existed.

But this is not the only evidence to show that the committee system has proved its value.

You are all acquainted with the findings of the survey which the University of the Free State conducted only a year after the new system had been in full operation, and which indicated that productivity had increased in 39% of the cases investigated,

that in 82% grievances had been reduced

while communication had improved in 97% of the cases

whereas 82% of the companies concerned with the investigation had stated that they were satisfied with their liaison committees and with the results which they produced.

Gedurende die huidige jaar het daar tot aan die einde van September maar net 91 stakings plaasgevind waarby Swart werkers betrokke was.

Dit is ook beteekenisvol dat waar daar in 1973 altesaam 1 300 000 manure verlore gegaan het as gevolg van stakings deur Swart werkers, dié syfer tot 653 000 in 1974 - d.w.s. met meer as die helfte - verminder het, terwyl tot aan die einde van September van hierdie jaar, maar net 86 000 manure verlore gegaan het.

Ek noem hierdie syfers om aan te toon in welke mate die Wet meegewerk het om misverstande en wanbegrifte uit die weg te ruim en 'n basis daarstel waar megere beter menseverhoudings op die arbeidsfront tot stand gebring kan word.

Afgesien van die vordering en die bevredigende resultate wat behaal is sedert die Wet gewysig is, is ek begerig dat al hoe meer werkgewers van die komiteestelsel gebruik moet maak, omdat dit slegs kan bydra om 'n meer tevreden arbeidsmag en gelukkiger werkgewer-werknemerverhoudinge daar te stel.

In this connection the positive attitude of some representative employer organisations is most gratifying.

One of the largest organisations has established a special section to assist its members in the formation of liaison committees. The personnel of the section concerned include qualified and trained Bantu, and provision is made for special short but intensive and thorough training courses for Bantu workers with a view to equipping them to participate in negotiations with their employers.
I am also pleased to know that the Natal Chamber of Industries has taken positive steps to promote communication and dialogue between employers and their Black workers.

I have been told that since the date of coming into operation of the amending Act the Chamber has held a number of seminars to acquaint employers with the provisions of the Act and particularly with regard to the functioning of liaison and works committees. The Chamber's Labour Division has even drafted and circularised model rules for such committees to its members in an effort to facilitate the establishment and operation of committees in their establishments.

But unfortunately there are still establishments in which no committee of any sort exists.

The reason often advanced for this unfavourable state of affairs is that the employer concerned does not regard a committee as at all necessary. Yes, often a committee is regarded as just a nuisance.

It is usually only after a strike has occurred at such an establishment that the employer is prepared to give his blessing to the formation of a committee.

But then there are, alas, also employers who regard the present committee system as a mere interim phase and are not prepared to waste their time and energy on what they consider a passing phenomenon.

And, related to this attitude, we have those employers who would sooner have a recognized Trade Union in their establishment - inter alia for the benefit of not having to deal regularly with the representatives of their own Black workers but rather with a Trade Union head office situated quite outside their daily sights.
These attitudes force me to appeal once more to all such employers - whether they are in the category who just do not want to be bothered with regular communication and negotiation with their Black worker representatives or who may think that the present system is just a passing phase, to accept that South Africa is fully entitled to develop its own system of communication with its Black workers - a system which has so far proved to be working very well because it is a system rooted in our particular needs and circumstances and which provides the Black worker with communication channels already envied by many White and Coloured workers.

Thus to bargain on its early disappearance is indeed a real waste of time.

What will happen in the future is that the system will be altered from time to time as and when the need for further changes may arise.

That's why my Department has just distributed a draft bill designed to improve the present system in several ways - the most important being to give agreements reached between employers and their Black workers the force of law.

In this regard I am looking forward to positive suggestions which your Chamber might like to offer in response to the invitation of my Department for comment on the bill.

In conclusion I wish to state that the committee system, especially the liaison committee system, affords the employer an opportunity to participate in developing the negotiating skill and potential of his Black workers.
If this opportunity is effectively grasped it will foster a spirit of goodwill and mutual understanding between workers and management, thereby eliminating the growth of opposition and antagonism which so often bedevil employer-employee relationships.

Mr. President, we can be justly proud of our country's rapid industrial and economic progress. The extent to which our achievements in this regard can be sustained largely depends on our willingness to handle our labour in a fair and humane manner.

Fortunately we have a common aim, namely the welfare and prosperity of this wonderful country of ours and as long as this remains our main objective, I am sure there will be few difficulties we will not be able to resolve.

You have a fine record as a leading and responsible organisation and I would ask you to build on that foundation in the interests of your members, industry and the country as a whole.

I wish you strength in your efforts in this regard,

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N.B.: FOR RELEASE AFTER DELIVERY ON TUESDAY, 18 NOVEMBER 1975 AT 10.00 P.M.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE MINISTRY OF LABOUR.

PLACE DATE
PRETORIA 18 NOVEMBER 1975
Strike drop a boost for work groups

Political Correspondent

The Minister of Labour, Mr Viljoen, has disclosed a dramatic drop in the number of man-hours lost through strikes by Black workers since the introduction of works and liaison committees two years ago.

He told the Natal Chamber of Industries at a banquet in Durban last night it was "a real waste of time" to bargain on the disappearance of the works committee system.

What would happen instead in the future was that the system would be altered from time to time when the need for changes arose. This was why a draft Bill had just been distributed designed to improve the present system by giving agreements reached between employers and Black workers the force of law among other things.

Mr Viljoen said that in 1973 — the time when works committee legislation was introduced — 1.6 million man-hours had been lost in Black strikes.

Last year the number had dropped to 653 000 and up to the end of September this year, only 86 000 man-hours had been lost in this way.

BEETRER NOW

"I mention these figures to show to what extent the Act has contributed to remove misunderstandings and false impressions and to establish a basis through which better human relations can be brought about on the labour front," he said.

Regardless of the progress made since the Act was amended, Mr Viljoen said he was eager that more employers should use the committee system, because it could only contribute to a more satisfied labour force and to happier employer-worker relations.

The Minister applauded some employers for their positive attitude. One of the largest organisations, he said, had established a special section to assist its members in the formation of liaison committees.
Liaison system changing

Financial Editor

The Minister of Labour, Mr. Marais Viljoen, appealed in Durban last night to all employers who have not used the liaison committee system of communicating with Black workers, to do so without delay.

Speaking at the annual dinner of the Natal Chamber of Industries, he said these employers might not want to be bothered with regular communication, or they might think that the present system was "just a passing phase." But they must accept that South Africa was fully entitled to develop its own system, which had, so far, worked very well.

"It is a system rooted in our particular needs and circumstances. It provides the Black workers with communication channels already envied by many White and Coloured workers."

Instead of its early disappearance, the system would be altered as the need arose.

"That is why my Department has just distributed a draft Bill designed to improve the present system in several ways — the most important being to give agreements, reached between employers and their Black workers, the force of law."

Mr. Viljoen added that 2,773 liaison and works committees had been established since the Act was amended in 1972. These represented 600,000 Black workers, or 24 percent of South Africa's Black labour force.

Of the 435 strikes in 1973 and 1974, in which Africans were involved, only 23 were in establishments where committees had been formed.

A survey carried out by the University of the Free State had shown that the committees had not only reduced grievances and improved communications, but had also been responsible for boosting productivity.
Unions: SA not awake

People in South Africa are not quite aware of what trade unions are and the attitude of many employers, who have experience with what has happened abroad, is wrong.

Dr. M. A. du Toit, head of the Department of Extramural Studies in Commerce at the University of Stellenbosch and member of the Committee for Economics and Labour on the Ecca-Theron Commission, delivered his address in an address to the Institute of Personnel Management (Southern Africa) in Cape Town yesterday.

Dr. du Toit spoke on the industrial relations system in South Africa. He said industrial relations would be of greater importance in the months to come. He said many in South Africa did not have the slightest idea of the labour laws and could not be expected to have a full knowledge of laws involving management and workers.

Competing

Referring to the Industrial Council’s Act, Dr. du Toit said too many of the industrial councils were registered on a local basis rather than a national one.

Many, while spread out and competing with one another, were serving the same purpose. He said with the application of minimum wages discrimination was apparent. When people pay wages, the lower categories are kept to a minimum. In many cases the Coloured gets the minimum and the White the higher scale.

Referring to the Wage Act, Dr. du Toit said the principal was sound but the Wage Board was functioning “far too slowly” and was 15 to 20 years behind the times.

He said South Africa was “fortunate” in that in 1924 the necessary steps were taken to prevent large-scale strikes.
November 21, 1975

Those with a lot may get only a little

By John Pirie

The wage restraint agreed to by trade unions as their contribution to the anti-inflation programme may be extended to high-income employees.

The Minister of Economic Affairs, Mr Chris Heunis, confirmed yesterday that proposals for this were discussed this week by the special committee set up to monitor the progress of the anti-inflation campaign, but said no decision had been reached.

I understand it was proposed that:

- People earning more than R15,000 a year should be asked to go without a salary increase altogether during the six-month wage restraint period October to March;

- Those earning between R12,000 and R15,000 should be asked to absorb three-quarters of the increase in the cost of living, by accepting a wage increase equivalent of only 25 per cent of the rise in the Consumer Price Index;

- Those earning between R9,000 and R12,000 should be asked to absorb half of the cost of living increase, by limiting their wage demands to 50 per cent of the rise in the CPI.

Pressure for these "wage sacrifices" to be extended to higher paid employees had come from the trade union movement, which has committed its membership to wage restraint, mainly to keep below R9,000 a year to limit their wage demands to 70 per cent of the rise in the CPI, a "wage rise" of 50 per cent.

The feeling among trade unionists is that it is only equitable that higher-paid workers should make proportionately greater sacrifices.

The committee, which represents Government, employers and trade union leaders, has said it has been in favour of the proposals, but the final decision rests with the Government.
APPEAL FOR LABOUR LINK WITH BLACKS

DURBAN. — Experience had shown that South African workers have failed to avail themselves of the opportunity to establish the committees provided for in the Bantu Labour Relations Act of 1953, according to Mr Marais Viljoen, the Minister of Labour.

Mr Viljoen was speaking on communication between workers and employers at the annual banquet of the Natal Chamber of Industries in Durban.

"As Black employees predominate in your industrial sphere as well as in most sectors of our economy, it speaks for itself that we should devote special attention to the creation of such effective channels of communication with our Black workers that they can rightly feel that proper attention is being paid to their needs," he said.

Mr Viljoen mentioned the 1973 Natal strike and said that at the time — after the 1973 Act had been in existence for 20 years — less than 200 workers committees had existed.

AMENDED

"It was realised at the time that something had to be done. The Act was accordingly amended to provide, among other things, for the establishment of proper channels of communication between employers and their Black employees," he said.

"Provision was then made for the establishment of liaison committees consisting of an equal number of representatives of workers and employers.

Mr Viljoen said: "In support of this, I wish to mention that, up to the present, no less than 2,373 liaison and works committees have been established, and the Act was amended during 1973."

He pointed out that there had been 206 strikes involving Black workers (a loss of a total of 1,300,000 man-hours) in 1973, whereas the number had dwindled to 189 (833,000 man-hours) in 1974 and 32 (400,000 man-hours), during the first nine months of this year.

Of the 206 strikes which had occurred during 1973 and 1974, only 35 had taken place in establishments in which committees had been established.

Mr Viljoen said that his department had distributed a draft bill designed to improve the present system in several ways — the most important being to give agreements reached between employers and their Black workers the force of law.

"Our special immediate priority as underpins, he said, "is to increase the skills and productivity of our labour, now equal to be prepared for the next upturn in the economy."

"If we do not, we shall see inflation in South Africa as we have never seen it before."

5. Whom do you take your problems to?

7. Please list all jobs held for a period of 10 years.

EXPLANATORY HISTORY
SA must provide system

The Argus Correspondent:

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

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

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

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

COURSE

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

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

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

RIGHTS

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

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

The trend has been for White wages to go too high and Black wages to stay too low, resulting in overvaluation of some jobs and undervaluation of others.

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

PARTNER

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

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

Accordingly, it is starry-eyed to ignore polit-
Black workers ‘need more say in business’

Labour Reporter

Honesty and sincerity with one’s Black workers are essential for the survival of one’s organisation, according to a leading personnel manager, Mr J D G van Heerden.

Black workers would have to be trained in negotiating. They would have to receive explanations about finances and they would have to be drawn into the firm’s planning process, he said.

“Management will have to accept that policy decisions are going to need the consent of the workers if a happy and effective workforce is to be maintained,” Mr van Heerden was speaking at a Johannesburg seminar on labour relations, arranged by the National Development and Management Foundation.

The introduction of the committee system of representation for Black workers stemmed from “incompetent management involvement at the worker level concerned,” Mr van Heerden said.

Where properly introduced, the system had reduced absenteeism and improved productivity through communication.

But the committee system had also highlighted ineffective management and led to Blacks, in some cases, having a more effective channel of communication with management than Whites.

SIMILAR SYSTEM

Because of that, Whites had even requested that a similar system be introduced for their benefit, Mr van Heerden said.

According to one school of thought, the present system could evolve into a “total, all-employee representative body.”

Much original thinking would be required to cope with the labour situation in future owing to South Africa’s heterogeneous labour force.

The present systems may well expand into a body of integrated, economically active persons, irrespective of race or creed,” Mr van Heerden said.
Labour goodwill ‘not enough’

Labour Reporter

South Africa cannot rely on goodwill alone for its Black labour relations, according to the personnel manager of a leading industrial and commercial group, Mr R V Sutton.

The number of works and hason committees for Black workers introduced voluntarily was not adequate to meet the needs, Mr Sutton told a labour relations seminar of the National Development and Management Foundation in Johannesburg.

In preference to compulsion to raise the number of committees, he proposed a ‘device of regional agreements for specific trades which would be applicable to everyone.’

Such agreements on wages and working conditions would be concluded through a regional labour council composed of employers and workers in undertakings where committees existed.

The representativeness required of such bodies should not be too stringent, Mr Sutton said.

In that way organisations would be encouraged to form committees for their workers in order to qualify for participation on the regional councils.

The existence of an agreement on wages and working conditions in the individual enterprise could be made a condition of membership of the regional council, and such agreements right be approved by the council.
JOHANNESBURG—Employers who bargained on the disappearance of the committee system of representation for Black workers were "building on sand," Mr. Marais Viljoen said here yesterday at his last official appearance as Minister of Labour.

Mr. Viljoen was addressing a labour relations seminar arranged by the National Development and Management Foundation.

The Minister said two key aspects were the attitude of employers and the need to train Black workers in the art of debate and negotiations.

If they were not trained in the difficult task of negotiation, the system would not work properly, he said.

It was totally beyond the State to undertake such training, which would involve thousands of committee members. Employers had to take that responsibility.

He praised "the vast number" of employees who had adopted the right attitude towards committees and committee members.

But, he said, there were those who regarded the system as "a nuisance or a passing phenomenon."

If a managing director summoned committee members to his office for a "monologue," perhaps without offering them a say, "then no legislation would be able to create the desired labour relations or race relations," Mr. Viljoen said.

He said 2,276 committees were in existence, representing 608,000 Black workers or 24 percent of the Black labour force. — (Sapa.)
The Argus Correspondent

JOHANNESBURG. — The Minister of Labour, Mr Marais Viljoen, believes his department will take a hand if Black workers do not take advantage of their proposed negotiating rights.

He was reacting to concern among employers at a Black labour seminar which he attended in Johannesburg.

The meeting, arranged by the National Development and Management Foundation, was told that employers and not workers had taken most of the initiative in forming committees for their Black workers.

Therefore the growth of Black industry committees — which are to negotiate binding agreements with employers — was expected to be slow.

Mr Viljoen suggested that employers might also take the initiative in forming these committees, comprising only Black workers.

But he was sure that, if there was no movement in this direction, his department would do what was necessary to form industry committees.

NEGOTIATING

The Minister ruled out the possibility of such committees being given negotiating power on industrial councils.

The industrial council system was one of the pillars of industrial peace in South Africa.

"We simply can't discard that for something which has not been fully tried yet," he said.

But Black workers could have "meaningful participation" in the discussions of industrial councils.

The Minister also made it clear that the Government had no intention of prohibiting or encouraging the formation of Black trade unions.

'It has never been the policy to prohibit them," he said. "We could have done that years ago but we did not find it necessary. And, by the way, we are not so foolish as all that.'

RELATIONS

South Africa's labour relations system was working according to South Africa's needs, "and not according to demands and wishes of people outside our borders," Mr Viljoen said.

Mr Viljoen said the question was how to improve the committee system of representation whose soundness had been shown by experience over the past two years.

Mr Marais Viljoen
The Secretary for Labour,
Department of Labour,
Private Bag X117,
0001 PRETORIA

Dear Sir,

BANTU LABOUR RELATIONS REGULATION ACT 1973
PROPOSED AMENDMENT BILL 1976

From the historical background to this legislation, and governments' declared policy, it must be assumed that this piece of legislative machinery is primarily designed to provide for the settlement of disputes in which Blacks are involved without any necessity to involve the assistance of labour 'organisations' - such as trade unions. The effectiveness of the proposed amendments may therefore be tested in the first place by attempting to assess how far they might progress this primary objective.

1. A 'labour dispute' is defined to mean 'a labour dispute in which employees (i.e. Bantu) are involved'. Presently a Regional Committee is required to assist in the settlement of such disputes (Sec. 6(1)(c)), and may deal 'with any other matter affecting employees' (Sec. 4(4)); a liaison committee can consider any matter 'of mutual interest' to the employer and employees and can make recommendations on 'conditions of employment or any other matter affecting their interests' (Sec. 7(2)); a works committee may similarly communicate requirements of the employees to their employer and negotiate 'conditions of employment or any other matter affecting their interests' (Sec. 7A(10)), and so may a co-ordinating works committee (Sec.7B(4)).

   It is proposed to delete the references to 'any other matter'.

   In terms of possible labour unrest we are therefore left with 'labour disputes' and 'conditions of employment' to cover all the possible causes of such unrest. Liaison committees could still 'consider matters of mutual interest' but would have no power to negotiate thereabout.

   Firstly, therefore, we must be very clear as to what is a 'labour dispute'. If it is to be interpreted in line with Section 43 of the Industrial Conciliation Act we are basically back to 'conditions of employment'. If it is to cover all aspects of 'dispute' as defined, say, in the Shorter Oxford English Dictionary, then the Act must say so and be sure also to include similar powers in the functions of the Liaison/Works/Co-ordinating Committees.

   Secondly, we must be clear as to the scope of the intended power to mediate, conciliate or even act at all with the 'disputing' factions. As the Act stands, it has been ruled, the machinery can only be invoked between employer and employees. When a 'dispute' is carried to the length that the employees are discharged, the Act has no jurisdiction - despite the continuing dispute - until they are re-engaged, as is of course the current practise for the majority of such employees. This recently occurred in Durban when 600 employees, objectsing to the continued employment of a particular executive, found, after such a discharge, that they could only be represented by their Black Trade Union. If the Act is intended to provide machinery to settle such 'disputes', at all stages thereof, it must so provide in unequivocable terms, and the necessary powers be vested in Regional and Industry Committees, if these come into being.
it is said that this is because they do not regard the members of the committees as truly representative of their interests. If this is the situation at the grassroots committee stage, where will we stand with the representation by an Industry Committee? The existence of a liaison/works Committee is no evidence that it is representative of all the employees in that establishment, anymore than the existence of a trade union can be taken to 'represent' all eligible persons or an employer's association to include, automatically, all employers in that trade etc.

Similarly, to prevent fraudulent misuse of the legislative provisions it will be essential to prescribe the registration of employer bodies who will, as in the Industrial Conciliation Act, have to be required strictly to prove their representativeness.

Operation. Within the Industrial Conciliation Act the Council remains the arbiter in its own industry and provided the Blacks can accept the value of their participation no further safeguards appear necessary for the protection of minority interests or the economy generally.

Outside the Industrial Conciliation Act, however, there are at present no safeguards for minority interests (i.e. White and Coloured). NEA feels that the Wage Board procedures guarantee safeguards to all employer and employee groups and that the Wage Board should be retained as the final arbiter before the issue of any 'Agreements' or 'Orders' (new Secs. 11A & 11B). It is for consideration whether the Wage Board should not be the only medium for the issue of such wage regulating measures. Although the initiatives proposed to arise through employers and industry committees (via 'Agreements') or employers alone, after consultation, (via 'Orders') should be encouraged, they should be channelled through the Wage Board, to ensure the protection of its procedure, before any publication is permitted.

It must be recorded that, while NEA welcomes the intention to provide Blacks with a greater opportunity to take part in the regulation of their own affairs in regard to wages and conditions of employment and in the settlement of disputes in which they are involved, concern has been expressed at the creation of a third procedure for the production of wage regulating measures outside of, and unprotected by, the detailed provisions of the Industrial Conciliation Act and the Wage Act. It has been conjectured whether a way could be found to permit representation of 'unorganised labour' on Industrial Councils and before the Wage Board without the necessity for such new, and as yet unregulated, procedures. In order to make such new procedures effective it may be necessary to write so much of the detail of those Acts into this Act that it may be worth further consideration of this suggestion before committing our economy to this new procedure which must further the polarisation of the racial composition of our workforce at a time when all our efforts are devoted to welding such workforces into a cohesive and more productive single unit.

The following specific recommendations are made:

(a) That 'trade', 'area' and 'establishment' need careful definition.

An Industrial Registrar would appear to be an essential both to keep the records, to adjudicate on applications and to decide demarcation disputes, for which no machinery is presently envisaged.

(b) That so soon as possible the personnel of Regional Committees and the Central Bantu Labour board be found by 'election' and not by 'appointment' in order that the influence of government may be seen to give place to the right for the employees to look after themselves.

(c) That 'co-ordinating' liaison committees (proposed Sec. 7(5)) be authorised on the same lines as works committees, and also for an employer with diverse industrial interests, maybe over a wide area or even throughout the Republic, and not only for a member of establishments in the same industry and area. It is further recommended that just as no prior approval was required to form a co-ordinating works committee, so no approval from the Secretary for Labour or any officer designated by the Minister should be required before forming a liaison committee under this section.

4/........
Proposed new legislation does not change the repressive nature of South African labour legislation, says a visiting international labour leader.

SA alternative to black trade unions is ‘out’

Labour Reporter

A visiting international labour leader who interviewed employers of close to 60,000 South Africans and none opposed to black trade unions in their companies

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

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

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

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

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

SOLUTION

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

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

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

DISCRIMINATION

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

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

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

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

5. (a) What in your opinion should the aim of tutorials be?

(b) Do you feel these goals were achieved during the year?
Apartheid, Industrialisation and the Trade Unions

by R.E. BRAVERMAN

The Vorster regime and its imperialist backers have launched a campaign at home and abroad to pretend that there is a "liberal" mood building up in South Africa. Defenders of apartheid are striving to persuade people abroad that continued industrialisation will speed up the process of breaking down colour bars.

The purpose is to pretend that trade with and investments in South Africa should be encouraged and that anti-apartheid boycotts are regressive if not downright reactionary. Industrialisation and economic growth, so it is claimed, will divert valuable investment from the development of Africa. Coloured and Indian workers and, in due course the new majority, will eventually lead to a relaxation in the racial tension in South Africa. This view is being propagated by people who are defenders of its apartheid policy and who wish to make South Africa acceptable to the international community.

Certainly, there is a shortage of skilled workers in certain areas. D. M. Vorster (Director, National Institute for Personnel Research) in his paper "Labour Requirements for the 1970s" delivered to the National Development and Management Foundation of S.A., at the 9th Business Outlook Conference, October 1972 said...
Apartheid, Industrialisation and the Trade Unions

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The purpose is to pretend that trade with and investments in South Africa should be encouraged and that anti-apartheid boycott campaigns are retrogressive if not downright reactionary. Industrialisation and economic growth, so it is claimed, with the consequent shortage of white skilled labour, will substantially improve the position of African, Coloured and Indian workers and will eventually lead to a relaxation in the racial situation in South Africa. This view is being propagated by people who are defenders of its apartheid policy and who wish to make South Africa acceptable to the international community.

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diversion from the goal of true independence. The UN Council for Namibia has already been active in preparing internationally recognised travel documents for Namibians in exile. Its future effectiveness depends solely on the extent to which the big 3 imperialist powers in the UN Security Council are prevented from frustrating the will of the majority of members of the General Assembly.

More is at stake here than simply the future of Namibia. If the UN can be brought to intervene decisively and west Namibia from Vorster, the door is open to effective sanctions against apartheid South Africa, to the total isolation of the illegal settler regime in Zimbabwe, and to the defeat of Portugal's weakening rule in her 3 African territories. This is why not only South Africa and Portugal, but also the US, Britain and France are desperately striving to halt the march of history. If, at the UN, they can be politically isolated and routed, the independence of Namibia must follow speedily. And in this real possibility lies a great challenge to all democratic and progressive forces in the West.

J Velliers, May 1972

REFERENCES

1 Mary Benson *The African Patriots* p 41

2 Article 22 of the Covenant of the League of Nations quoted in Ruth First and Ronald Segal (eds) *South West Africa – Travesty of a Trust* p 79

3 South Africa 8/2/1919 Quoted in First and Segal, op cit p 81 (Ch by Wm R. Louis)

4 Quoted in *A Principle in Torment – III The UN & Namibia* UN Office of Public Information 1971 p 5
Recent surveys by Federated Chamber of Industries and Associated Chambers of Commerce revealed an estimated shortage for all races of 101,000 (PCI 65,000 & ASSOCOM 36,000) Greatest shortage for males is in transport, communication services, professional, technical and skilled occupations. Regarding occupational distribution, a great gap separates White and Non White groups 19 per cent of whites are in professions, management, administration and technical occupations as compared with only 2 per cent of Non Whites. Whites, forming less than 1/5th of population of 21 million, provide almost the entire managerial, administrative and skilled personnel.

The truth of the matter is, the whites dominate administration, executive and professional positions both in the public and the private sectors. The sons of white skilled workers — engineers, building artisans or typemen — are receiving higher education and moving out of the working class into the professions.

The labour shortage is in industries that are experiencing a boom, such as construction, mining, motor industry, iron and steel and related industries. They cannot obtain the number of skilled men required. Expansion in any one area such as the public sector represented by the military build-up, will attract recruits who would otherwise be available to the manufacturing industries. White immigration is not sufficient to provide the skills required, therefore, employers are urging a relaxation of the colour bars. This is borne out by statements made by employers' representatives.

"We have not got the white manpower to fuel the economic advance of this country" declared Mr. E. L. Khesier, Vice President of the S.A. Federated Chamber of Industries. "The recruitment of immigrants has not proved as successful as originally expected", said the Master Building Industries Federation (Rand Daily Mail, 17 April 1970).

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits. To be precise, they want the relaxation of some restrictions which would enable them to fit Black and Brown workers into jobs where Whites are no longer available. They do not propose any change in the power structure in which Whites alone are the lawmakers for the mass of Black and Brown peoples. The integration of a number of skilled African, Coloured and Indian workers into the lower echelons of the white economy will not bring
about the fundamental changes which are required. The political power remains firmly rooted in the hands of a government that is responsive only to the white electorate. In fact the ruling class in South Africa do not want to see any fundamental change in the political structure. They will fight to retain the present political structure – white racist minority rule.

THE WHITE TRADE UNIONS

An idea is being spread that the established trade union movement in South Africa has undergone a change, that it is turning against the apartheid regime, is supporting the claims of African, Coloured and Indian workers and is associating with the liberal opponents of the Vorster regime.

This is an optimistic evaluation, shared in some international labour circles such as the ILO, based on some statements made by leaders of the trade union council of South Africa (TUCSA). The Director-General of the ILO, in his Seventh Special Report on the Application of the Declaration concerning the Policy of Apartheid of the R.S.A has this to say:

The overall picture is one of a general erosion of the occupational colour bar in almost every sector of the economy. The general trend will increasingly be towards the economic integration of all the races living in South Africa and would be not only welcomed by management but also accepted by a substantial section of the trade union movement.

Let us examine the existing trade unions and their policies. The Co-ordinating Council of S.A. Trade Unions – Die Ko-Ordinerende Raad van S.A. Vakverenigings is the trade union organisation which helped the Nationalists into power in 1948. It consists of 14 unions with 55,097 white members employed in building trades, textile, shop assistants, road transport, provincial and public servants, iron and steel Volkskas, state saw millers and foresters and match workers. This small, exclusively Afrikaner organisation represents public servants and workers in parastatal organisations such as Iscor and Sasol. It has marked similarities with the earlier Spoorbond also an Afrikaners trade union of the workers in the state-owned railway and harbour administration.
The Ko-Ordinereende Raad is a constituent section of the S.A. Confederation of Labour, a pro-government body which echoes government policy. The other sections are the Federal Consultative Council of S.A. Railways and Harbors, a state-company union, with 7 affiliated unions with a white membership of 86,235, a body which acts as a stooge to suppress trade unionism amongst African, Coloured and Indian workers, and the Federation of Mine Production Workers (with 3 unions and 22,200 white members) and 3 individual unions (Furniture, Municipal and TVL Explosives and Chemical W.U.) with a white membership of 30,198. Thus the total membership of the S.A. Confederation of Labour is 27 unions with a membership of 183,781.

It will be seen that the Confederation as a whole is dominated by workers in the state-owned and parastatal enterprises.

Here is their attitude on the labour shortage in relation to the African, Coloured and Indian workers. This is what they say and act upon:

Mr. L. J. van den Berg, Chairman S.A. Confederation of Labour, addressing the 9th Annual Conference of the National Development and Management Foundation of S.A., 13-14 October 1970:

On the shortage of labour - 'I urge employers to recruit more labour overseas, more wages and fringe benefits to the existing labour force' (speaking as he does for Whites only)

On the issue of Africans and labour - 'Border areas are still White areas in spite of the fact that more Bantu are employed in those industries. It is a prerequisite to our support for decentralisation that our Industrial Conciliation Agreement will apply.'

The S.A. Postal Association refused to agree to the appointment of African, Coloured and Indian postmen on a permanent basis. (Garment Worker, 27 August 1971)

Mr. J. R. Benade, Secretary of the Federal Consultative Council of Railway Staff Associations said:

'If a job which had been handed over to a non-white again came into demand among white workers, it would be re-instated as white work.' (Rand Daily Mail, 2 July 1970)

The above attitudes merely reflect the policies these workers' leaders were nurtured in.
The Trade Union Council of South Africa (TUSCA) which was formed in October 1954, held its 17th Annual Conference in Durban 14-16 September 1971. A number of resolutions and policy statements adopted gave to some the illusion that "new currents and developments are now taking place within the White South African trade union movement."

I must emphasise that TUSCA represents only a section of organised labour. Its membership consists of 16 trade unions with a combined membership of 186,478. No Africans are allowed. The unions and membership are made up as follows:

<table>
<thead>
<tr>
<th>White</th>
<th>Coloured</th>
<th>Indian</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 White Unions</td>
<td>33,088</td>
<td></td>
<td>33,088</td>
</tr>
<tr>
<td>25 Racially mixed Unions</td>
<td>46,297</td>
<td>62,749</td>
<td>20,784</td>
</tr>
<tr>
<td>23 Coloured &amp; Indian</td>
<td></td>
<td>14,524</td>
<td>9,036</td>
</tr>
<tr>
<td>61 Total</td>
<td>79,385</td>
<td>77,273</td>
<td>29,820</td>
</tr>
</tbody>
</table>

Out of a total of 186,478, 79,385 are whites and 107,093 Coloureds and Indians. Most of the unions represent the producers of light consumer goods, the distributive and service trades, transport, and three important unions of craft workers — typographical, iron moulders, boilermakers, iron and steel workers, shipbuilders and welders. All these unions have severe colour bars. The so-called black squad such as the moulders, boilermakers, were prominent advocates of the colour bar in the early formative period of trade unionism and have not changed their basic attitudes. The typographical union, although ostensibly without a colour bar in their earlier constitution, had virtually eliminated Coloured, Indian and African skilled tradesmen by means of discrimination in apprenticeship, agreements and control of employment by their chaps.

TUSCA does not speak for the main body of white workers and cannot be said to represent an important section of the voters. By this I do not imply that we should deprecate the importance of TUSCA but we must put it in its proper perspective to evaluate correctly its significance. The purpose of this article is to examine the role and policy of TUSCA.
TUCSA, at its formation adopted a constitution closing the door to African trade unions. I do not intend to trace in detail the series of betrayals that marked the response of TUCSA to the Nationalist Government's offensive against free trade unions and the African, Coloured and Indian peoples. I must, however, draw attention to the nature of opposition offered by TUCSA to the I.C. Act of 1956. This is the statute that provides for job reservation by decree and for compulsory enforcement of racial segregation in the trade unions.

TUCSA's spokesmen protested against both these provisions, but did so on the grounds that the established and experienced trade union leadership could be relied upon to maintain the supremacy of the white worker in industry and commerce. In effect, TUCSA said to the government: 'Leave it to us, we can do a better job than your officials.'

I can find no evidence to support the argument that TUCSA has changed its nature of policy in any essential respect. It is as vulnerable to political pressure from the right as it has ever been. TUCSA's first constitution was open only to registered trade unions, which in terms of the Industrial Conciliation Act debarred trade unions with African members. A number of trade unions denounced this discrimination against African trade unions as being contrary to the principles and interests of the working class and as a shameful capitulation to the racial ideology and interests of the white rulers, notably the landowners and mineowners.

These Unions helped to establish the S.A. Congress of Trade Unions (SACTU) - in March 1955 a non colour bar constitution. TUCSA sponsored and supported a breakaway of African trade unions from SACTU and so FOFATUSA (Federation of Free African Trade Unions) was established with Mrs. Lucy Muvhelo of the African Garment Workers and others. TUCSA was criticised in international trade union circles, and at its 8th annual conference in 1962, it revised its constitution to open its doors to 'bonafide trade unions' - thus African trade unions could also affiliate. It was hoped thereby that TUCSA would be accepted in international trade union circles. But few African Unions affiliated to TUCSA.

TUCSA and FOFATUSA collaborated to try to destroy SACTU. However, FOFATUSA did not inspire confidence in African workers and the leadership dissolved it in 1966 and urged its unions to affiliate with TUCSA.
In December 1967 TUSCA's Special Conference resolved once again to bar African trade unions. Their action was severely criticized by many international trade unions and in April 1968 its Annual Conference voted by a large majority (36 to 18 unions, representing 123,566 to 32,671 members) in favour of allowing African unions to affiliate.

Faced with criticism from the Minister of Labour and disaffiliations from right-wing unions, TUCSA's Annual Conference in February 1969 once again amended its constitution and excluded African Unions from affiliation. This decision, which was severely criticized by Churchmen of the Christian Institute and International Trade Union Centres, did not succeed in averting attacks on TUCSA by government spokesmen.

The Government is anxious to retain only the Confederation of Labour which does not oppose its ruthless pursuit of policies entailing the decentralization of industry and 'repatriation' of African workers from the industrial cities to the industries on the borders of the Bantustans.

These measures are part of their apartheid system designed to direct and control the occupational and geographic mobility of the African workers, so as to increase the exploitation of African labour and enrich the white land, mine and factory owners.


The policy of mass removal of Africans from the industrial cities and from white towns, forcing them into 'resettlement villages' with no employment, no agricultural land, no social amenities, no decent housing, schools and clinics has been described in The Discarded People by Cosmos Desmond. Its aims are:

a) to banish unemployed from the towns and cities, while concentrating them in definite places so that they are immediately available to the employers in case of demand in the future,

b) to release the large reservoirs of African workers up to now locked up in the white farms and make them available in those sectors of the economy where there are shortages, simultaneously
Keep in mind the fact that Non-Whites already out-number Whites three to one in industry in South Africa. What is vitally necessary, however, is government approval to enable an organisation such as TUCSA to organise the African worker, and, by doing, encourage him to identify himself with responsible trade unionism. Let me repeat the alternative – the inevitable emergence of an all African trade union movement wedded to nationalism, in this instance Black Nationalism. Remember that time is not on our side (i.e. the White side).

NATIONAL CONVENTION?

No-one will be misled by the resolution of this TUCSA conference to join ‘other interests organisations’ in calling for a National Convention. A National Convention (i.e. an elected, fully representative Constituent Assembly) has long been a leading demand of our liberation movement. But this, clearly, is far from what TUCSA had in mind.

At the same conference TUCSA went out of its way to attack the liberation movement and to please the Pretoria regime. It ‘deplored the intensification of guerrilla activities armed at South Africa’, it gave ‘whole-hearted support for the government’s outward-looking policy and to the concept of a meaningful dialogue’. It condemned the British TUC and the World Council of Churches for their support of liberation movements.

TUCSA’s ‘liberal’ resolutions adopted at its recent conference merely repeated what such bodies as S A Federated Chambers of Industries, S A Chambers of Commerce, the Master Building Industries Federation, Chamber of Mines and even the Handels-Instituut have stated at their annual conferences, ‘Recruitment of immigrants has not proved as successful as originally expected’ – ‘We have not got the white manpower to fuel the economic advance of this country’.

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits. They want an enhanced internal market. They fear the ‘gigantic differences in living standards such as those between Black and White in South Africa will give rise to labour unrest and even worse things’.

These ideas were echoed by TUCSA’s conference. None of them want abolition of the apartheid structure of South Africa’s society. They do not propose any change in the power structure in which white
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The government supporters argue that since Africans are essential to the white economy and white labour is insufficient, since apartheid imposes artificial restrictions on the human resources, job reservation must break down, industrialisation must sweep aside apartheid and that economic forces will overcome the political power structure. This implies that change will be brought about in South Africa through industrialisation.

If industrialisation was to bring about improvements and change in the social and material position of Africans the results would have become obvious in the great boom years of the 1st and 2nd world wars and of the 1960’s when there was a growth rate of 8 per cent.

The facts of life in South Africa nullify these contentions. In the 1960’s, the boom years, the racist government introduced vicious legislation against the African, Coloured and Indian people. In 1945, Africans in the manufacturing industry earned 25% of white wages, in 1970 it was only 17%. The proportion in Coloured workers had fallen from 42% to 26%. In mining African wages had been one tenth of white wages, now they are one eighteenth (Rand Daily Mail, 15 April, 1971).

South Africa is today passing through serious economic problems. Basically these problems relate to the balance of payments. Throughout the recent years of expansion, she has imported more than she can pay for by her industrial, agricultural and base minerals. The gap has varied from R300 million to R600 million a year, but in 1970 rose to a record of R1,000-million. Latest government figures show that the gap between imports and exports continues to increase and the adverse trade balance for the first five months of last year has gone up to R595-million. For the first five months of 1970 it was R330-million. Imports from Europe increased by R120 million compared with 1970’s figure, and exports declined by R36 million.

This is mainly due to its military budget which for 1970-71 stood at more than R250-million and that for 1971-72 is as high as R300-million.

There are two reasons for this. One is the growth of South African imperialism, its rapid industrialisation and search for markets and fields of investment

The second reason is strategic. The whites in South Africa are conscious of their isolation and of the condemnation of apartheid by
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The "shortage of labour" is not a simple economic phenomenon. It is an essential element in a political and social strategy designed to perpetuate inequalities and injustice. Therefore, we call on the South African Government to recognize the principles laid down in the Declaration of Philadelphia of 1946, which states inter alia that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

We call for full democratic rights for the African minority as well as the non-white peoples, that is, the right to vote and be elected to all governing bodies of the Republic.

As a result of the work of the liberation movement exposing racial discrimination in South Africa, the UN and its agencies have condemned apartheid policies. The racists are being boycotted from sport, scientific conferences, trade, tourism, etc. The international climate is against the white minority regime in South Africa.

It was the activity of the SACTU officials abroad which resulted in the creation of the UN Ad Hoc Working Group of Experts in 1967 in response to a complaint by the WFTU to the ILO on 3 March 1966 on the infringement of trade union rights by the South African Government.

The WFTU, ICFTU, World Confederation of Labour, and ILO condemned South Africa's labour policies. The UN's General Assembly 24th Session declared on the 8th December 1969 that 1971 be observed as the International Year for Action to Combat Racism and Racial Discrimination and in September 1971 called upon all Trade Union centres to convene in 1972 a conference of World Labour against Racism.

TUCSA is sensitive to external pressures. They want to be accepted by the ILO and the International Trade Union movement.

ILO's 56th Session in June 1971 adopted a far-reaching resolution on South Africa. Mr. Grobbelaar (TUCSA General Secretary) reported on his return from this Session that he was "appalled at the virulent anti-apartheid feeling among the government, trade union and employer representatives of 119 countries. He quoted the resolution adopted by the ILO and concluded: "That there is a powerful united front building up against South Africa's race discrimination policies is undoubted."
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The African coal workers, dockers, cement workers miners who went
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SACTU'S VIEW

In contrast, let us take the principle stand taken by South Africa's
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when it presented an important memorandum to the National Labour
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this document at some length:

We are not able to be represented at your conference because of the
oppressive action taken by the government against members of our
organisation since our very inception in 1955.

The circumstances that prevent us from putting in a personal
appearance are not irrelevant to the problems discussed at your conference.

What in the final analysis is the reason for the oppressive action taken
by the government against us, our affiliated unions and against the entire
body of trade unionism, or that section of trade unionists that have fallen
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SACTU'S VIEW

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TUCSA has its own contradictions which is the reflection of South Africa's society. Its majority affiliates are Coloured and Indian — but its leadership is predominantly white. Out of 24 executive members, only 5 are Coloured or Indian. The whole office administration from the General Secretary downwards are all white. This means that in practice it is white supremacy in TUCSA.

TUCSA like other sections of the white working class has never shown solidarity with the aspirations of the African people or the struggles of the national liberation movement. At no time has TUCSA protested against the oppression of the voiceless majority; at no time has it supported the liberal and radical demands for an extension of political rights or protested against the torture meted out to SACTU detainees and prisoners.

Thus the attempt to pass off TUCSA’s counterfeited ‘liberalism’ as a sort of hopeful sign in South Africa is properly regarded as part of the world wide campaign of international finance capitalism to justify their backing for the structure of white supremacy in Southern Africa. It must be seen and recognized for what it is.

‘The only thing that saved South Africa from bankruptcy was an incredibly high R380 million that underpinned total foreign reserves which at the end of June were down to R690 million from R1,000 million a year before’, declared the S A Financial Mail (1 October 1971).

The peoples of Southern Africa, of Zambia, Namibia, the Portuguese colonies and the Republic, are showing in no uncertain manner their repudiation of white minority rule and their determination to unite and fight it. That is their historic mission which they will discharge as surely as tomorrow's sun.

It is the duty of their friends abroad, especially in the imperialist countries, to support them in this fight — and to fight against their own monopoly capitalists whose investments in our country serve merely to enrich themselves and to sustain the evil regimes of race oppression and super-exploitation.
A STUDY OF EMPLOYERS' ATTITUDES TOWARDS AFRICAN WORKER REPRESENTATION.

by Jill Natrass and I.G. Duncan.
THE BLACK WORKER OF SOUTH AFRICA

G.M.E. LEISTNER
W.J. BREYDENBACH

PRETORIA
1975
Labour Organisation
and the
African Worker

S.A. Institute of Race Relations
Workers to get more freedom

Political Staff

CAPE TOWN — Legislation to extend the collective bargaining rights of Black workers was foreshadowed by the State President's speech today.

Aim is to stabilise prices

The State President gave the assurance, however, that these goals are being pursued with due regard to the maintenance of a satisfactory growth rate with a sound balance of payments, and continued expansion of the export trade.

The programme of action against inflation, he said, aimed at raising the level of efficiency in the economy as a whole and keeping price and wage increases within "reasonable limits."

Positive steps were being taken to prune Government expenditure and to finance it in a non-inflationary way.

The State President said last September's devaluation is already beginning to have a favourable effect on the balance of payments, and the trend is expected to grow stronger, especially when the economies of America and Western Europe began to revive.

He said the decision to sell part of the International Monetary Fund's gold holdings for the benefit of developing countries undoubtedly depressed the gold price, but there are good grounds for confidence that in the long run gold will assume an upward trend.

INDUSTRY

Dr Diederichs said it is disquieting that the public does not seem to realise that the present economic problems result largely from oil price increases and the apparent inability of Western Countries to effectively restrict their use of this expensive source of energy.

It remains imperative for every inhabitant of the country to make a serious effort to save fuel. He described decentralisation as an essential process and the other main priority, and said the reorganisation of the agricultural industry has been considerably improved.

One of the outcomes of this, he said, was the provision of a strong meat industry. Urgent attention is also being given to the agricultural industry, which has been considerably improved with the introduction of irrigation schemes and the provision of better facilities for livestock farmers.

DEEP CONCERN

He said it had never had any doubt about the high esteem in which teaching and education were held, and renewal and improvements that were justified on educational grounds, that fitted into the national framework and were within the State's financial means were a matter of deep concern.

However, the called for responsible preparation was now receiving attention. Dr Diederichs said good progress was being made in implementing the programme for in-service training of Black industrial workers in White areas. In addition, a new adult education section would increase the scope and effectiveness of the existing system of evening classes for Blacks.

A comprehensive inquiry was being held into the extension of training and retraining schemes for Whites, Coloureds and Asfians at the level of artisans, operators and semi-skilled workers.
‘Change Black union system’ warning

By CLIVE EYDON
Labour Correspondent

IN A warning to the Minister of Labour, Mr Adam Klein, general secretary of the Garment Workers Union, has said works and liaison committees on their own are powerless to negotiate competently for Black workers.

He says the inexperienced Black workers sitting on those committees — dependent on management for their jobs — face highly qualified and skilled management representatives.

The outcome of their negotiations would inevitably be detrimental to Black workers and would lead to a loss in faith in selected representatives on the committees, frustration and consequent industrial unrest.

In a memorandum to the Minister opposing amendments to the Bantu Labour Relations Regulations Act, Mr Klein says:

- International experience has shown that the security for industrial peace can be achieved only if works and liaison committees are linked to independent trade unions, not when they act in isolation.

- Full-time trade union officers, who have the time, training and expertise and are not dependent on management, are needed to help works and liaison committees and balance management-labour negotiations.

- The time is opportune for a commission of inquiry into legislation covering Black workers.

Mr Klein’s union of 9,000 members of Whites, Coloureds and Indians operates on a parallel level to the National Union of Clothing Workers, which has a membership of 23,000 Africans.
Law for Black workers rejected

Labour Reporter

A large cross-section of the Afrikaner community has rejected or questioned the proposed legislation designed to give Black workers bargaining rights at industrial level.

Employer sources who have pressed for the legislation are beginning to wonder what is holding it up.

They point out that the former Minister of Labour, Mr Marius Vlok, said last November that his department would do 'what was necessary to form Black industry' committees if they failed to emerge otherwise.

But that was before the deadline for objections to the proposed legislation.

Since then leading Afrikaner bodies have expressed reservations regarding the proposed industry committees widely regarded as the key principle in the draft legislation.

CONSERVATIVE

- The 30,000-strong ultra-conservative Coordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information.

It claims the legislation opens the road to Black trade unions and aims at equality between Black and White.

- The less conservative, but strongly divided 180,000-strong Confederation of Labour, has also questioned the principle of industrial committees.

Although the confederation's general secretary, Mr Walbo Grebler, said previously the proposal looked like progress, ultra-conservatives regard the confederation's critical comment on the legislation as negative.

- The Afrikaanse Handelsinstituut, representing Afrikaner business interests, has also expressed itself against collective bargaining rights for Black workers in industrial committees.
WHITE DIAMOND cutters hit back this week to lay the blame for the industry's labour stalemate squarely on the country's race laws and their employers' "greed".

The Government and the employer organisation, the Master Diamond Cutters' Association, want to introduce Coloured and Indian operators.

Without this low-cost labour, they say, it is economically impossible for the industry to expand into the fast growing market for small diamonds — which could be worth another R150-million to the country.

The Diamond Workers' Union says it will only accept this if two conditions are met:

- Operators must be eligible for membership of the union.
- Operators should only be allowed to cut diamonds of up to 1.79 carats in the rough instead of 1.79 carats.

The first condition effectively bars non-White labour as long as the laws of the land forbid non-Whites from being members of trade unions.

"But this is not our fault," says union president Mickey Geffen. "We are not objecting to Coloureds and Indians, we are objecting to non-union labour. We would welcome them into our union if there was a need for them and if they were paid the rate for the job."

The reason for the second condition, says Mr Geffen, is that 60 per cent of the 1,280 diamond workers are fully employed on rates below 1.79 carats.

"If lower paid non-Whites were allowed to do this work the livelihood of the Whites would be endangered."

The employers, however, have offered safeguards to secure conditions of employment, present wage levels and incentive rates.

"Since negotiations started the definition of a small diamond has grown, and grown," says Mr Geffen. "The employers see the introduction of non-White labour as a way to increase their profits. The more work they can give to non-Whites, the better they like it."

The employers have offered safeguards to secure conditions of employment and to prevent wage levels and incentive rates.

But they cannot guarantee a minimum volume of work to the cutters. Earnings above the basic wage are related to the quality of work done, so it White cutters have some work to do, Coloureds and Indians, their earnings will suffer.

The general secretary of the union, Robin Rich, says workers are already being threatened by the long-term decline in diamond production in this country.

"The cumulative inquiry into the industry predicted a 64 per cent drop in production by 1985," he said. "Half the diamond workers are under 30 and in a highly specialised industry such as this it will not be easy for them to find other work."

The slump, which the industry is just beginning to pull out of, cost the union a R200,000 last year to compensate the men for the loss of 4,000 working days.

Mr Geffen says the higher cost of South African white labour should be more than compensated for by the rebate of the 10 per cent duty levied on exported rough diamonds.

"This gives the local master cutters quite an advantage over anybody else in the world," he said. "It was worth R4-million to them in 1979 and R16-million in 1974.

"The cost per carat was R70 in 1970, but rose to R150 in 1974, so the labour cost as a percentage of the cost of a finished diamond has fallen substantially.

"The 10 per cent rebate that the master cutters receive pays the wages of the men in the industry. So the argument that they must cut wages in order to compete overseas is a lot of nonsense."
Unionists off for 'detente effort'

Labour Reporter

Nine South African trade unionists — bent on "building bridges with Black Africa" — are due to fly to Dublin, Ireland, this week.

Four colleagues, already abroad, will join them to muster a total of four Black, three Coloured, three Indian, and three White delegates from South Africa at next week's four-yearly congress of the International Textile, Garment and Leather Workers' Federation.

The week-long congress hoped to climax in the establishment of an all-Africa committee of the federation. But it is feared that anti-South African elements within the federation may jeopardise what the South Africans regard as a major detente effort.

Senator Anna Schepers, who became the first and only woman on the federation's general council in 1908, is undaunted by indications of anti-South African sentiment.

DISCRIMINATION

"We shall take the strongest exception to any discrimination against us because we have followed a non-discriminatory line for many years," she said from Cape Town.

She pointed out that South Africa's strongest Black trade union might not exist if it had not been for her own union, the Garment Workers' Union of South Africa.

"We pioneered the organisation of Black workers in South Africa about 40 years ago and fought a valiant battle against racial apartheid in 1942 for the trade union rights of Black women," she said.

"We cannot take any blame for discriminatory legislation which we have firmly and inexcusably opposed."
25.

White/Coloured/mixed trade unions

"5. Senator B. R. BAMFORD asked the Minister of Labour

(a) How many (i) White, (ii) Coloured and Asian and (iii) mixed trade unions were registered at the latest date for which figures are available and (b) what was the total membership in each case.

The MINISTER OF POSTS AND TELECOMMUNICATIONS (for the Minister of Labour):

The details are as follows:

(a) (i) 83
(ii) 48
(iii) 41

(b) (i) 382,525
(ii) 91,995
(iii) 179,174.

The figures reflect the position as at 31 December 1975. In a few cases trade unions have not yet submitted returns for 1975. In such instances the relevant information has been extracted from the latest available returns."
Black Power spells danger

CAPE TIMES 26/3/76

Staff Reporter

THE MINISTER of Police and of Justice, Mr J T Kruger, said yesterday that there was an element of communism in Black labour which could quickly convert it into a revolutionary force, capable of creating a dangerous viewpoint in South Africa.

Speaking at an Afrikaner Sakekamer luncheon in Cape Town, Mr Kruger said that the most dangerous flashpoint of all linked in the growth of Black Power consciousness which sought an ideological "confrontation without compromise" for Black domination.

It was clear, he said, from arrests made in the past that these elements of Black consciousness — which had been sown by the University Christian Movement and fomented by SASO, the Black People's Convention and sections of Numsa, "must have a physical confrontation before they will be wiped out"
GLOBE ALARM WARNS ON BILL

STRIKES THREAT

27/3/36

NATS WILL GIVE WORKS COMMITTEES TEETH

By Dick Usher
Plea to unions on wage claims

By ALAN DUGGAN

THE Minister of Economic Affairs, Mr J C Houwens, yesterday appealed to trade unions to avoid "unrealistic" wage demands while the country is under economic stress.

The appeal comes against a background of criticism from trade unions and salaried workers as the country reeled from the latest budget increases.

In an interview in his Cape Town office yesterday Mr Houwens said labour had so far exhibited a responsible attitude.

He hoped trade unions would maintain their restraint in the continuing battle against inflation.

Mr Houwens was unable to say how long he would recommend an extension of the wage restraint policy after its expiry in September, but said that most of the plans were medium- and long-term anyway and would be unaffected by expiry dates.

WINNING

The minister's advice to the man in the street was "Spend your earnings judiciously, work as efficiently as possible and hold on to your job."

South Africa was slowly winning the war against inflation, but caution was necessary and people should not live beyond their means.

One method of combating inflation was by buying South African goods "from time to time this country suffers from a balance of payments problem. I therefore regard it as obligatory in the national interest that everyone give consideration to the idea of buying South African products.

"Our economy will benefit from reduced imports; our balance of payments situation will be far healthier and local industry will be strengthened."

And I give my assurance that in many cases locally manufactured commodities are very favourably compared with imported products."

"For example I have this advice: You have material short-term sacrifices to make. If you want security and long-term benefits spend your money on the right things and not on things which you, nor the country can afford."

PRODUCTION

Commerce and industry could contribute by applying scientific methods of utilizing labour force and increasing production.

Continued growth and the maintenance of South Africa's high standards of living was dependent on the cutting of inflation and its reduction to manageable levels.

On the question of commercial exploitation of the mines, Mr Houwens said, "I am aware that there are abuses, but they should be eliminated without destroying our free enterprise system."

"There are two things going on here. Firstly, the mining companies can be voluntary agents of progress."

"Secondly, commerce in general can adopt a code of business ethics."

"Then there is governmental intervention. It is often taken for granted that price controls, for example, are not only necessary, but also inevitable in order to stifle free enterprise."
Heunis plea for wage restraint

Mercury Correspondent

CAPE TOWN — The Minister of Economic Affairs, Mr. J. C. Heunis, yesterday appealed to trade unions to avoid “unrealistic” wage demands while the country laboured under economic stress.

The appeal comes to a background of criticism from trade unions and salaried workers as the country reels from the latest Budget increases.

In an interview in his Cape Town office yesterday, Mr. Heunis said labour had so far exhibited a “thoroughly responsible attitude.”

He hoped trade unions would maintain their restraint in the continuing battle against inflation.

Mr. Heunis was unable to say at this stage whether he would recommend an extension of the wage restraint policy after its expiry in September, but pointed out that most of the plans were medium- and long-term anyway, and would be unaffected by expiry dates.

The Minister’s advice to the man in the street was “Spend your earnings judiciously, work as efficiently as possible and hold on to your job.”

South Africa was slowly winning the war against inflation but caution was necessary and people should not live beyond their means.

For the consumer he had this advice: “You have material short-term sacrifices to make if you want security and long-term benefits.

“Spend money on the right things and not on things neither you nor the country can afford.”
New wave of unrest could cripple economy

By RICHARD GIBBS

WIDESPREAD Black labour unrest — which could cripple the economy — is imminent unless immediate steps are taken to strike a "new deal" with workers.

Time is running out fast and Black worker power — and militancy — are on the march. These stark warnings came from leading trade unionists, politicians and economists in the wake of the disturbances at the Helinema factory in Elandsfontein where police baton-charged 300 workers this week.

The experts voiced fears that by failing to recognise and negotiate with Black trade unions the Government — and short-sighted employers — were creating a "highly explosive" situation which could seriously bedevil race relations and damage the economy.

The call for an urgent "new deal" for Black workers has backed by:

- Dr Alex Boraine, MP for Pinelands and the Progressive-Reform Party spokesman on labour;
- Dr Hilde Jacobs, MP for Hillbrow and United Party spokesman on labour;
- Mr Arthur Grobbelaar, general secretary of the Trade Union Council;
- Dr Johan Claere, chief economist for Barclays Bank;
- Dr Francis Wilson, senior lecturer.

"One therefore hopes the alarm bells will cause management to take far more initiative in recognising and negotiating with Black trade unions — which are not illegal.

"One also hopes the Government will come to its senses and amend the Industrial Conciliation Act to include Black workers," Dr Boraine added.

Mr Grobbelaar said: "Black worker organisations are adopting a more militant stance. They know they will eventually succeed in their aims. White workers had to fight for their rights and recognition. Why deny the same to Black workers?"

Mr Grobbelaar and other experts condemned police interference in labour disputes.

"Calling in the police is totally unnecessary and dangerous — and management should resort to this action only if life or property are in serious danger," he said.

And leading Black trade unionist, Mr Sikhakhane warned: "We are heading for a disaster. Black worker power is growing and strikes could have a ripple effect throughout the country. We don't want this. But what alternative do we have when employers refuse to recognise or negotiate with us? They are trying to drive us into a corner."
PMB legal clinic refuses worker involvement

The legal aid clinic at the University of Pretoria has this year again refused to run a weekly clinic at the offices of Transport and General Workers Union on the grounds that “trade unions are overly political”.

The Legal Aid Clinic has established informal contact with the Child Welfare Society, Lifeline, Marriage Guidance as well as the Transport and General Workers Union. In August 1975, the Union approached Legal Aid asking for help dealing with various problems regarding workers. It was pointed out to the Clinic that many workers would require a translator and that many were unable to avail themselves of the services of the Legal Aid Clinic as it functions only on campus and during the day. The Union offered Legal Aid an office at the Union on Saturday morning in addition to a translator.

Because clinic organizers feel that Unions are “politically” and that Natal Law Society and Pretoria Attorneys Association do not appreciate of Law being involved in political affairs, the offer was not taken up.

However, it has been ascertained that the law bodies have no objections to the opening of a Legal Aid Clinic in the offices of a Trade Union.

Early this year the Legal Aid Clinic was offered an office in town from which to function. This offer was turned down because the office is situated next door to the Black Sash office and there is fear on the part of the Legal Aid Clinic that this again would have political connotations.

National Student 6 April 1976

Attorneys back legal clinics

The South African attorney’s profession has advocated the establishment of legal aid clinics which would enable law students to assist litigants unable to afford the services of a practising attorney.

In a leading article in the legal journal De Rebus Procurators, the idea of using law students for consultation work is encouraged for two reasons.

Firstly, the writer says, it would assist greatly in bringing the benefits of legal assistance to poor people, specially those involved in criminal cases.

As far as the students are concerned, practical law training at such clinics could be extremely useful in imparting a knowledge of human nature and of the best method of handling clients.

INDEX

“Much of the content of examinations deals with what may be termed substantive law – enabling candidates to pass examinations on crammed knowledge.”

Practical law training, the writer said, could to a great extent, fill this deficiency.

Also, it is pointed out, there is a lack of interest in the profession towards criminal law as opposed to company law and conveyancing.
FM: 9/4/76

That Minister of Mines Fanie Botha has given the (White) Diamond Workers Union and the Master Diamond Cutters Association until April 30 to reach a compromise in their dispute over the introduction of cheaper labour into the industry (FM, March 5).

While neither side is willing to disclose details of their meeting with Botha, the FM understands that no negotiations between the two parties are presently taking place.
DIAMOND WORKERS

On the brink: F. M., 23/4/76

The diamond cutting industry is teetering on the brink of confrontation. Unless a final meeting of its Industrial Council can secure a compromise, only a decision to appoint a mediator or to refer the matter to arbitration can prevent the dispute between the Master Diamond Cutters' Association and the Diamond Workers' Union over the introduction of cheap labour into the industry (FM March 5) ending in a strike or lock-out.

The issue came to a head on April 7, when a dispute was formally declared. The Union claims that the dispute was declared unilaterally by the Association, although Sandy Davidson, secretary of the Association, denies this, claiming that the dispute was declared jointly.

Once a dispute has been declared, the parties must resolve their differences within 30 days. Three meetings of the Council must be held towards this end: Robin Rich, general secretary of the Union, told the FM that the first two discussions had ended in deadlock.

"The Association has made its final demands and they are still unacceptable to us. This means that on May 6 they are entitled to lock us out of the factory. On the other hand, we are then entitled to hold a strike ballot."

The third and final meeting was due to be held as the FM went to press. The likelihood of an agreement being reached seems remote unless Minister of Mines Lance Bothe appoints a mediator himself. The joint decision to submit to arbitration can head off a costly clash.

Even if the appointment of a mediator were a temporary solution, however, as he would have no power to dictate a solution.

With the Diamond Cutters' Association insisting on its need for cheaper labour and the Union equally determined not to endanger its members' job security, the odds on a clash seem ominously high.
The final showdown between employers and workers over the introduction of cheap labour in the diamond industry loomed closer today as the Diamond Workers' Union held a mass meeting and strike ballot in Johannesburg.

**STAR**

*Cutters leave union*

Labour Reporter

Most of the craftsmen of one large diamond-cutting firm in Johannesburg were reported to have resigned from the Diamond Workers' Union as strike fever gripped the industry today.

Threats of violence were alleged to have been directed at the estimated 45 workers from the Gustave Katz Diamond Cutting Works.

**STRIKE BALLOT**

News of the development came as more than 500 of the 850 diamond workers in Johannesburg left a general meeting which lasted about four hours and ended in a strike ballot.

As the meeting ended, union executives stayed behind in a reported effort to persuade the resigned members to withdraw their resignations. Before they met behind closed doors, the president of the union, Mr. Mack Gefen, summed up the feelings of his members by saying:

"I have no doubt we shall get an overwhelming majority vote in favour of strike action."
Showdown looms for diamond men

Labour Reporter

All eyes are on the Minister of Mines and Labour, Mr S P Botha, as both the Diamond Workers' Union and the Master Diamond Cutters' Association prepare for the showdown.

The union's strike ballot in Johannesburg was an "overwhelming show of strength," with only 47 out of about 660 votes cast against strike action. Sixty-eight per cent of those who voted for the strike were members of the union.

"BACK TO WALL."

"We have our backs to the wall and are prepared to fight for our livelihood," said Mr Robin Rich, general secretary of the union.

"But we don't want to strike," he added.

Mr Sandy Davidson, secretary of the Master Diamond Cutters' Association (the employers), said: "We're not rocking boats."

In interviews with both sides, it became clear that the Government played a major role in the controversy by pressuring for local processing of small stones which previously left the country in an unfinished state.

The Department of Mines proposed that stones of up to 1.79 carats should be processed by cheap labour. The limit has since been lowered to 1.4 carats, but that still means that the existing work force will lose half of its work, according to the union.

Mr Robin Rich, general secretary of the union, said today the union's limit of 0.89 carats for cheap labour made adequate provision for all small stones to be processed locally.

"Neither the Government nor the country gains anything by raising that limit. Only the employers will gain from that," Mr Rich said.
Confessions of an ex trade unionist

Once upon a time I was an executive member of a large trade union in Johannesburg and saw some of the inside action that never gets into the newspapers. From my many friends who have been in similar positions, I gather the story is oft repeated in unions everywhere.

My introduction to the "trade union business" was through a buddy who was the president of his union. He was a factory worker, and as such I knew his salary, but I always marvelled at his spending power.

I asked questions and he gave the answers.

Taking the line of action advised I attended my own union meeting and raised awkward questions, mainly about money. A week later I was approached to take a shop-steward position, and again, as a shop-steward meetings and asked more pertinent and probing questions.

Within a few months of being a thorn in their sides the executive offered me membership — and then came all the fun and games.

I found that as a member of the executive I had to attend a series of meetings, which I did with a smile. These meetings were of 10 minute duration. One or two letters of importance were read — and then we got paid!

Each member present was handed an envelope containing cash payment for "expenses" of attending the brief and unnecessary gathering. That short 10 minutes brought me a days pay, and what with three or four, at times five meetings each week, my overall income had practically doubled, overnight as it were.

I began to understand.

When genuinely important meetings were held a few miles out of town that envelope bulged with bonds all itemised with vague reference to travelling, meals, entertainment, accommodation etc., etc.

It was money for jam, as the saying goes. And there was more to come.

Most of the members of the executive were owners of late model cars. Mine was a crock.

At one of the meetings the secretary read a report on the condition of one of the trade union's cars. It was decided that the "troublesome vehicle should be sold and a new one purchased.

Naively, I asked how old it was and when I was told that it was bought 16 months ago, I foolishly suggested that we have it overhauled rather than lay out money for a "new thing.

I was overruled. The chairman turned to me and said: "How about you buying it, Jacky?" Completely innocent I laughed. The meeting had just heard that the car was in a state of disrepair and now they want to palm the "wreck" onto me.

I said no thanks and besides that I did not have the money to pay for it.

The car was offered to another member who accepted it without hesitation, I thought he was crazy. The meeting sold it to him for a tenth of its initial price because, "It is ready for the scrapyard", and those words were duly recorded in the minutes of the meeting.

However, when I went down to the garage with the new owner to see the "rubbish" he had bought I was shocked to find a...
Diamond workers are 'out' from Monday

Mercury Correspondent

JOHANNESBURG —

The 900-member South African Diamond Workers' Union declared last night that none of its members would be at work as from Monday because of a "lock-out" by employers.

The union's general secretary, Mr. Robin Rich, said the "lock-out" existed because the industrial agreement with employers had ceased yesterday.

"Our members decline to work under conditions in which employers can dictate any terms and may very well bring in unskilled Black labour," he said.

Mr. Rich added, however, that his union was prepared to open new negotiations.

He said the Minister of Labour, Mr. S. P. Botha, had appointed a mediator. "But this mediator will only be available on May 24, and we are not prepared to extend the 30-day period just ended for formal negotiations."

Earlier in the day, the Secretary of the Master Diamond Cutters' Association, Mr. Sandy Davidsen, said his association was doing nothing to "rock the boat" and would work with the mediator to seek a solution.
Unions may leave Rightwing for 'middle of the road'

By CLIVE EDMON
Labour Correspondent

AT LEAST five white Railways trade unions, with some 80,000 members, are expected to leave the Rightwing Confederation of Labour, and to join the proposed SA Central Labour Organisation (Saclo), a new "middle of the road" union federation.

Mr Tom Needling, general-secretary of the 30,000 member Amalgamated Engineering Union and Mr Peter Roedt, general-secretary of the 9,000-member SA Footplate Staff Association, announced the imminent formation of the new federation of trade unions.

They said it would have no political alignment, it would be open to all bona fide trade unions or union federations, and open to all races.

Besides their two unions, and the group of Railways unions, other worker organisations expected to join the new labour alignment are the 17,000 member SA Electrical Workers' Association and the two mine officials associations which together have some 21,000 members.

The prominent Railways unions expected to join are the 30,000-member Artisan Staff Association and the 24,000-member Salaried Staff Association.

Mr Needling confirmed yesterday there had been talks with Coloured trade unions, but they had not been represented at a meeting of about 127 unions which drew up a constitution for the new federation.

The formation of a third labour federation is unlikely to affect the membership of the moderate Trade Union Council of SA (Tucsa) but is likely to hit the SA Confederation of Labour.

The Confederation has 190,000 members at present. It is constituted by three groups, the Railways, the Mine Workers unions and the hard Rightwing unions which make up the co-ordinating Council of SA Trade Unions — public servants, provincial workers, bank officials and Incom workers.

The Railways unions clearly want to become independent of the hard Rightwing of the Confederation.
Big union federation planned

Mercury Correspondent

JOHANNESBURG—At least five White railway trade unions, with some 30,000 members at present affiliated to the Right-wing Confederation of Labour, are expected to join the proposed South African Central Labour Organisation (Saco), a new “middle of the road” union federation.

In a joint statement yesterday, Mr. Tom Neethling, general secretary of the 30,000-member Amalgamated Engineering Union; and Mr. Peter Roep, general secretary of the 9,000-member S.A. Footplate Staff Association, announced the imminent formation of the new trade union federation.

They said it would have no political alignment, would be open to all bona fide trade unions or union federations, and open to all races.

Besides their two unions and the group of railway unions, other workers' organisations expected to join the new labour alignment are the 17,000-member S.A. Electrical Workers' Association and the 20,000-member Artisan Staff Association and the 20,000-member Salamed Staff Association.
JOHANNESBURG: — At least five White railways trade unions, with some 20,000 members, at present affiliated to the right-wing Confederation of Labour, are expected to join the proposed SA Central Labour Organization (Saco), a new "middle of the road" union federation.
City workers demand rises

CAPE TOWN'S 11 000 Black municipal workers have decided to press the City Council for salary and wage increases as well as the re-evaluation of jobs.

The secretary of the Cape Town Municipal Workers' Association, Mr J H Ernstzen, said the decision was taken at a meeting in the City Hall attended by about 2,000 workers.

The move for higher wages comes after White municipal workers have demanded a pay increase of 19 percent.

Mr Ernstzen said in a statement that the general membership of the association had authorized and instructed its executive committee to submit without delay demands for more pay "taking into account the rise in the cost of living" and for a re-evaluation of jobs.

The executive was instructed to ensure that the City Council gave the matter its immediate attention.

Steps

"In the event of no satisfaction being obtained within a reasonable time, the executive committee is to take such steps to press the association's claim in such manner as it may deem fit."

The statement said the decision of the City Council to examine the evaluation of posts was taken a year ago but the council had failed to furnish its proposals by the due date.

Instead it told the association that it had almost completed the task and would be in a position to meet representatives of the workers early next month.

"The association is entirely dissatisfied with the position" bearing in mind that over the past year the cost of living soared and "the council has taken no steps whatsoever to relieve the plight of the workers."
REGISTERED UNIONS

The centre consolidates

This week's formation of Saclo — SA Central Labour Organisation — heralds a new fluidity in trade union politics. In the short-term, the SA Confederation of Labour is likely to be the loser.

Saclo's formation was announced by the general secretaries of two unions unaffiliated to either Tucsa or the Confederation — Tom Neethling of the Amalgamated Engineering Union (AEU) and Piet Roodt of the SA Footplate Staff Association (Safs). Although policy will only be formulated at Saclo's inaugural meeting in October, some broad guidelines have been announced.

Saclo will be open to "all bona fide trade unions". While it has not yet stated its attitude to unregistered African unions, registered Coloured and Indian unions would appear to be welcome. The Confederation is for Whites only; Saclo has also stressed its independence from political parties — a possible reaction to some of the Confederation unions, who have previously been accused of backing the HNP policy.

It is obviously attempting to occupy the middle ground between Tucsa and the Confederation. Both its founder unions are ex-members of one of these groups, the AEU having left Tucsa some years ago and Safsa having left the Confederation last year. With its sponsors confident of 180 000 affiliated members by the time it holds its inaugural meeting, the big question now is which unions will join Saclo.

The organisers are reluctant to say who will affiliate. A number of unions are, they say, discussing affiliation with their councils. However, Neethling does confirm that several unions presently affiliated to other federations did participate in drawing up Saclo's proposed constitution.

While unaffiliated unions are likely to provide the bulk of the new organisation's membership, it seems likely to win support from some unions presently in the Confederation — particularly among the railway unions, some of whom have been known to be unhappy with the Confederation for some time (FM April 4 1975).

Some of the six railway unions affiliated to the Confederation are believed to be dissatisfied with what they see as its rigidity. Some fear that it has been taken over by extreme Right-wingers. To quote one top railway unionist: "Whenever someone proposes cooperation with non-Confederation unions he is personally attacked. SA is changing rapidly and an interchange of views is essential. This is impossible inside the Confederation."

While Artisan Staff Association (ASA) general secretary Wallie Grobler, who is also secretary of the Confederation, would only say that the possibility of the ASA affiliating to Saclo "cannot be ruled out," ASA president Jimmy Zurich has publicly endorsed Saclo.

The possibility of defections from Tucsa is remote — unions dissatisfied with its policies have long since left. Saclo's formation is therefore likely to herald a solidifying of the centre at the expense of the extreme Right of the registered union movement.
Top diamond union man threatened

The general secretary of the Diamond Workers' Union, Mr. Robin Rich, has been threatened with his life by an anonymous telephone caller.

This follows a similar telephone threat last week against diamond worker Mr. Louis de Tutt (48), who had a heart attack soon afterwards.

Mr. Rich received the call yesterday soon after about 700 diamond cutters had decided to remain out in their dispute with employers over a signed wage and working conditions agreement.

"A man called up and threatened to shoot me," said Mr. Rich. "I have taken it in my stride and have not mentioned it to the police. I don't worry about it."

Mr. du Tutt, a licensee at a Johannesburg diamond cutting works who is not a member of the Diamond Workers' Union, was taken to hospital and remained in the intensive care unit for four days.

He is expected to stay in hospital for about six weeks, his employer, Mr. Manny Juden, said today.

According to colleagues, Mr. du Tutt received the call last Monday, which was later reported to the police.

They believe the anxiety caused by the call may have brought on the heart attack.

"As a non-union member he was entitled to work," said Mr. Juden.

At present no members of the DWU are being paid strike pay. The only drain on union funds is a 25p a day allowance in strike.
Diamond men call for State action

The Diamond Workers’ Union is to ask the Government to smash the entrenched position of the Master Diamond Cutters’ Association in the industry through a change in the law.

“We want the Diamond Cutting Act changed or scrapped so as to allow individual diamond cutters to buy and process diamonds on their own account,” union president Mickey Geffin said this week.

This is the union’s answer to what it sees as a campaign by the employers to break the union.

“We’re even considering the possibility of the union using its own funds to set up and equip a factory so that it can hire out cutting benches and equipment to union members,” Mr Geffin said.

“We don’t want to become employers or to compete with the master cutters. We simply want to guarantee our members the right to earn a living. At present we operate in a feudal system in which we are nothing but serfs.”

Mediator

Meanwhile, talks open tomorrow under a Government-appointed mediator in a bid to end the bitter labour dispute which has brought the industry to a virtual standstill.

The clash hinges on the definition of a small diamond.

The employers want to introduce Coloured and Indian operators into the industry to cut and polish small diamonds, which it cannot economically use high-priced White labour to do.

Official statistics suggest that the absence of a “smaller” industry in South Africa is costing the country some R60-million a year.

But the employers define a small diamond as being up to 1,79 carats in the rough — and the union says that 60 per cent of its 800 members are already employed full-time cutting diamonds smaller than this.

The union, anxious to protect the livelihood of its members, will go along with the employers’ intentions only if they reduce the cut-off point in the definition of a small diamond to 0,89 carats.

Now, says Mr Geffin, the union is prepared to go further. “We will train any non-White labour the employers want to introduce — but we won’t budge on the size of the diamonds.”

Union members downed tools early this month when the master cutters said that the status quo — the continued application of working conditions and pay scales under a previously expired labour agreement — would cease.

Refusal

They refuse to return to work unless they get a new gazetted agreement — even for a short period of two months. But the employers have not acceded to this.

Some 300 non-union workers are still turning up at diamond cutting factories, however.

What upsets the union is that there is no alternative avenue of employment for its members.

“An out-of-work motor mechanic could always get by doing some private work in his back yard,” says Mr Geffin. “But diamond workers can’t do that. That’s why we want the Diamond Cutting Act changed. If a man has the necessary capital to buy 50 carats or so, he must be allowed to do so.”
TOESPRAAK DEUR SY EDELE S.P. BOTHA, L.V., MINISTER VAN ARBEID, BY GELIEKSDRYK VAN DIE EENPOTLIKE OPENING VAN DIE SUID-AFRIKAANSSE KONFEDERASIE VAN ARBEID SE VIERDE TWEEJARLIKE KONGRES IN DIE STURROCKPARKONTSPANNINGSKLUBSAALE, MILNER PARK, JOHANNESBURG, OP 3 JUNIE 1976 OM 11h00

L.W. VIR VRYSTELLING NA LEWERING OM 11h30 OP DONDERDAG, 3 JUNIE 1976.

Meneer die President, lede van die Uitvoerende Komitee en Kongressgangers, ek het uitgesien na 'n geleentheid soos hierdie waar ek u kan ontmoet. Bele dankie vir die geleentheid wat u my gebied het om vandaag die woord te voer.

Dit is my meernedeel dat daar in die verlede baie goeie verhoudings tussen u Konfederasie en my Departement bestaan het en dat u te alle tye met groot verantwoordelikheid en in belang van Suid-Afrika opgetree het. Tereedertyd het u met 'n valke oog gewaak oor die belange van die werkers wat onder die vleuels van u Konfederasie is.

Ek hoop van harte dat u op die weg sal voortgean want daar rus 'n dure plig op u as vakbondorganisies om leiding te gee aan diegene wat u verteenwoordig. Dit is veral in tye soos wat ons tens beleef wat leierskap op alle terreine deeglik toets en waarin met die verstand en nie die hart gedink moet word nie. Nie alleen sal die werkers by u leiding soek nie, maar sal ek as Minister van Arbeid baie vraag oor oor arbeidsaangeneemhede wil hê en ek verseker u dat ons vorentoe nog beie geen oesels. Dit is my vaste voorneem om nie die pad alleen te loop nie. Ek sal u vraag wil saamneem.

Soos u bewus is, beleef Suid-Afrika ekonomies sowel as strategies moeilike tye.

Alhoewel daar bespisoel word dat die ekonomiese klimaat gedurende hierdie jaar mag verbeter, is dit in die lig van die telle probleemsituasies waarmee ons land tans te kampe het, duidelik dat elke landsburger die grootste mate van vyer en spaarsaamheid aan die dag sal moet lê om te verseker dat ons land nie kwaasbaar gelaat word nie. Teen hierdie agtergrond

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sul daar een almal besondere eie gestel word wat groter toes-
wyding, harder werk en doelgerigter optrede verg.

Ek is seker dat elkeen wat prys stel op die behoud van
ons land en sy mense nie hiervoor sal terugdeins nie en geen
opoffering te hoog sal ag nie.

Elke burger van hierdie land behoort sy die belange teen
die agtergrond van die land se belange te sien en moet nood-
wendig ag slaan op sekere breëre ekonomiese aspekte.

Geen lojale landsburger kan ons on ekonomiese tendense
kyk sonder om ernstig notisie te neem van die nadelige uit-
werking van inflasie nie. Dit is op die huidige moment ons
grootste bedreiging. Dit is 'n wereldprobleem wat ons in die
gesedere met elke wapen tot ons beskikking sal moet beveg.
Eerstens moet ons die stryd teen inflasie eenvoudig won om 'n
volgeloos groei en die handhawing van ons lewensstandaard te
verekeer. Tweedens moet ons ons Vaderland in hierdie tye so
sterk as moontlik nou en one-krag geen argu van 'n stabiele
economie.

Inflasie is die resultaat van die mensdom se eie doen en
lote en hy kan hierdie bedreiging alleen afweer deur sy eie wil
om dit te oorkom.

Te veel van ons hedendaagse mense het daaraan gewoon
gerasp om welvaart en 'n demokratiese vrye sosio-ekonomiese
lewenswyse as gawewe regte te beskou wat as sodanig vir alle
tye gewaarborg sou wees.

Hulle beskou dit as venselfsprekend dat hul inkomste
en lewensstandaard elke jaar automaticie sal verbeter. Hulle
moet egter besef dat vryheid en voorspoed alleen deur opoffe-
ring verwerf is en alleen deur harde werk, vindingrykheid wyer
en dus deur optimale produksie gehandhaaf kan word.

Van die drie hoofbestanddele van produksie - grondstowwe,
arbeid en kapitaal - stel ek as Minister van Arbeid natuurlik
die meeste belang in die menslike faktor, ofte wel arbeid.
Ons besef almal, dat daar tans 'n tekort aan mannekrag, veral geskoolde arbeid, in die Republiek ondervind word. Dit is 'n probleem wat die regering se ernstige aandag geniet want arbeid is en bly 'n sleutelfaktor in die gesonde uitbreiding van ons ekonomie.

Arbeiders en -vrede en die feitlik totale afwegigheid van stekings is die hoeksteen waarop ons ekonomiese voorsoed in die verledes gebou was.

Terwyl daar nou 'n beroep op alle landsburgers gedaan word om verhoogde produktiwiteit na te streef en sodanige 'n versekerde toekoms te help skop, is ek daarvan oortuig dat u met my sal saamstem dat dit gebiedend noodsaklik is dat deur na die belange van die werker omgawe moet word. Wanneer ons oor 'n gelukkige en vreugde werkarskrone beskik, dan alleen kan ons verseker wees dat elkeen sy beste sal lever om die land se ekonomiese probleme die hoof te bied. Dit sal my strewe wees om stabiliteit, voorsoed en vooruitgang te soek, en my toe te wy aan die maatregelingsdaarvans. Ek is tot u diens!

Waar stekings in die jare vroeg meer die reël was die uitsondering was om beter diensvoorwaardes af te dwing, geskied die skikking van lonenisp, ens. vandaan op 'n beie meer vreedsame wyse. Dit moet toegeskryf word aan die feit dat die werknemers in die vakbond 'n middel gevind het om onderhandelings met hul werkgewers aansienlik vorgemiklik.

Sedert ek my nou p. tefeulje as Minister van Arbeid aanvaar het, het ek sterk onder die indruk gekom van die besondere rol wat nywerheidsrade op die arbeidsfront speel.

Op die oomblik bestaan daar nogensgroot 200 ooreenkomsme wat deur hulle beding is en wat ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956, geregistrereer is. Vele van hierdie ooreenkomsme is van 'n hoog gesofistikeerde aard en bevat gedetailleerde bepalings oor loane en ander diensvoorwaardes asmede oor byvoordele soos pensioene, mediese hulpskemas, skiktvoordele, opriëdingskemas en dergelike meer.
Volgens die jongbeskikbare gegewens behoort en bepaal
geregisteerde ooreenkomsste tens die lone en ander diensvoor-
waardes van 191 333 Blanke, 212 345 Kleurlinge, 69 714 Asiërs
en 599 919 Bantoës.

Teens hierdie agtergrond nesien, is dit te beoekte dat
nywerhedsrade onmiskenbaar 'n besonder belangrike invloed op
vele terreine op die arbeidstoneel speel.

In ons dag waarin veel klem op die noodsaaklikheid van
dieolog en sinnvulle kommunikasie belê word, bied die nywer-
heideraadstelsel 'n ideale forum waar werkgewers en werknemers
met mekaar in gesprek kan tree oor sake van onderringe belang.

Ek wil dan ook namens die regering my besondere dank uit-
spreek teenoor daardie rade - ja, eintlik daardie vakverenigings
en werkgewersorganiësesies wat partye by die rade is - vir die
verantwoordelike wyse waarop hulle diensvoorwaardes in hul
nywerhede beheer en vir die wyse waarop hulle daarin slaag
om arbeidsvrede te boua. Ek wil die Konfederasie gelukwens
met sy bydræe tot die handhawing van nywerhedsvrede in ons
land.

Ook op die terrein van die beter benutting van mannekrag
deur middel van die herindeling en hergroepering van werkver-
rigtings, wat 'n belangrike bydrae tot hoër produksiewiteit
lever, het verskeie van die rade hulle nie onbetuigig gelaat
nie.

Ons beleef tens 'n verlangsaming in die tempo van ekonomiese
bedrywighede. Die inflasie-euwel het geen nernie aandeel
hierin gehad nie en die kwessie van nie-optimale produksiewiteit
is, myn insiens, in 'n hoë mate vir die steeds hoë peil van
inflasie verantwoordelik.

Daarom lê die akseiprogram teen inflasie, waarvan u
Konfederasie 'n mede-ondertekenaar is, besondere klem op hoër
produksiewiteit en sy ewe-broer, die beter benutting van ons
arbeidskragte. Ons landseconomie kan dit nie bekostig nie,
en dis strydig met gesonde ekonomiese beginseals dat ons hoogs
opgeleide Blanke werkers hul tyd op sleurtae verspil. Daarom
is die regering se arbeidseisheid ook daarop toegepas dat die
beperkte geskoolde werkerskorps meer produktief benut moet word
op daardie werkverrigtings wat werklik die bedruisheid van
geskoolde werkers verg.

Ek wil by hierdie geleentheid hul beroep doen op ons vakbonb-
leiers om opnuut en voortdurend aandag daaraan te gee dat die
geskoolde en opgeleide werker wat met veel opoffering en teen
hoo koste sy geskooldheid verwerf het, nie sy tyd onekonomies
sal gebruik op take wat nie die bedruisheid van hul geskoolde
werker vereis nie.

Wat ook van besondere belang is, is dat ons nooit uit die
oog moet verloor dat ons in 'n veelvolke land woon nie. Die
aanpassings wat deur onderrig plaasvind in die rol wat die verskil-
lende bevolkingsgroep in ons hernoepstukuur speel, is sonder
twyfel noodsaaklik vir die land se ekonomiese groei.

Selfs met 'n volgenso vloe van immigrante is daar so 'n
voortdurende druk op die beskikbare geskoolde arbeidsmag dat
die Blankes in die algemeen geen rede het om te vrees dat hulle
werk-sekuriteit deur die toeletting van Gekleurde en Swart
werkers tot die meer gevorderde werkskategorieë, binne die raam-
werk van Regeringsbeleid, in gevaar gestel sal word nie. Dit
is en was nog altyd die Regering se beleid dat arbeidsaanpas-
sings deur die hertoewysing van werk slegs in samewerking met
die Blanke werkers en hul vakbonde moet geskied.

Na aanleiding van wat ek pas gele het, en ek glo dat u
dit weet, is daar net nie genoeg Blankes om al die werk wat
hulle tradisioneel gedoen het, langer te behartig nie vanweë
die nywerheidsuitbreiding waarvan ons nog meer net die drumpel
betree het. Verder is daar voortdurend tennoloeese ontwikke-
ling wat die werksoorte beïnvloed. Dit is so dat die peol
waaruit die tradisionele geskoolde werkers afkomstig is nie
in dieselfde mate as die behoefte daaruit aan werkers vergroot
nie.

Terwyl die regering glo dat daar nie nywerheidsvrede kan
wees as die Blanke se werkgeleentheid in geveer gestel word nie en dat goeie arbeidsverhoudinge ook nie in so 'n klimaat gekweek kan word nie en brie mag aan georganiseerde arbeid gegee het, moet ernstige aandag gegee word aan die herverdeling van werk. Dit is 'n taak wat nie sleepvoetend aangepak moet word nie. Ek wil dus 'n beroep op alle vakbondes doen om dringende erns te maak met hierdie aangeleentheid.

Dit is moreel reg en ter wille van stabilitéit en vrede noodsaaklik dat alle rassengroepes voldoende werkgeleentheid sal hê, maar dat dit op 'n ordelike wyse geskied wat aan geen werker aanstoot gee nie. Dit het reeds telkemas gebeur dat waar werknemers uit hul gevestigde werkkringe deur andargesigse verdring word, hetsy Blanke deur Nie-Blankes of Gakleurdes deur Bantoes, dit 'n teeleerde vir ernstige ontevredenheid en onmin skop. Dit is eweneens die geval waar werknemers werknemers van verschillende rasse in diens naam sonder inaangening van gevestigde beleidsbepalings. Dit is den ook binne hierdie konteks dat werksreservering as 'n vooringsmaatregel teen mededinging tussen werknemers van verschillende rasse steeds 'n rol te speel het. Ek verseker u dat werksreservering nie deur die Regering afgeskaf sal word nie, maar dat dit soos in die ver- lace toegeneem word om die werker sy lewensstog te verseker en die entrepreneur sy arbeidskragte.

Die skepping en handhawing van gesonde verhoudings tussen Blanke en Nie-Blanke werkers is ook van die grootste belang. Dit beteken egter nie dat toegewings, toenadering en opoffering net van een kant moet kom nie.

Die Swart werker sal ook sy deel moet doen.

Hy sal net soos die Blanke en Gakleurde werker dit as mikpunt moet stel om hoër produksie te lewer, om dienstrots aan te kweek, om nie egterdog teen andargesigse te koester nie en om arbeidsvrede en goeie verhoudings met medewerkers en sy werkgever na te streef.

Laastens, maar nie die minste nie, sal hy daarteen moet wees om hom nie deur persone en instansies met bybegaalings
op sleeptou te laat neem en daardur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik oor die masjinerie wat hom in staat stel om met sy werkgewer oorleg te pleeg en te kommunikeer.

Die betrokke wetgewing, naamlik die Wet op die Raëling van Bantoe-arbeidsverhoudinge is in 1973 aansienlik opgeknop en verbeter. Deur middel van die stelsel van werkekomitees en skakelkomitees kan Swart werkers nou self met hulle werkgewers oor diensoorwaardes en ander arbeidsaangeleentheid van onderlinge belang onderhandel.

Dit verseker ’n meer tevrede werkerskorps, en gevolglik, beter arbeidsbenutting - soos bewys deur navorsing wat deur die Universiteit Oranje-Vrystaat onderneem is by 326 van die grootste firmes in Suid-Afrika waar sulke komitees bestaan.

Daar is onder meer bevind dat kommunikasie by 97,4 persent van die firmes verbeter het en dat daar by 39,7 persent van hulle ’n besliste verhoging in produktiwiteit te bespou was.

Die werke- en skakelkomitees waarvan daar reeds oor die 2 400 bestaan en ongeveer 648 000 Swart werkers dek, het nou bewys gelewer dat hierdie stelsel in Suid-Afrika ’n geskikte en bevredigende vorm van arbeidskommunikasie bird.

Ook op ander terreine word daar voortdurend oor die belan to van die land se werkers, Blank en Nie-Blank, gewag. Neem maar byvoorbeeld die omvattende wetgewing wat daar ten opsigte van Ongevalleversekerering bestaan.

Vanweë die mannekragtekort moet die werkers van ons land hul pligte onder groot druk uitoefen en daarom word daar deel- werklike stappe gedaan om ons werklui teen werkbeserings en nywerheidsakte te beskerm.

Soos u weet word ’n baie groot aantal werkers ten nouste deur die bepaling van die Ongevallewet geraak. Gedurende 1975
is daar nie minder nie as 360 000 ongevalle aangemeld. Skade-
loosstelling slegs deur die staatsaanbehoorde Ongevalle-
fonds uitbetaal, het R15 194 000 beloop terwyl die mediese
koste R11 814 000 bedra het.

Die bedrag uitbetaal aan mediese koste het skerp vermeerder
weens die groot styging in die prys van medisyne, die verhoging
van hospitaalgelder en die tariewe vir geneeskundige behandeling.
Ook die koste van kunsledemate en soortgelyke apparaat het die
hoogte ingeskiet. Dit het egter nie verhoed dat die beleid
betreffende die voorsiening van kunsledemate onlangs hersien
is nie sodat besoerde werksmense wat die ledemate benodig, nou
vir die res van hul lewe in die verband te hulp gekom kon word
terwyl hul voorheen meestal slegs met twee sodanige hulpmiddels
gehelp kon word.

U is ook bewus daaraan dat die Ongevallefonds uitsluitlik
in staat gehou word deur aanslaggelder wat jaarliks van werk-
gewers gevorder word. Die vermeerdering van die laste wat deur
die Fonds gedra moet word kan, teen daar op versigtige en
redelike wyse te werk gegaan word, tot die verhoging van aan-
slagtariewe lei en dit hou finansiële implikasies vir werkgewers
in wat selfs op hul werknemers kan teruglopend.

Met die oog op die styging in lewenskoste is daar nogtans
besluit om voorstelle in verband met die wysiding van die
Ongevallewet wet dit ten doel het om die lot van die besoerde
werkman en sy afhanklikes te verlig, aan die Parlement voor te
lê. Indien hierdie voorstelle nie deur die Parlement in sy
wetgewende prograam onderneem die huidige sitting ingespaas kan
word nie, sal dit spoedig volgende jaar oorweg word. Die
voorgestelde wetgewing sal die Ongevallewet ook sodanig wysig
dat alle bevolkingsgroep oor dieselfde kam gekyk sal word.
So sal Bantoes wat in die verlede nie pensioene ontvang het
nie, daarvoor kan kwalifiseer indien die voorstelle goedgekeur
word.

Die wysigings beoog onder andere ook die volgende ver-
beterings:
(a) Periodiese uitkerings betaalbaar terwyl 'n werksman tydelik algemeen arbeidsongeskik is, sal bereken word toe 75% van die eerste R400 in plaas van die eerste R247 van sy maandelikse verdienste. Die maksimum maandelikse periodiese uitkerings sal hiervolgens van R185,25 tot R300 stig. Dit sal 'n verbetering van meer as 60% meebreng.

(b) Skadeloosstelling ten opsigte van blywende arbeidsongeskiktheid sal noes in die geval van periodiese uitkerings, op die eerste R400 in plaas van die eerste R247 van 'n werksman se maandelikse verdienste bereken word. Dit sal meebreng dat die enkele geldsom wat tans betaal word in die gevalle waar die graad van blywende arbeidsongeskiktheid 30% en minder is, menselik verhoop word. Die maksimum bedraan sal in werkelikheid van R2 550 tot R4 000 stig. So ook sal pensioene wat betaalbaar is waar die graad van arbeidsongeskiktheid bo 30% is, met meer as 60% verhoop word. Die maksimum pensioen sal van R185,25 tot R300 per maand stig.

(c) Waar 'n werksman se inkomst kom as gevolg van 'n ongeval, sal sy weduwe en kinders ook 'n groter pensioen ontvang. 'n Weduwe met drie of meer kinders sal afhangende van die oorlopende persentasie pensioene ontvang wat in totaal 30% van die pensioenbedrag van R175,25 per maand beloop. Die maksimum pensioen sal van R40000 stig. Sy weduwe sal stig. sy weduwe sonder kinders geregeld bu 60% van R40000 per maand vermeerder.

(d) Verder word voorgestel dat die maksimum bedrag betaalbaar ten opsigte van die pensioen en weduwe van 'n werksman wat as gevolg van 'n ongeval 1 stig. van R75 vir Bantoes en R150 vir Blankes, die pensioen en weduwe tot R250 ten opsigte van alle bevolkingsgroeppe verhoop word.

(e) 'n Minder kwalifiseerbaar werksman moet 'n belangrike verbetering vir die nabestaande van werksmanse, is die voorgestelde wysings wat sal meebreng dat 'n pensioen betaalbaar van die weduwe van 'n werksman sal waardeer van die Wet, nie meer as 'n verhale as sy want trou nie. Die staking
van die pensioen by hertroue het in die verlede finansiële verlaatheid meegebring as die tweede huwelik byvoorbeeld misluk.

(f) 'n Baie belangrike wysiging wat beoog word is die uitbreiding van die voordele wat die Wet bied na 'n groep werknemers wat tens Nicole meer gedeel is nie. Sedert die loongrens vir dekking onder die Wet in 1974 van R5 460 tot R7 260 per jaar opgeskuif is, het tale werknemers en hoër jaarlikse verdienste as gevolg van loonstygings en besoldiging vir gereelde oortydswerk, hulle buite die bestek van die Wet geneem en hulle sonder versekering teen beurse op diens geplaas. Talle eise moet as gevolg hiervan van die hand gewys word. Met inengening van die huidige loonstukkure is dit die plan om die loongrens van R7 260 tot R9 600 per jaar op te skui.

By die toepassing van die Ongevallewet word daar egter nie net gekonsentreer op die betaling van skadeloosstelling aan werkmense, en hul nabestaande nie, maar ook op die voorkeuring van ongevalle. Daar bestaan nuwe samewerking tussen my Departement en die Nasionale Beroepsverveiligheidsvereniging. Van die Departement se beamptes dien as die direksie van die Vereniging en 'n subsidie wat bykans driekwartmiljoen rand beloop wordt jaarliks aan die organisasie uit die ongevallefonds betaal. Statistiek toon dat tale ongelukke veroorsaak word deur onveilige optrede van werkers en ek wil 'n beroep doen op alle werkers om selfs al werk hulle onder groot druk, weersaam te wees en veilige werkverrigting in gedagte te hou.

Bedryfsiektes eis ook sy tol onder werkmense en ook hier kon dit nie net by skadeloosstelling bly nie. Navorsing in verband met die siektes word in belang van werkmense en namens die Departement deur die Nasionale Navorsingsinstituut vir Bedryfsiektes onderneem en 'n bedrag wat neaestby R200 000 per jaar beloop, word uit die Ongevallefonds as subsidie aan die instituut betaal. Navorsing in verband met loodorvergifting het alreeds gelei tot die aanvaarding van elke wat andersins van die hand gewys sou word.

11/......
Verder word gepoog om deur middel van gesubsidieerde reha-
bilitatiesentrums fasiliteite te voorsien wat daerop gemik is
om besoerde werksmense te help om na werk terug te keer of om
die toestand wat deur hul beserings veroorsaak is, te verlin.
Daar is 'n sentrum in Durban wat goeie ondersteuning geniet en
een in Johannesburg wat ongelukkig swak ondersteun word. Ek
wil u graag vra om werksmense in Johannesburg en omgewing in
te liq dat deur uitstekende fasiliteite wat hospitaalbehande-
ling, fisioterapie en beroepstherapie behels, by die Werkers
Rehabilitatiesiehospitaal bestaan. Indien hulle beserings opdoen
wat hospitaalbehandeling verg, moet hulle dus nie weifel om
hulle geneesheer te versoek om hulle na die hospitaal te verwys
nie. Dit bring geen uitgewe vir werksmense mee wat in ongevalle
besser is nie.

Benewens ongevalledekking geniet werkers in die republiek
ook versekering van 'n redelik omvattende aard teen die ontberings
wat met werkloosheid gepaard gaan.

U as lade van die Suid-Afrikaanse Konferensie van Arbeid
is natuurlik deeglik op die hoogte van die vernaamste bepalinge
van die Werkloosheidversekeringswet en ek wil dus net kortlike
'n paar opmerkings maak en hier en daer syfers aanhaal om aan te
toon wat die Werkloosheidversekeringsfonds oor die afgelope paar
jaar vir die werknemer (bydrar) beteken het.

Die Fonds se doel is om werknemers te verseker teen tyd-
perke van werkloosheid, dit is, wanneer hulle wel geskik en
beskikbaar is vir werk, maar nie geskikte werk kan bekom nie,
en ook wanneer hulle wees nie of, in die geval van vroue,
wees swangerskap nie hulle normale loon kan verdien nie.
Bydraers wat kwalifiseer vir voordele word dan gedeeltelik
vergoed vir die verlies van lonis. Daarbenewens maak die Fonds
ook voorsiening vir die betaling, by die dood van 'n bydraar,
van 'n enkelbedragvoordeel aan sy weduwe of kinders of ander
afhanklikes.

Ek wil hier graag net die volgende syfers aanhaal ten op-
sigte van die voordelbetalings uit die Fonds gedurende die
afgelope drie jaar:-
Daar is dus die afgelope drie jaar meer as R63 000 000 aan voordele en toelaas betaal en vir menige werker was dit seker 'n welkom en onontbeerlike hulp.

Die inkomste van die Fonds word hoofsaaklik verkry uit bydraes deur werknemers en werkgewers, 'n bydrae deur die Staat van 25% op die totale bydrae deur werknemers en werkgewers en uit rente op die Fonds se beloengings. Jaarlike bydraes deur werknemers en werkgewers dek nie die volle voordeelbetalings nie en om hiervoor en ook vir administratiewe uitgawes te ver- goed, word gebruik gemaak van die Staat se bydrae en, waar nodig, van rente op beloengings. Die administratiewe uitgawes van die Fonds word so laag maandlik gehou en het in 1974 slegs 4,14% en 1975 4,97% van die totale omset beloop - voorwaar 'n pryswaardige prestatie!

Beleggings van die Fonds by die Staatskuldkommissarisie het aan die einde van 1975 'n bedrag van R186 000 000 beloop. Sommige instansies en individue het in die verleda al kritiek gelewer en het beweer dat die Fonds baie sterk staan. Sedanige kritiek het gewoonlik gepaard gegaan met allerkonde onpraktiese voorstelle oor toegewings wat die Fonds sou kon bekostig. Ek wil graag daarop wys dat die Fonds opgebou is oor 'n lang tydperk van voorspoedige jare waartydens ons nog gelukkig geseen was met uiteres geringe werkloosheid wat ons tans nog geniet. Die vraag is waar sal die Fonds staan as ons ernste werkloosheid sou ondervind? Dit word beraam dat, bereken op die 1975 inkomste en uitgawes, die Fonds teen 'n werkloosheidsyfer van sê
4%, beleggings ter waarde van onceeër R256 000 000 en teen 5% werkloosheid R350 000 000 sou moes besit om sy verpligtinge na te kom sonder om sy beleggings te verkop en daardie kapitaal te gebruik. Wanneer beleggings verkop moet word, deel die renteverdienste natuurlik onmiddellik en is ons op die pad om die Fonds af te tekel. As ek na lande rondom die Republiek en ook na hoogontwikkelde lande oorsee kyk weer die werkloosheid syfer baie miljoene beloop, dan is ek nog meer oortuig dat ons gereed moet wees indien die ongunstige faktore wat werkloosheid in die hand werk ook na ons sou oorweai. 'n Sterk Fonds is dus noodsaaklik.

Daar word steeds na die Werkloosheidversekeringsfonds gekyk om die voordele wat dit vir die werker inhoud te verbeter. Eers het ons net die gewone werkloosheidsvoordele gehad. Dit is gevolg deur siekte toeelae, kraamvoordele en afhanklikheids toeelae. Die maksimum verdienste is van tyd tot tyd verhoog om werknemers wat as gevolg van verhoogde lone buite die bestek van die wet geval het weer in te bring. Die jongste verhoging was op 1 Oktober 1975 en die maksimum staan nou op R6 760,00 per jaar of R130,00 per week.

U is bewus daarvan dat wetgewing beoog word om 'n nuwe basis vir die berekening van bydraes en voordele daarder te stel. Bydraes deur werknemers is tans uiters laag d.i. von 1c tot 14c per week ten opsigte van vaertien groepe ingedeel in verskillende verdienste groepe waarvan die maksimum nou, soos ek reeds genoem het, R6 760,00 per jaar is. Die beoogde wetgewing maak voorsiening vir 'n skema vir die berekening van bydraes deur werknemers en werkgewers en ook vir die betaling van voordele op 'n percentasiebasis gebaseer op die werkle le verdienste van die bydraer. Soos die lone styg sal die bydrae styg meer natuurlik, wat belangrik is, ook die voordele betaalbaar.

Met hierdie verwysing na wat die Staat vir die werkers doen, wil ek graag volstaan en wel in die vertroue dat u hierin sal sien die beëf van die Regering dat ons beskikbare werkers korps 'n besonder waardevolle plek in ons land vervul en dat die regering steeds 'n waarderende en beskermende hand oor ons werkers uitgestrek wil hou, veral in hierdie tyd waar daar
van elkeen verwaq word om alles in die stryd te werp om Suid-Afrika se ekonomie te help beveilig.

Terselfdertyd waarder die Regering die begrip wat ’n behoudende vakbondorganisasie soos u vir die Regering se arbeidsbeleid openbaar.

U het u taak as pleitbesorger vir die Blanke werker se belange met groot onderskelding, pligbesef en verantwoordelikheid nagekom en ek twyfel nie dat daer ook in die toekoms op u staat gemaak sal kan word nie.

Ek vertrou dat u onderhandelings baie geslaagd sal wees en dit is nou my aangename voorreg om hierdie, u vierde tweejaarlikse kongres, geopen te verklaar.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE MINISTERIE VAN ARBEID.

DATUM: 3 JUNIE 1976

KAAPSTAD
20 000 union men to quit

Labour Reporter

Notice of a breakaway rocked the 195 700-member White Confederation of Labour today and brightened the prospect for a realignment of South African trade unions.

The announcement, coinciding with the opening of the confederation's biennial congress by the Minister of Labour, Mr S P Botha, revealed:

- The "irrevocable" decision of the 20 000-strong Artisan Staff Association to resign from the confederation with effect from September 30.

- The consequent resignation of the confederation's secretary, Mr Willie Grobler, who is general secretary of the Artisan Staff Association.

The move has been on the cards for more than a year but came as a surprise because of the statement in the earlier "verligte-verkrampte" confrontation in which Mr Grobler emerged as an advocate for progress.

EMINENT

Last year the Artisan Staff Association suggested the establishment of a "middle of the road" trade union grouping to counter conservatism.

It is now expected to join the 33 000-member Amalgamated Engineering Union and the 10 000-strong Footplate Staff Association in the imminent formation of the Central Labour Organisation.

The proposed organisation could rise to the strength of the weakened confederation if other large railway unions realign in the same way, observers say.

The general secretary of the other big federation, the 250 000-strong Trade Union Council of South Africa, is against further division in the labour movement.
Hugh Tindale: The stoppage seems destined to continue until one side capitulates or government intervenes.

As we went to Press, the Master Diamond Cutters' Association was considering Diamond Workers' Union demands for long-term job protection. The union has made a return to work conditional on employers accepting a 10-year agreement guaranteeing jobs of union members against encroachment by unskilled cheap labour.

The union has previously requested similar assurances, but only over five years. As the Association has always rejected these, it is unlikely to accept a 10-year agreement. Even if some compromise is reached on this issue, the basic issue of the level at which unskilled labour is to be introduced would remain unresolved.

Government has told the industry that it wants all sizes of diamonds cut and polished in SA, thus necessitating the introduction of a "small" industry. The Association replies that this cannot be done without introducing unskilled cheap black labour to process diamonds weighing up to 1.79 carats. The union has agreed to train the new labour itself, but will not allow it to process stones over 0.89 carats. The issue remains deadlocked.

The Union is now contemplating a delegation to Prime Minister of Mines before Botha to ask him to allow union members to buy up stones and process them themselves. They claim that the Diamond Cutting Act, which prohibits the processing of diamonds outside the premises of a master diamond cutter, has "tied us to our workbenches.

The dispute may, however, be settled by Botha in a totally different way. He is believed to be considering legislation whereby government would set the demarcation line at 1.39 carats, halfway between the Association and Union demands. Whether the employers would accept this is unknown. The Union, certainly, is pledged to bitterly oppose any such move.

The union claims that no members are presently at work.

DIAMOND DISPUTE
No end in sight

As the work stoppage in the diamond industry enters its fourth week, the possibility of a settlement seems remote despite the intervention of mediator
INDUSTRIAL RELATIONS

WORKERS ORGANISATIONS

1978
**Pack your rucksacks, boys**

There will be much panting, groaning and grinding of teeth as the trade unions attempt their annual assault on Mount Inflation. But not much climbing.

Employers and unions look set for a torrid year at the bargaining table. Trade unions in many industries are busy preparing wage demands that will be much greater than last year’s. Employers are likely to fight them tooth and nail.

The *FM* understands that the major mining unions will ask the Chamber of Mines for another R50 a month — over three times the R25 a month the chamber granted them last year.

Many of the unions who drew up the demands will also be involved in negotiations with steel and engineering and building employers, as well as Escom and Iscor. So it’s likely that the mines proposal will set the tone for the year.

Says Tucsa president Ronnie Webb: “Our members’ living standards have been falling steadily. I expect this year’s wage demands to average out at about 40%.”

He points out that trade unions agreed not to recoup wage losses incurred during the anti-inflation manfest, but angrily adds: “Everybody else is recouping losses. Workers’ buying power is being eroded by phenomenal price rises. I expect unions not only to try and keep up with rises in the consumer price index (CPI) since the manifesto, but to try to make up some of the ground lost through the manifesto as well.”

Most unions are still in the process of drawing up their demands. Steel and engineering unions will decide on a wage figure to put to Seifsia next week. But all agree that they are likely to be “substantial”.

Says mining unionist Ken du Preez: “We’ll be putting in some hefty demands this year. We’re prepared to be reasonable and we won’t be asking employers to let us recoup our losses during the anti-inflation manifesto. But we’re not prepared to suffer a further drop in living standards.”

Du Preez points out that the CPI has risen much faster over the past two years than most union members’ wages. He believes the unions will peg their demands to the difference between CPI rises and wage lukes “We won’t ask for more than our men have lost in the last two years.”

Even if the unions only ask for compensation for CPI rises, demands will be fairly large. The CPI has risen by 23% in the last two years, and the rate of increase is expected to be as high this year.

Higher paid union men in the steel and engineering industry received only 4% on base rates last year. So it seems likely that their demands could be for raises of up to 20%.

Fringe benefit claims are also likely to figure prominently in wage talks. Indeed, at least one union, the Amalgamated Union of Building Trades Workers (see box), says it may be prepared to compromise substantially on wage hikes in order to secure fringe benefits improvements.

Most unionists, however, say they are not prepared to trade wage hikes for fringe benefits. Says Webb: “There’s undoubtedly a trend towards more emphasis on fringe benefits. But our first priority is to maintain our members’ living standards. Unions won’t sacrifice this for bigger benefits.”

Employers are hardly likely to take all this lying down. They will point to the parlous state of business as well as to mounting unemployment. If last year was anything to go by, even industries which can pay, like the mines, may demur, claiming that any award they make will be used as a “benchmark” in other industries.

The unions concede unemployment is a problem but insist that men in work are entitled to maintain living standards. Many employers “hide behind” economic conditions to avoid awarding lukes.

But SA Electrical Workers’ Association secretary Ben Nicholson warns: “We don’t want a confrontation, but it may be inevitable.”

For their part, employers are not likely simply to say “no” — as the Chamber of Mines initially did last year. But what they’re prepared to give will certainly fall far short of what the unions want.

While some industries are hoping for a slight upturn in 1978, the economy is still too flat for many employers to afford more than minimal increases in costs. And employers themselves know only too well that enormous numbers of machines are lying idle and many of their men are workless.

Says Seifsia director Errol Drummond: “We will regard proposals put forward by the unions as indications of their aspirations, rather than as a realistic assessment of what we can afford.”

“We’re obviously aware of the effect of inflation on workers’ buying power but, while we’re hoping for a marginal upturn in 1978, the industry’s in a grimmer state than it was this time last year.”

So there’ll no doubt be some pretty tough talking at the bargaining table this year. But that doesn’t mean we’re headed for the first wave of registered union strikes for decades.

Granted, unionists are under heavy pressure from their members to halt the erosion of their living standards. But, while compromises may be hard to find this year, both parties in the major wage negotiations are experienced enough to find an acceptable mean.

Besides which, negotiation is always a matter of putting on the table more than you believe you can get. Employers no doubt realise that they will have to give something — as they did even after last year’s bitter bargaining, described by Drummond as “the toughest we’ve ever experienced.”

Unions, too, realise that there’s a finite limit on what employers can pay at this time. Registered union members are hardly likely to contemplate strike action — something foreign to their tradition — to squeeze an extra 1% or 2% above what employers are prepared to give.

So, while the unions will no doubt win some gains, it’s virtually certain that most workers will nevertheless end the year lagging well behind the inflation rate.
Unity

A call on the entire labour force of South Africa to unite in the fight against cheap labour has come from a trade union leader in the metal industry.

Job reservation, says Mr. Barney Bouwer, general secretary of the SA Boilermakers' Society, will not work.

"Pay whites and blacks exactly the same and let them compete on equal terms for what jobs are available," he proposes.

He suggests equal pay for equal work — otherwise watching "our jobs to become eroded and fragmented into nothing."

This year will be the turning point, Mr. Bouwer predicts in his union's journal The Crucible.

"There are just not enough whites to reserve jobs for, and so many exemptions have been granted that it has made a farce of the whole policy," Mr. Bouwer writes.

He also rejects:

- Immigration — "the flow of immigrants is too small, and in any case it does not solve the problem of our indigenous cheap labour."

- Separate development — "at the pathetic rate the homelands are being developed, it will take hundreds of years before complete separation provides security for the white worker."

Mr. Bouwer rejects too the contention that equal pay will price the black man out of the better jobs, saying "there is so much to do and so few people to do it."

He says the whole community will benefit from the increased standard of living when blacks get the chance of earning a decent wage.

Mr. Bouwer says a strong and united trade union movement is the only protection. But he does not hold out much hope for that.
Decision soon on rail pay rises

Sieg Hannig,
Labour Reporter

A decision which could lead to a spate of pay rises for Railways and Government employees — or a massive write-off of their pay demands — is to be announced within the next two weeks.

If the outcome of the arbitration in the pay dispute between the Railways Artisan Staff Association (ASA) and the management of the Railways
The last time this union declared a dispute of this kind, arbitration led to a 15 percent pay rise for all Government employees in 1973.
This time, the ASA's claim is for a 12.5 percent increase but various factors mitigate against a general pay rise for Government employees.

MODEST UPTURN
One in the insistence on separate pay negotiations by unions and staff associations who argue that disparate in the nature of their work call for different adjustments.
Another is the state of the economy which has been allowed only a modest upturn under the Budget presented by the Minister of Finance, Senator Horwood.
Neither Senator Horwood nor the Minister of Transport, Mr S L Muhl, announced any provision for pay increases to public servants or railwaymen in their Budgets.

OUTCOME SOON
This means even a general pay rise for railwaymen alone would probably not happen.

The only people sure to be affected by the outcome of the arbitration are members and employees of the Footplate Staff Association, a total of 21,410 people.
At 10am on Monday, the Footplate Staff Association, has announced a dispute similar to that declared by the ASA.
The ASA's president, Mr Jimmy Zurich, said today he expected the result of the arbitration by way of a statement in the Government Gazette this Friday or next.
FCI appeal for racial harmony in industry

CAPE TOWN — The president of the Federated Chamber of Industries, Mr J. P. Cronje, appealed yesterday to South African industrialists to do more to promote sound labour practice and racial harmony in the workplace.

In a letter to the heads of 8,000 firms employing some 800,000 workers, he said the appeal was intended to sustain existing efforts and lead to new initiatives by industrialists in the field of labour relations.

The FCI believed that apart from action by the authorities in eliminating the vestiges of statutory racial discrimination, much remained to be done by industrialists themselves.

Opportunities were available for industrialists to improve conditions in their factories and on the labour front within the current institutional and legal framework.

Mr Cronje urged businessmen to consider an action programme specifically in respect of black, coloured and Asian employees with aims including improvement of productivity and conditions of employment.

Better channels of communication between labour and management and the provision of training opportunities in all aspects of industrial relations.

Upgrading trained workers to middle categories where restrictions do not exist, and employment of trained black youths in black townships in white urban areas and minimising employment of migrant workers.

The existing change he said, contained great potential for innovation and adaptation at an company level and it was essential for industrialists to make the fullest use of the facilities which existed to improve labour conditions — SANA
Industry drive to boost race ties

BY TONY KOENDERMAN

ORGANISED industry is making a concerted effort to achieve racial harmony in the workplace. In past weeks, hundreds of letters have gone out to organisations and industrial companies asking for their co-operation in achieving this objective.

The move has been co-ordinated by the Federated Chamber of Industries, which represents some 8 000 firms employing more than 800 000 people, and on May 11 the Transvaal Chamber of Industries, which is affiliated to the FCI, is holding a special seminar to discuss the campaign.

Two significant documents will be at the heart of the debate: the FCI's 30-point action programme, and the code of employment practice drawn up by the Urban Foundation and the South African Employers Consultative Committee on Labour (Saccola), of which the FCI is a member.

Both documents are firmly in favour of the elimination of race discrimination from all aspects of employment practice.

This covers equal employment and advancement practices, equal pay for equal work, the provision of fringe benefits such as pensions and medical aid, better working conditions and training programmes.

The FCI's action programme concerns itself with:
- The maintenance of free enterprise through reduced state intervention, creation of favourable public attitudes towards it, and safeguarding profits against "unnecessary ill-adjusted price control".
- Measures to promote economic growth, including the creation of a favourable climate to attract foreign capital investment, encouraging corporate savings and removing tax disincentives, and
- Equal opportunity for all industrial workers, the elimination of discrimination and paternalism, and recognition of the rights of employees to organise and to go on strike.
Anglo backs call for black unions

JOHANNESBURG — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa’s Labour laws to grant trade union rights to all black workers — including miners.

But according to a confidential Anglo American document reproduced in the latest issue of the Mineworker, it believes no effective black union will emerge in the mining industry for some time — and that the “vast majority” of black workers will probably not be unionised.

It favours “strict control” of trade unions to avoid misuse for political ends.

It rejects legally enforced “closed shop” provisions and favours voluntary union membership.

According to the Mineworker, the journal of the white Mineworker’s Union, the document was sent to the Chamber of Mines in November last year by Mr Dennis Etheridge, chairman on Anglo’s gold division, together with a draft chapter of its recommendation to the Wiehahn Commission.

From the document, effective Problem Areas in Industrial Relations in the Mining Industry, it appears the corporation has proposed a two-level system of industrial relations, including:

- Central collective bargaining between employers and trade unions representing all workers.

- Elected worker committees to deal with workers’ views within individual enterprises.

But these would be an “idealist system” and could not be implemented immediately, the document says.

It also says the industry should be allowed a three-year period to build up committees on individual mines before conforming to the full standards laid down in the law.

It could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future, but the document warns this should not lead to proposals to exclude black from trade unions and set up separate committees to negotiate with them.

The document argues in favour of trade union rights for foreign black workers as well as migrant workers. Separate development aimed at making all blacks in South Africa foreigners, sooner or later and to build an industrial relations system on this basis would bring problems in its wake.

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions.

To exclude any group from representation in the industrial relations system would be to court conflict.

On fears that union rights for blacks would allow a “power base for black political aspiration” the document says the law should provide strict criteria to control unions.

Employers who felt blacks in trade unions would lead to “a radical political organisation” could set their own criteria, before recognising unions.

But the criteria set up should not be seen as employer instruments to manipulate the unions, the document said.
Unions get a chance to talk

Labour Reporter

Trade unions — upset with the out of hand rejection of their pay demands to the Johannesburg City Council — will get a chance to argue their case after all.

Almost 200 municipal workers, mainly artisans, last night voted for a pay dispute to be declared at the inaugural meeting of the Industrial Council on which unions and the city council will be represented equally.

But it is likely that negotiations will have to wait for the next meeting, because the agenda for today's opening of the industrial council does not provide for a pay debate.

The lively meeting expressed strong dissatisfaction with:

- The pay rise of one notch, plus a one-time bonus equivalent to another notch for half a year, offered by the city council.
- The "Watergate bribe" of R500 000 to rationalise the grading and strengthen junior and middle management. This was described as an offer to the "good boys" who did not fight last year's small pay rise.
- The out of hand rejection of union demands which were presented in response to the council's pay offer, but were not negotiated.

- The "democracy" in the city council, which was questioned by Mr Ben Nicholson, secretary of the Confederation of Metal and Building Unions (CMBU).

Such was the democracy that not one city councilor knew of the Press statement announcing the council's pay offer, Mr Nicholson said.

Mr Nicholson and other CMBU leaders said the industrial council would provide the quickest and best way of dealing with the pay dispute.

The CMBU's demands were:

(a) A four-notch rise to restore the workers' purchasing power to its level of July 1976
(b) A holiday leave bonus amounting to 10 percent of the salary of married workers and workers aged more than 21 or 5 percent of the salary of single or younger workers.
(c) Overtime pay rated 1.5 times the normal rate of pay.
(d) An updating of the standby allowance to the value as at its last review.
SA certainly is a land of contrasts. On the one hand, the Wielahm Commission is examining labour legislation and may recommend significant changes in labour law. On the other, government has launched yet another crackdown on a seemingly moderate worker-oriented organisation.

The organisation, Young Christian Workers, has had seven organisers and 14 group members detained since May 23, in what looks like another attempt to stifle the growth of an independent black union movement.

Hardest hit area has been the OFS, where YCW groups have been operating for a year only. In Port Elizabeth, Dennis Mumbles, an ex-YCW man involved in the East Cape trade union movement, was detained and his house searched for YCW documents. Few of the detainees have been released, and the Catholic Bishops’ Conference has sent a strongly worded protest to the Prime Minister.

YCW was started by a Catholic priest in Belgium 60 years ago, as a movement for young people entering the workplace. It aims to apply Christian ethics to everyday situations. In SA that has come to mean the workplace. About 50 groups are in operation in SA. While the movement is non-racial, most SA members are black.

YCW’s activities could hardly be labelled radical. Chaplain Gerard de Fieenot describes YCW as “watchdogs for the labour inspector.” Much of its activity involves seeing to it that labour legislation is enforced.

"YCW members encourage their fellow workers to take a stand against abuses in the workplace — people not receiving UIF contributions, women coerced into working evening overtime, and sub-standard working conditions. In such situations we may write to the labour department or the minister — who has actually acted on a complaint of ours in the past,” says de Fieenot.

Why the crackdown then? Possibly government is concerned about the influence bodies like YCW might have on the growth of the black trade unions.

YCW itself is not a trade union. But some of its members have been involved in setting up the black unions which came into being in the early 1970s and the organisation’s alumni have had no small effect on the union movement.
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It demonstrates that slightly more than half of the families owned 2 or less head of cattle and almost 7% owned 6 or more head of cattle.

Looking at these results in a different way, we can see that at most 21.9% of the families had enough of the oxen and donkeys to be employed in ploughing. Sometimes oxen and donkeys are used as a team for ploughing. This is rare. Like oxen, donkeys are also used in the production of the village. Westcott also found that the lack of cattle was the cause of a decrease in production by the villagers.

**Table 16: Distribution of Cattle Ownership**

38. Personal communication from Westcott (op.cit.), pp. 13, 40.

40. Did., Table 2.
0.1 Introduction

What do African workers want? Do they try to resolve their grievances at work and how does class solidarity exist between homeland ties and African workers and their families? How do these factors affect their wages?

DURBAN - A new non-racial trade union federation, representing more than 80,000 workers, is to be established in South Africa.

Groundwork for the new organization was laid during a weekend meeting in February when representatives of 12 trade unions agreed on a final draft constitution for a new federation.

These are some of the issues that have been discussed in a survey that is similar to a recent study but places greater emphasis on the rural situation of urban workers.

Two hundred and eleven interviews were conducted during the period from November 1975 to February 1976. The interviews were conducted by two African men and involved the employment of 110 workers at their place of work.

An interview schedule, based on a pilot survey completed a few months earlier, was prepared and a stratified sample chosen. The stratification was based on each type of living quarters and within each type a certain number of houses, rooms or beds, whichever applicable, was systematically selected.

Most interviews were conducted in Xhosa and lasted about two hours. There were few refusals and a wide variety of reasons was given for refusing. A systematic method of replacing refusals was also used.

1. Sheila T. Van der Horst (1964); the field work was carried out over the years 1955 to 1957.

2. The living quarters were divided into the following types:
   - **Guguletu**: Residential area (permanent residents only); Barracks (BAD); Employers' Barracks; Section 3 near Klipfontein Road (residential area for migrant labourers only); KTC ("Dutch Location", squatters).
   - **Langa**: Residential area (permanent residents only); Old Flats; New Flats; Main Barracks; North Barracks; Zones; Special Bachelor Quarters.

3. Even though systematic sampling was employed this did not introduce a bias into the sampling because the population was not systematically distributed. See C.A. Moser and G. Kalton, *Survey Methods in Social Investigation* (Heinemann, 1971), p.83.
New trade union federation

PRETORIA — A new national trade union federation, representing more than 600,000 workers, is to be established in South Africa.

Groundwork for the new organisation was laid at a meeting here when representatives of 12 trade unions agreed on a final draft constitution for a new federation of trade unions.

The trade unions represented at the meeting were the Metal and Allied Workers’ Union, Transport and General Workers’ Union, National Union of Textile Workers, Chemical Workers’ Industrial Union, National Union of Motor Assembly and Rubber Workers’ Union (registered trade union), United Automobile and Rubber Workers’ Union, Chemical and General Workers’ Union, Eastern Cape Sugar, Food and Allied Workers’ Union (registered union), Western Province Motor Assembly Workers’ Union (registered union), Paper, Wood and Allied Workers’ Union, GDS and Allied Workers’ Union and Engineering and Allied Workers’ Union.
Banking for factory workers

JOHANNESBURG — For thousands of black factory workers, Friday night is more like Friday nightmar .

Assuming you get your wages home without being mugged and there's something left after basic necessities are purchased, what do you do with it?

For a large number of factory workers on the East Rand, these problems are over Standard Bank's new subsidiary. UDC Bank, have introduced a factory bank branch at E C Lennings in Boloburgh.

Every week deductions are made from E C Lennings and other factory workers' pay packets, and the amount (which can be as low as R1 and as high as the worker wishes) is paid into the bank where it earns 8% p.a.

Previously they had no access to banking facilities because of hours of work and the factory's distance from town.

The bank was opened partly as a social service to the factory community, but with the introduction of the MDS computer it has become cost effective.

Development officer, Mr Johannes Molapo says, "People are quite impressed with the new service."

A 400% increase in volumes has led the UDC Bank to install an MDS 21/40 distributed processing system at the factory bank branch. The system consists of a processor controlling two screens, one at each teller's counter. By keying in the depositor's account number, his/whole record (stored on disc by the system) is displayed.
Strike union plans boycott

By RIAAN DE VILLIERS
Labour Correspondent

THE NATIONAL Union of Motor Assembly and Rubber Workers is to launch a boycott of all products of Eveready SA, which has sacked more than 200 union members who went on strike at its plant in Port Elizabeth.

This was disclosed by a union spokesman yesterday after a meeting said to have been attended by 220 of the women who went on strike over the firm's refusal to negotiate employment conditions with the union.

The union will also go ahead with requests to two international trade union organisations for "solidarity action" at Eveready plants where they have members.

The organisations are the International Metalworkers' Federation, with 16 million members, and the International Federation of Chemical and Energy Workers' Unions, with eight million members.

IAN HOBBS reports from London that the Berwick group, the British parent company of Eveready SA, says it wants a genuinely multi-racial union to represent its South African employees.

Mr Lawrence Orchard, Berwick's chairman and chief executive, said yesterday: "What we would welcome most is a multi-racial union. We do not like segregated unions."

"We are waiting for the results of the Witsbahn commission and hope this development will be possible."

...
PORT ELIZABETH — Unionists here have decided to boycott Eveready products over sackings of women who went on strike for better pay and work conditions.

The decision was taken at a meeting of the National Union of Motor Assembly and Rubber Workers, attended by 2,000 people.

Mr. Freddie Sauls, secretary of the union, told the meeting he had received telegrams of support in the dispute with the battery manufacturing company from America, France, Belgium, Canada as well as South Africa.

The Geneva-based International Metalworkers' Federation had written to Eveready, calling for negotiation of the dispute which led to the sacking of 230 women at the end of last month, he said.

The meeting voted to demand from shop owners that they remove Eveready products from their shelves. They threatened to boycott retailers refusing to do so — SAPA.