Industrial Relations

Worker's Organ. — General

1982

JAN. — DEC.
Teachers a drive in economy

Mercury Reporter

One hundred and forty Natal teachers have been retrenched by the provincial authorities in an effort to balance the education budget.

This was disclosed to the Mercury yesterday by a spokesman for the Natal Teachers' Society, who said that most of those concerned were married women.

The retrenchments follow a warning from Air Ray Hassam, MEC in charge of education, that the crunch was coming for free white education in Natal, and that the number of teachers probably would have to be cut down to reduce the Province's financial commitment to education.

The spokesman for the Natal Teachers' Society said the teachers had not been sacked. The Province had decided not to re-employ people who were on annually renewable contract to the department.

Salaries comprised 76 percent of the provincial education budget, and this was the obvious place to start cutting costs, he said. It was 'absolutely inevitable' that more teachers would be retrenched in the future.

Natal had the most favorable teacher pupil ratio of all the provinces (about 20:1), and was being 'pushed' by certain senior education officials to let some of its teachers go.

The spokesman said the Society supported the Mr Hassan's view that parents would have to carry a much larger share of the cost of educating their children in the years to come.

The cost to parents in the past had been minimal, and this clearly would have to change.

He pointed out that in KwaZulu, black parents had to foot the bill for 99 percent of the cost of classroom, something which whites had not yet had to do.

SAAF chopper crew killed in operation

Mercury Correspondent

JOHANNESBURG—Three members of the South African Air Force were killed in a helicopter operation against terrorists in the operational area on Tuesday, the South African Defence Force disclosed yesterday.

They were Capt John Allan Robinson, 27, of the pilot; Lt. Michael John Earp, copilot; and Sgt Kenneth

Seychelles co-operation

Mercury Correspondent

JOHANNESBURG—The scene was set yesterday for direct co-operation between the Seychelles and South Africa to bring off 'Mad Mike' Hoare's mercenaries to justice for their alleged roles in the abortive coup and subsequent alleged Boeing hijack.

In a major diplomatic breakthrough, Seychellois President Albert Rene signalled he was prepared to assist South African legal authorities in the prosecution of the mercenaries alleged to have attempted his overthrow on November 23.

Commissioner of Police James Pillay invited Natal Attorney General Cecil Rees to liaise directly with the Seychelles Attorney General to discuss the possibility of swapping evidence and even witnesses.

And Mr Rees said that this was a 'most welcome development' which he would follow up.

Mr Rees is expected to pursue the possibility of on the spot negotiations in the Seychelles. It is also understood that he will seek an early meeting with the cap-

Indian boy told 'You're a boy!'

MRS Peter
A year of turbulence

The Argus Labour Reporter, PIPPA GREEN, reviews the issues that marked the labour scene in South Africa in 1982.

THE YEAR 1982 was a turbulent one for labour, characterised by strikes, retrenchments and detention of trade unionists.

One of the most pressing labour issues affecting both union and non-union workers was the loss of several thousand jobs.

Trade unions have been hard-pressed to protect their members and the current recession has tested them sorely.

Unemployed

A University of Cape Town researcher, Mr Charles Simpkins, estimates there were more than two million unemployed in South Africa at the end of last year. Since then there have been retrenchments all over the country. More than 3,000 workers have been laid off in the motor industry, more than 7,000 in the textile industry and thousands more in the steel and engineering industries.

A number of motor and metal firms have put workers on a four-day week and stopped all overtime — often at the instigation of trade unions.

Procedures

Various unions, including the Metal and Allied Workers' Union in the Transvaal, the Cape Town-based General Workers' Union (GWU) and the National Automobile and Allied Workers' Union (Naawu) have devised retrenchment procedures to protect workers from the worst effects of the recession.

Recognition of trade unions and pay disputes precipitated countrywide strikes.

Dock dispute

In July, more than 10,000 motor workers at Ford, General Motors and Volkswagen in the Eastern Cape came out on strike after a deadlock over wages between the employers and Naawu.

The Port Elizabeth dockland was the scene of a major recognition dispute between South African Transport Services (SATS) dockers who joined the GWU, and their employers, who refused to open discussions with the workers' committee.

SATS said they would not deal with "outside" unions.

The conflict, which has still to be resolved, resulted in 400 dockers being dismissed after a go-slow and another 450 coming out on strike.

Agreement

Meanwhile the GWU has gained support and recently the union and committees representing stevedores in Cape Town, Durban, Port Elizabeth and East London negotiated a wage agreement with South African Stevedores Ltd, the first of its kind for an unregistered union.

Major work stoppages included the miners' strike in the Transvaal which led to tens of thousands of workers being dismissed.

Ten men were killed in disturbances following a strike over dissatisfaction with wage increases.

Detentions

The East Rand metal industry was also hit by a wave of strikes earlier this year when about 10,000 workers downed tools in the space of a few weeks over pay and retrenchments.

A crucial issue in labour circles has been the detention of trade unionists.

The death in detention of Dr Neil Aggett, Transvaal secretary of the African Food and Canning Workers' Union, provoked the anger of trade unionists and a half-hour protest work stoppage was supported by 85,000 workers.

This was the first major labour demonstration against the detention policy.
‘Political’ element in unions: SA warning

WASHINGTON — Mr Barend du Plessis, Deputy Minister of Foreign Affairs and Information, wants United States firms in South Africa to ‘be aware of and isolate those who misuse trade unions for political purposes’ — but not to get rid of them.

Mr Du Plessis called a press conference at the South African Embassy in Washington on Thursday to deny a report in an afternoon paper that he had called on US firms to rid their black unions of political elements.

He said the report was an unfair distortion which would jeopardize the participation by “certain categories of people” in this type of conference in the future.

‘Extremists’

The conference he was referring to was held behind closed doors by the Yale School of Organization and Management on the risks, opportunities and responsibilities of US firms in South Africa.

In his speech, released to the press by the embassy, Washington after the news report had appeared, Mr Du Plessis called on employers to “see to it that extremists do not use the union movement for purposes other than achieving legitimate rights of workers”.

Because labour reform occurred before political reform in South Africa, the trade union movement presented opportunities to “those bent on the destabilization of South Africa” to use the unions for political purposes, he said.

“Where employers have shunned their responsibilities by taking no steps to condemn such activities and to isolate those who misuse unions for this purpose, action had to be taken by the police,” Mr Du Plessis said.

“As a result, the government is accused of giving rights by passing legislation and removing them by police action.”

‘Misuse’

At his press conference Mr Du Plessis said that after he had referred to “appropriate action” by US firms he was asked at the conference if that meant the government expected US firms to police the unions.

He had replied that the government did not expect that foreign companies should simply be aware of the misuse of unions for political purposes when that occurred.

“If a union is misused, it should feel cold winds. It should get the impression from employers that that portion of their activities is not popular,” he said in Washington yesterday. — Sapa-AF.

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.

2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.

3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.

4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

2. Candidates are not to communicate with other candidates or with any person except the invigilator.

3. No part of an answer book is to be torn out.

4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.
CONSUMER BOYCOTTS

Believe it or not, but most businessmen are ordinary mortals, given to the same hopes and fears as the rest of us. They trust what they know and fear what they don't. Just at present, consumer boycotts figure rather prominently in the latter category.

That is not to suggest that businessmen won't adapt to counter them if they become more frequent, as appears likely in SA. Indeed, businessmen are usually more adept at rapid adaptation than most sections of the community.

Broadly speaking, they learn early, and quickly, that constantly changing market characteristics are ignored at some cost.

When it comes to social and political values, they may be a bit slower. But by and large the survivors are those who keep their ears close to the ground and communication lines open.

Both consumerism and consumer boycotts—if they are visible—are relatively new to this country as an economic phenomenon. They are, moreover, easily exploitable in the social context of this country for aims that have little to do with economic gain.

They can be fanned quickly into an emotive wall of prejudice, involving not only trade unions and organised consumer groups, but students, churches and welfare organisations. In the Monis & Fattis boycott, the company actually found about 20 hostile community organisations ranged against it.

Not only is their initial impact hard to measure, but the commercial consequences can linger long after there has been an equitable settlement. Says OK Bazaars' tough MD, Meyer Kahn, "No one needs a boycott, on that you can take poons."

Recently he adroitly averted a boycott action against him, believing it would have had a major impact on staff morale and corporate image.

The impact on sales, he believes, may be overstated. In fact, on certain essential lines it may be minimal. But, he warns, "we stock 6 000 different lines. It is easy enough to switch if the need arises."

In theory, companies most vulnerable to boycotts are those that have high-profile national brands, international connections, products for which substitutes are easily available, and are in generally competitive markets.

But that does not mean that others are immune. Far from it. Take Putco's experience back in the Fifties. In some areas it provides what might have been thought to be the only means of transport.

Yet at that time Shank's pony emerged as a substitute and a three-month bus boycott by blacks enraged over a fare increase cost Putco R250 000. This dispute was resolved only when the Johannesburg Chamber of Commerce stepped in with a $25 000/year passenger subsidy. It was a clear victory for consumers.

Putco was hit again in 1975 when Kwa-Thema residents refused to pay higher fares and demanded additional benefits. The boycott, which lasted just under two months, was halted when the bus company met some of the requests of commuters.

The fare increase was, however, maintained.

A Putco spokesman claims that one of the main reasons for the company coming in for criticism and facing boycotts is commuter discontent, which is often linked to other social and political issues. He lists low wages and distance from work as two major grievances.

He notes that as transport is an essential service, it is difficult for commuters to boycott bus companies on any long-term basis. He nevertheless admits that the company is vulnerable in that it could face pressure from disenfranchised businesses, uncompromised by late arrivals and worker stay-aways.

Cape Town-based City Tramways has also come under the boycott whip. In 1980, blacks boycotted the company's services, saying community groups, quite successfully, City Tramways refused to comment, claiming that it was not company policy to discuss boycotts. The company, it seems, believes that an admission of vulnerability could invite further action.

Also part of the consumer spectrum is the Housewives League. It has, however, tended to flex rather than use its muscle and has called for only two boycotts—one of dairy products, the other of red meat.

The dairy boycott was resolved at a general meeting which included manufacturers, producers and retailers, but the red meat "token boycott" continues. The league, which has asked consumers to limit meat use to two days a week, did not identify itself with the 1980 meat boycott associated with the General Workers Union, because it wishes to remain "apolitical."

But boycotts also pose problems for unions. Convincing consumers to withhold their rand takes time and organisation. The additional commitments can deflect the unions' energy, argues industrial relations consultant Andrew Levy.

If they pick the wrong companies to boycott and lose, they can undermine the value of the boycott.

A further problem, says Levy, is that once boycotts have gained momentum they take on a life of their own and are difficult to stop. Also, they incorporate community groups who come to believe they have a stake in the settlement.

A trade union adds that boycotts must be carefully managed. "They must not be called until the organisational infrastructure has been set up.

"Boycotts must also relate to immediate issues with which community groups can identify if they are to be successful." Further, he argues that the economic weapon must not be overdone and used at every turn.

Unions and community groups agree, the recent boycott which brought the international soccer tour underwritten by SA Breweries to a halt was one of the most successful to date. The reasons, they claim, were the immediacy of the issue, the short-term nature of the boycott and good organisation.

Also important in any boycott is the role played by third parties. Black retail outlets have a number of occasions expressed support and stopped stocking the boycotted product. This happened with the Monis & Fattis dispute, the red meat boycott and the Wilson-Rowntree and SA Bottling Company conflict.

Peter Moni, who handled the boycott for Monis & Fattis—one of the first companies to be confronted with a major boycott—claims that the company lost its entire bread sales in the black market, mainly because of retail outlets' refusal to carry the product. But, he notes, other areas of the company's operations were left relatively untouched.

In the period from February to July 1979, Monis & Fattis reported profits half those of the corresponding period in 1978. Moni says, however, that for most of the trading period...
Boycotts...first the buses,

...then the sweets

...and the boycott was not in force. The implication is that other factors contributed to the profits fall.

White retail chains were also drawn into the Monis & Fattus conflict. Student supporters climbed on the boycott bandwagon and took the cause into the supermarkets. Stickers were placed on Fattus' products and trolleys were filled with the company's goods and left standing in aisles, or abandoned at checkouts.

This caused concern to both the company and the retailers. They feared that it would have a negative effect on both chain store customers and staff.

Retailer Gordon Utan, MD of Checkers, says that the retailer's task is to ensure the consumer's needs are met. "The consumer decides whether or not to boycott a product. Decisions to stock a product are made for business reasons. If it does not sell, it will be discontinued."

In Utan's view, the most damaging aspect of a boycott is the inconvenience suffered by customers.

Probably the longest running consumer boycott is that involving sweet manufacturer Wilson-Rowntree. It has been going on for about 18 months and has had international repercussions.

It grew out of the suspension of three operatives who refused to work certain machines. Soon 500 workers were on strike and the dispute was turned into a union recognition one.

A single suspension was adroitly escalated and exploited for social and political purposes. Wilson-Rowntree management claims not to know the real reason and is pleased to believe it has had little or no impact on the business.

The union involved claims that there has been a production cutback and points to what it believes is the company's aggressive advertising campaign. Says MD Peter Preston:

"This is totally devoid of truth. We current has...""...produced a record production output, sales and profits and our auditors will confirm this if you still have doubts."

His competitors claim that the sweets market is buoyant anyway and the impact on Wilson-Rowntree should be judged on what capacity it would have installed had there been no boycott.

Only time will tell what the outcome and consequences will be. But the dispute has become so deeply rooted that neither side can easily back off. Even if the boycott eventually fizzles out, Wilson-Rowntree will remain the test book example of the bad guys, no matter how justifiable its initial action may have been.

Clearly, businessmen have reason to act swiftly to avoid consumer boycotts. Where they are unavoidable, the aim should be to keep the dispute visibly in the economic sphere with communication lines open.

Boycotters will aim increasingly to hold the company to ransom for social ills beyond its ability to rectify. If they can make that stick in the public mind, the company will have lost and will eventually pay a heavy cost. It is a challenge of communication that has to be met four square.
Unions used politically, says Cillié

THE trade union movement was being used as a political platform and this was the root of the present labour unrest.

This was the opinion of the Mayor of Port Elizabeth, Mr H van Zyl Cillié, who was addressing the annual dinner of the South African Institute of Chartered Secretaries and Administrators, in the city last night.

Mr Cillié said the labour reforms introduced in South Africa evoked expectations of the creation of political outlets and without the necessary political outlets, the unions would continue to be used for political purposes.

It was vital for entrepreneurs to accept the fact that discrimination stood in the way of South Africa achieving its full economic potential.

He said discrimination was a vexed and complicated question requiring action from the authorities and private enterprise.

There were not enough whites, coloureds and Asians to meet the demand for skilled labour and immigration provided only short-term relief.

"We must, therefore, lead the black man from his Third World environment into our sophisticated First World, by introducing him as rapidly as possible to our institutions, our way of life."

He said this could be achieved by introducing:
- Equal educational standards,
- Extended training facilities for all,
- Access for all to tertiary educational institutions,
- Equal pay for equal work,
- Entry for all to all facets of free enterprise,
- Assisted housing for all, and
- Constitutional adjustments to meet the just political aspirations of all.
Labour disputes: New Bill

JOHANNESBURG. — Far-reaching proposals aimed at resolving labour disputes were published in today's Government Gazette. They are intended to streamline mediation and arbitration.

The significant proposed amendments to the Labour Relations Bill are:

1. Allowing unregistered trade unions and employer bodies access to machinery to settle disputes.
2. The Minister would have the authority after consultation with involved parties to appoint a mediator to arbitrate in a dispute.
3. The Minister could establish conciliation boards to resolve a dispute if he thought a speedy settlement was in the national interest.
4. The Draft Labour Relations Amendment Bill, 1982, is published for comment.

Trade unions see the amendments as a positive response by the department to labour unrest.

"SCOPE"

At present, a registered union must apply for an extension of scope if it wishes to organise members in an area outside the bounds defined in its registration certificate.

Under the new scheme, unions would have to prove representivity of workers in an area.

The scope issue has been a sore one for affiliates of the Federation of SA Trade Unions (Foetu), because appeals for the appointment of a board to mediate have been turned down on the basis that the unions did not have the extended scope to organise in certain regions.

A Foetu spokesman said: "The Government appears to have been responsive to the kind of problems our unions have faced, and we hope they are moving away from the formalities imposed in the registration system."
No union accord on federation

Labour Reporter

INDEPENDENT trade unions have decided that there is "no basis" for the formation of a federation representing all of them "at this stage".

A meeting was held in Port Elizabeth at the weekend at which 14 trade unions and union groupings debated the question of a federation.

The matter had arisen at a meeting held in Johannesburg in April. Mr. Jan Theron, the chairman of the meeting, said in a statement it had been decided there was "no basis for the formation of a federation — at this stage".

No further meeting was planned.

COUNCIL

The unions represented at the meeting were the Federation of South African Trade Unions, the General Workers' Union, the Council of Unions of South Africa, the Food and Cannery Workers Union, the African Food and Cannery Workers' Union, the Cape Town Municipal Workers' Union, the Orange Vaal General Workers' Union, the Motor Assembly Components Workers' Union of South Africa, the General Workers' Union of South Africa, the South African Allied Workers' Union, the Black Municipal Workers Union, the South African Transport and Allied Workers' Union, the General and Allied Workers' Union and the Media Workers' Association of South Africa.

Immunisation

Argus Africa News Service

NAIROBI — Kenya has launched a local immunisation campaign against polio. The target is to immunise 150,000 children against the crippling disease.
Unions raise hopes for greater unity

There was a marked softening of attitudes by some key "independent" unions at the inter-union conference at the weekend — raising hopes for greater unity. Drew Forrest reports.

Jan Theron, the Food and Canning Workers Union general secretary, and a "conciliatory" chairman at the unity meeting.

Joe Foster, Fosatu general secretary. Fosatu's demands for a "disciplined unity" could be a stumbling block for other unions.

The mood at the Wittebergpruit meeting was, by all accounts, very different from that of its forerunner. The Press was excluded, but sources say the proceedings were more subdued and conciliatory. They say there was less hostility towards the Federation of SA Trade Unions (Fosatu), whose delegates were last year pilloried on a range of issues, including their stance on union registration and a perceived unwillingness to join community struggles.

For the key General Workers Union (GWU) and the Food and Canning Workers Union (FCWU), the story goes, former divisive issues such as registration and industrial councils seemed no longer a necessary bar to closer unity.

General unions like the GWU and the SA Allied Workers Union (Sawwu) apparently indicated that industrial unionism was no longer a problem for them.

And in what seemed an important step forward, a statement released after the summit announced that an inter-union committee would sit within two months to "plan for unity on a more permanent basis after consultation with members."

It was signed by Sawwu, the GWU, Fosatu, the Food and Canning Workers Union, the African Food and Canning Workers Union, the General and Allied Workers Union, the Metal Workers' Association (Western Cape), the Black Municipality Workers' Union, the SA Tin Workers' Union, the Cape Town Municipal Workers' Association, the Orange-Vaal General Workers' Union and the National Federation of Packers.

But it would be a mistake to underestimate the difficulties ahead.

For one union, the unregistered Motor Assemblers and Components Workers Union (Macwusa) which rocketed to prominence last year's sympathy strikes in the Port Elizabeth motor industry, registration is still very much an issue.

Having spurned closer links with registered unions, Macwusa delegates stabbed out of the conference room to Macwusa and its proposal mooted at the conference — of a separate unregistered unions federation.

Another potential stumbling-block is the form of permanent organisational links between the unions.

At its recent national congress, Fosatu came out strongly for what it called "disciplined unity" — one organisation with policies binding on affiliates. For those, it said, it would disband.

But one emergent black union body which could never agree to this is the 45,000-strong Council of Unions of SA (Cusa), which did not attend the meeting...

"Top leadership positions in some unions are still occupied by whites," said Cusa's general secretary, Mr Prasash Kamay. "A highly-centralised federation could stifle the black union leadership we are committed to fostering."

Although Cusa still favoured solidarity action across unions, and machinery for the settlement of demarcation and other inter-union disputes, it thought the tight federation concept "undemocratic."

Nonetheless, observers were struck by what they saw as a detente between the GWU/Fosatu and the Macwusa grouping and Fosatu.
Trade unions warn on detentions

The independent trade union movement in South Africa has warned the Government that the workers will not 'sit idly by while detentions continue.'

In a statement issued in Cape Town yesterday, 13 independent unions endorsed demands for the unconditional release of all detainees and the scrapping of security laws that permit continued harassment and detention of trade unionists.

The statement followed a series of solidarity meetings of the unions throughout the country recently.

WIDESPREAD

The unions noted that the latest wave of detentions was the most widespread and serious attack so far. It had removed the leadership of several unions and had resulted in one death.

Several others were sent to hospitals or placed under psychiatric care.

We note increased use of security laws by South African and Union authorities, and Security Police harassment of trade unions that includes detentions, raids of union offices, and so on.

The unions noted widespread allegations of torture and maltreatment of detainees.

EXPLANATION

The explanation given by the authorities for the detentions was 'utterly rejected by the unions.

'We were told there would be a trial early this week in response to the initial outcry at the detentions, yet no such trial has taken place.'

Attempts by the Department of Manpower and Utilisation to distance themselves from the conception were also utterly rejected.

The independent unions condemned the Trade Union Council of South Africa (TUCSA) for a statement issued on the day of the funeral of Dr Neil Aggett, discounting themselves from the protests against his death in detention.

DISGRACE

Such a statement is a disgrace to any organisation purporting to represent workers and an insult to the workers they claim to represent.

Their statement represents an attack on unions showing solidarity on the death of a trade unionist.

It is particularly ominous in view of the fact that the last such attack by TUCSA on trade unions was followed by a wave of bombings of trade unions in 1976.

Let the Government note that the independent trade unions and the workers are not going to sit idly by while such detentions continue.'

UNIONS

The following independent unions demanded the unconditional release of all detainees:

Council of Unions of South Africa (CUSA), Federation of South African Trade Unions (FOSATU), General Workers' Union (GWA), Food and Canning Workers' Union (FCWU), African Food and Canning Workers' Union (AFCWU), Commercial and Catering and Allied Workers Union of South Africa (CCAWSA), Black Metropolis Workers' Union, Meta Workers' Association of South Africa (MWASA), Cape Town Municipal Workers' Association South African Mill Workers' Union (SAMWU), Vaal General Workers' Union, South African General Workers' Union of South Africa (SAGWU).
EAST LONDON — The question of trade union registration was not as crucial as it had been made out to be, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Commenting on an issue which has led to much controversy in East London following the growth of unregistered unions, Dr Van der Merwe said: “We believe in freedom of choice and the self-governance of trade unions.

“If a trade union does not wish to register for whatever reason, they are quite free to do so. In terms of the new Labour Relations Act registration remains a voluntary process.”

Dr Van der Merwe said the new legislation expressly placed the unregistered and registered unions on the same footing with both having to conform to certain minimum requirements.

“As registration is voluntary and all unions have certain minimum obligations which are essential for the maintenance of law and order and the protection of members, then it is not a matter of major concern whether a union is registered or not.”

“The obvious advantage of registering is being allowed access into the industrial council, but there are disadvantages to the industrial council system as well. If a union chooses not to register and make use of the industrial council system we must respect their wish.”

Asked whether the actions of the state in detaining many officials of the unregistered unions including several from East London did not contradict this standpoint, Dr Van der Merwe said: “Detentions do not take place in terms of industrial legislation. They are outside our area and, while they do have an effect on industrial relations, there is no way that we can interfere.”

Dr Van der Merwe said the major priority of the department were the questions of training and productivity.”
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we were

isolated and support for it
was absolutely minimal," said Mr Vincent Bellof of
As-
sa.com, "The unions blew it", adds management source.
But few employers sources
are prepared to estimate yet how many took part -
though one said, "I wouldn't
put it at more than 30,000."
The unions tell a different
story. Fosatu estimates that
more than 55,000 of its members
in 83 plants around the
country took part.

Effective
It says 14,780 workers in 51
factories took part in Natal,
25,000 in 23 plants in the East
Cape, and most of the rest in
the Transvaal.
Mr. David Lewis, general
secretary of the Cape-based
General Workers Union, says
about 20,000 GWU members
took part.
Mr. Jan Theron of the Food
and Canning Workers Union
(for which Dr Aggett
worked), says the stoppage
was effective at almost all

various unions, for part of the Beil.
There were all stoppages at some factories which are
weekly unionised.
Thus, Mr Lewis, on behalf of the unions, says more than
100,000 took part.
Who is right? The stoppage
is impossible to measure and
we may never know.
It is also clear that some
claims were made hastily. A
large conglomerate says it
had no stoppages - two of its
biggest subsidiaries say they
did. There were one or two
cases of unions who expected
stoppages which did not occur.
But there is some independent
evidence. In the West
Cape, a researcher with good
management contacts says, "We checked with factories
where we know there was a
majority emergent union
presence. They all had
stoppages."
He adds that this applied to
the food industry - even in
country areas - and to

identified
In other words, both sides
showed that they could keep
calm without the banning of
union meetings, the arrest of
workers - or detention of
unions.
Ultimately, Thursday's
events were not a demonstration
of union power.
But in many parts of the
country, tens of thousands of
workers - many of whom
probably did not know Dr Aggett
personally - identified in some
form with the protest at his
death and at detention without trial.
Whatever the actual numbers,
more of them did so than would have been be-
lieved possible a few months
ago. And, in the main, both
they and employers saw to it
that the show of mourning
went off peacefully.
The signs are there. Something
ew is abroad in the
factories.
PSA in campaign for better salaries

Own Correspondent

The public service appears to be gearing itself for a full-scale campaign for better salaries for the more than 70 000 Government employees.

A number of branch meetings have already been held countrywide, culminating in the executive of the Public Servants' Association agreeing to an extraordinary general meeting at which the salary position will be discussed.

This will be only the second such meeting in the PSA's 54-year history and will be held in Pretoria in mid-January.

The latest issue of The Public Servant, magazine of the PSA, devotes considerable space, including two editorials, to the question of improved salaries, pensions and benefits.

In an editorial on the future of the service it is stated that much has been written and said about the service in recent months not because it has become more important, but because of concern over determination and its economic, social, political and strategic effects on the country.

The editorial said the main reason for the shortage of manpower in the service was that salaries had lagged not only far behind the inflation rate but also behind those of other State institutions and the private sector.

It said the current "defeatist attitude" had to make way for a new philosophy in which the emphasis had to fall on the importance of State administration for the creation of the necessary infrastructure for development, economic growth and the deployment of constitutional-political policy.

It is true that one cannot live by bread alone but it is also true that one cannot live without bread — and this is beginning to happen in the public service, especially in the lower ranks which form the basis of all administrative and professional activity," the editorial said.

In other articles the PSA expressed concern at the growing number of applications for financial aid because of delays in pension payments on death or retirement. These, it says, are a result of staff shortages.
Talks on public service salary crisis tonight

By GERALD REILLY

THE Government risks chaos in some State departments if it ignores demands expected to be made after tonight's meeting of the Public Servants' Association executive in Pretoria, according to senior Government workers.

A major source of the anger simmering among the 70 000 State department workers is that during the two years of unprecedented boom conditions, when huge increases were given in the private sector, they were given "token" increases.

Last year's increase of 12% was rejected by the PSA as totally unacceptable.

The warning given then that efficiency in the service would plunge, and that breakdowns in some State services were imminent, has been shown to be well-founded.

Root causes of discontent are:

* Inadequate pay levels
* The perks tax threat to what public servants claim is their only fringe benefit — subsidised housing loans
* An excessive work load because of the huge 20 000 staff shortage

Public servants say in the good times they are told they cannot be given big increases because this would swell the money supply, and in the bad times that Government spending must be curbed because of inflation and other economic dangers.

According to Government sources the Cabinet is aware of the threat to efficiency and knows the remedies, but because of the huge costs is not prepared to apply them.

For instance, giving workers a 20% increase, something less than they are demanding, would cost the Government about R500-million a year.

The Government claims the high degree of security in the public service, generous medical benefits, good pensions and a big end-of-service gratuity should be incentive enough to attract staff and limit resignations.

Response

However, senior Government workers say this might have been so 30 years ago, but in the current dynamic economic climate with its acute shortage of skilled workers it no longer applies.

Should the response to tonight's meeting be unsatisfactory an extraordinary general meeting of the PSA is likely to be called to dramatise the protest and demand action.

The more militant of the PSA membership favours some form of strike action to force the Government to meet their demands.

However, this kind of action was rejected at protest meetings after the announcement of last year's increases and is not likely to be supported by a majority of Government workers.
‘Massive resignations unless civil servants’ demands are met’

By CHARMAIN NAIDOO

IF civil servants do not get the 25% increase in salaries they want, then massive resignations can be expected, the vice-president of the Public Servants’ Association, Mr Gerrit van der Veen, said today.

At present, there are about 17 000 vacancies in the public service, none of which have been filled for the last year.

“It all comes down to one word—pay,” Mr Van der Veen said in an interview today.

He complained that the civil service lost large numbers of workers to the private sector and to municipalities every year and that low pay meant that recruitment was poor.

The proposed increases were not based on the consumer price index but on a comparative look at salaries earned in the private sector and by employees of the Post Office and the railways.

“If we look at the average salary paid for the same kind of work performed, an official in the public service gets between 30% and 34% less than in the private sector,” Mr Van der Veen said.

In specific groups, such as motor mechanics and electricians, the difference is as high as 60%.

An association clerk, who asked not to be named, said today that clerical assistants in the public service earned R4 770, while his counterpart in the Post Office, which comes under a separate administration, earned R7 900.

Mr Van der Veen said his organisation had called for an immediate 25% increase in salaries from April 1, and demanded that the Government meet the existing backlog over a three-year period.

He said it was a fallacy that civil servants got large housing subsidies.

“Only about 29% of all civil servants receive housing subsidies because only married property owners are allowed to make use of this scheme,” he said.

Mr Van der Veen said there had been an improvement in the housing subsidies for civil servants last October.

“But we are pressing for subsidies in rent as well. Considering our people are so poorly paid, it is impossible for them to afford the ever-increasing prices asked for houses and flats today,” he said.

His organisation had made representations to the Government, and hoped that something would be done about it soon.

He said that the public service spent a fortune training workers “who leave immediately the training is finished.”

“Take traffic officers for example. We train them for three months, and they leave immediately to work for municipalities where they earn between R4 000 and R6 000 a year more,” he said.

If the Government does not meet the pay increases, Mr Van der Veen said there would be massive resignations from the service.

He added that because of the large number of vacancies, most public servants did the work of three people, which decreased efficiency and caused annoyance among the public.
Public servants want 25 pc rise

Argus Correspondent

PRETORIA — The Public Servants’ Association has given the Government three years to put their salaries on a par with the private sector and other Government institutions.

This was one of the decisions taken at an extraordinary meeting of the executive of the PSA in Pretoria last night.

It was attended by almost all of the executive members who represent its diverse throughout the country.

Office bearers at the meeting apparently had their hands full trying to calm feelings and to persuade members to take restrained action after emotional outbursts and calls for drastic action were made.

Other decisions taken by the PSA executive were that:

Negotiations

The Board of Directors continues its negotiations for the granting of satisfactory salary adjustments from April 1 this year using 25 percent as the basis.

The Government must also initiate a programme to put central government salaries and service benefits in a competitive position with other government institutions and the private sector from the beginning of 1982/83 financial year and over a maximum period of three years.

The executive committee considers further steps at its meeting on February 8 this year, if satisfactory answers have not been received from the Commission for Administration before or on February 5.

The Government would have to curtail the budgets of some of its departments if the Cabinet decided to accommodate the 25 percent pay demand made by the Public Servants’ Association.

This caution was sounded today by Dr. Joop de Loor, the Director-General of Finance, after last night’s emotional meeting of the PSA executive.

Dr. de Loor said rough guidelines for the budget had already been set by the Cabinet late last year.
15 pc pay rise for 100,000

Argus Correspondent

Johannesburg - About 100,000 workers in the public sector will receive pay increases of at least 15 percent this year.

The increases affect workers in the South African Railways, Harbours and Airways and their coloured and black colleagues, who are not on the same wage scale, will likely receive higher increases.

The Minister of Transport, Mr. Hendrik Schoeman, recently told the Public Servants' Association that they will receive increases from the Public Service salary scales with their white counterparts.

Officials of the transport associations and unions who met Mr. Schoeman are expected to make demands for wage increases in their negotiations with the department of transport. The Government has been unwilling to make any significant wage increases.

The 15 percent increase in the national budget, which will be announced in the first session of Parliament in Cape Town this week, is expected to be much higher than the 15 percent figure for public servants in the National Budget.

Coloured and Black workers in the transport sector will receive a 17 percent increase in order to help close the wage gap with their white counterparts.

The most influential of the associations in the South African Railway Staff Association and the Combination of Labour Affiliates, the SAR and the SA Rail Staff Association (RSA).

Post Office

Post Office staff are demanding an increase in the basic rate of pay to $40 per week, in addition to the 17 percent increase in the National Budget.

The Secretary of the SA Postal Association, Mr. Jan Van den berg, said that the department of post office would have to meet the demands of the association, which represents 10,000 employees in the postal service.

Member of the Public Service Association, Mr. H. Van den Berg, said that the public service unions in the railways have received better wage increases and this year they are pressing for a 25 percent increase.

Crisis if no pay rise
Commission replies to PSA queries

The Commission on Administration has undertaken to follow up and supply the Public Service Association with an answer to questions that came out of the PSA's extraordinary meeting in Pretoria on Monday.

A statement by the chairman of the commission, Dr. P. S. Heidenreich, said decisions taken at the special meeting of the extraordinary executive meeting of the PSA were handed to the commission yesterday.

The commission supplied the general manager of the PSA with a written reply after the PSA's decisions had been studied.

Dr. Heidenreich said he would like to inform you that the commission has already had a thorough study of the contents of the decisions of your executive committee and has instructed me to inform you that at this stage he has taken cognisance thereof.

The matter will now be followed up and you will be supplied with an answer as soon as possible, considering the fact that your executive committee will meet again on February 8.

APPRECIATION

The commission has also directed me to inform you that it is with appreciation that it has taken cognisance of the responsible way in which the decisions were taken.

Thus, conduct of not only a credit to your association, it also reflects the professionalism of the public servants' corps.

One decision taken by the PSA executive was that 'the commission, for Administration, be asked to speed up and complete its investigation into and recommendations about a report of collective bargaining for government officials' in consultation with the PSA.'
Public servant ask for R1,000

The public sector salary and wage bill will rise by more than R1,000-million a year if the Government submits to the demand of the Public Servants Association for increases of 25 percent from April 1.

However, the Cabinet is inkle to reject the demand, made at a special meeting of the PSA executive on Monday night, and a decision seems unavoidable, according to Pretoria sources.

The Director-General of Finance, Mr Jeep de Loor, has refused to comment on the extent of the increases, or the total amount involved.

But any significant expense would be disruptive, he said.

It is understood that some railway staff associations have already been told by the Minister of Transport that their increases would amount to 15 percent.

And it is Government policy to make increases uniform throughout the public sector.

Inflationary

The only alternative, Dr de Loor said, was to finance any additional increases by widening the tax base, or by creating money - which would be inflationary.

The Minister of State Administration, Mr Andrew Treurnicht, said the public service could not assure Government would only consider what was best for its workers.

The report of the Commission for Administration on Salary Structures had been completed at the end of last year and certain recommendations would be considered by the Cabinet.

Meanwhile, the General Manager of the Manpower and Management Foundation, Mr H. J. Marsden, said 25 percent increases would not necessarily solve the public sector’s staff problem.

The private sector used salary levels in the service as a bench mark, and demands for similar increases would follow, he said.

In steel, a 25 percent rise, for government workers would be highly inflationary, and would be aggravated further by related increases in the private sector, and would also burden the taxpayer.

Mr Marsden said the public service should look to private sector to relieve staff pressure. Increasing numbers of black graduates on the labour market could be taken into the sector.

The demand was recommended by an exterminator, a consultant paid for by the Commissioner, Mr J. M. van der Westhuizen, on the basis of alterations to 1972.

Outlook

Monday night's meeting was marked by angry outbursts from frustrated public servants at the Government's indifference to their plight.

However, Mr de Loor said that while the Government was prepared to consider more than 15 percent, except in special circumstances.

Cost

If the Cabinet does agree to a 15 percent rise, the estimates of national and post offices would have to be raised to the same extent of a cost of more than R1,000-million.

The 270,000 railway workers earn about R1,500 million a year for 80,000 Post Office workers R1,060-million and 300,000 central Government workers, including prison, SAPS and police personnel, R1,400-million and the 270,000 provincial department workers R1,000-million.

So it looks like 15 percent and no more for public servants.

This would just cover inflation, and would leave untouched what public sector workers claim is a huge pay bubble accumulated over the past 20 years.

Drastic
LABOUR MATTERS

Looking at prospects

Although 1982 might be a fairly good year for labour in SA, others are not as optimistic and are developing strategies to deal with retrenchments.

Dr Anna Schoepers, president of the Trade Union Council of SA (TUCSA), expresses guarded optimism about the coming year, but believes that workers in some sectors could be hit by retrenchment policies. She says the industry she knows best, the garment industry, which is particularly sensitive to changes in the economic climate, should have a reasonably good year.

TUCSA has not yet formulated any plan of action to cope with retrenchments, says Schoepers. But she adds that it is likely that this will be discussed at a meeting later this month.

Extremely sensitive to economic slowdowns are the building and motor industries. Although the University of Stellenbosch's Bureau for Economic Research predicts a marked drop in building activity, a spokesman for the Building Contractors and Allied Workers' Union tells the CT that he has had no reports of retrenchments so far.

Retrenchments have already occurred in the motor industry. During the past week, 500 workers were retrenched at Sigma and about 130 at Yatsum.

The National Automobile and Allied Workers' Union (NAAWU), which has been negotiating on behalf of workers retrenched at Sigma, is demanding that employers go on to short time rather than fire workers.

Naawa, an affiliate of the Federation of SA Trade Unions (Fosat), has listed steps which management should take:

1. They should plan to ensure that a downturn in demand does not result in retrenchment.
2. They should consult with workers on ways to prevent retrenchment — for example, by going on short time, by slowing down production and reducing overtime.
3. If workers are retrenched, their representatives should be given one month's notice.
4. Workers should be granted severance pay, based on service and the company's ability to pay, and
5. Negotiations should be held with worker representatives on re-employment procedures.

"We expect that retrenchments will be a problem this year," says a Naawa official. "Whoever believes that the Sigma layoffs might not necessarily herald the beginning of a major slowdown in the motor industry. But he is concerned that companies are reverting to declining demand for their products."

As far as the motor industry is concerned, the picture is not entirely gloomy. Motor industry sources believe that overall sales will be down 5% to 10% over last year. Not all manufacturers are expecting to have to lay off people. A spokesman for Ford, for example, says the corporation does not anticipate the need for staff reductions. In addition, government's local content programme will result in many new jobs being created in the industry.

Many of the emerging black unions which have not already managed to negotiate retrenchment procedures and severance pay with employers are now paying increased attention to these issues. Some employers are jittery about possible demands for severance pay and also fear that sharp differences may emerge between employees over whether a company should opt for short time instead of laying off people.

A lesson which does emerge from Sigma's retrenchment is that unrest and much ill-feeling can be avoided by effective bargaining between unions and management. The Sigma layoffs were negotiated between the two parties and the agreement has been adhered to by them.

Our policy is to negotiate these things with our union and we have had positive benefits from this," says a spokesman for the company.
Unions are squaring up to threats of layoffs

Refrenchments are likely to be one of the biggest labour issues in 1982. Unions are drawing up plans to fight layoffs and cutting back on staff is likely to be a major source of factory tension. The Rand Daily Mail labour reporter STEVEN FRIEDMAN reports.

ANYONE looking for one of 1982's biggest labour issues need look no further than the Datsun and Sigma motor factories near Pretoria.

Both last week fired or laid off excess labour - 950 workers at Sigma, and an estimated 120 at Datsun.

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs as the two out Union sources already report layoffs in the metal industry.

A recession is expected to bite as the year wears on and employers will look for any numbers of workers during the recent boom are likely to trim their workforce.

Passively

Of course there were hard times in the Seventies and layoffs led to lay-offs and long queues at government labour offices. But the workers seemed to accept their fate fairly passively - generally employers were able to reduce them as they wished.

But this year there is a growing black union mood and workers are both better organized and more militant.

Already, a major Swaziland National Automobile and Allied Workers Union has voted to strike. It has urged employers to use other methods of cutting production, such as short time (where a company works a shorter week and eats all workers wages in laying off staff, cutting overtime and slowing down production. Abo.

It has called for refrenchments to be negotiated with workers.

The possibility of a clash between management and unions has increased by the fact that often employers use a call for more militant workers.

Many people are likely to see this as the need to get rid of alleged "troublemakers", say an employer.

Even in the Seventies, signs of union shop standards or other shop-floor activists often provided

NAWWU says its first demand will be that employers go on to short-time rather than retrench, precisely what most motor plants did in the Seventies.

But an employer source says that some large motor companies will not lay off short time than short time if they have to retrench this year.

He says going on to short time prompted worker resentment because all workers suffered from the pay. This, some employers believe, contributed to the strikes which hit the industry in the late Seventies and early Eighties. They therefore argue that it is "safe to predict a section of the workforce that for their part, unions tend to prefer a drop in workers wages to a situation in which large numbers have no job at all.

Replacement

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there will be more work clamouring for jobs. If so the unions really don't like it, then what can they do, and he replaced by non-union members.

It is largely what has happened in past recessions in the wake of the 1973-74 Durban strike, black union membership whose membership jumped sharply, but also fell as quickly. The rise in the mid-Seventies were one factor, but there were others which no longer held the unions at that time faced intense government and employer hostility.

Now government policy is no longer opposed to black unions - at least on paper - and many employers have moved to reconcile black unions.

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A further difference is that employers are starting to court skilled workers. The need for skilled black workers will not mean predawn redundancies, says one senior management official.

Labor consultant Mr. Ken Brown is more emphatic. "I haven't seen any proof that recessions knock the black union movement, he says.

Fatalistic

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He says layoffs in the past have tended to be arbitrary. Often the decision is passed on to a foreman or supervisor who simply fires the people he does not like.

"This time refrenchments will have to be done because the company's ability to pay. Some employers are already talking in terms of the 1973-74 Durban strike, black union membership whose membership jumped sharply, but also fell as quickly. The rise in the mid-Seventies were one factor, but there were others which no longer held the unions at that time faced intense government and employer hostility.

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unions and publicity campaigns against the company.

In motor plants, for example, lay-offs could well be fought by the unions

"If employers try to retrench activists it could go either way. They could put a temporary lid on unionism or be inviting a great deal of trouble."

NAAWU calls for employers to plan to avoid retrenchments — by juggling staff complements and production. If work still has to be cut back it wants consultation with workers on ways of avoiding retrenchment — short time, overtime bans and the like.

And it wants agreement between unions and employers on retrenchment procedures — these are already written into many recognition agreements. "It's always been easy to fire workers, so many employers retrench without looking for an alterna-
Govt is accused of labour abuse

By PETER MALHERBE

THE GOVERNMENT has been called "the greatest exploiter of labour in South Africa" in a harrowing article in "Die Staatsamtstunten", the official magazine of the Public Servants' Association of South Africa.

The article compares public service salary conditions in South Africa to those in socialist countries and with the plight of labour in 19th Century Britain.

The article - written by the head of the Department of Economics at the University of the Witwatersrand, Prof D J J Botha - appears in the January edition of the monthly publication.

Copies of the magazine will reach the 70 000 State department workers this week - a week in which the public service salary row is expected to reach new heights.

Last week the executive of the Public Servants' Association called on the Government to grant 25 percent basic salary increases, and warned that frustration and defection was rife in the service because of inadequate pay - threatening efficiency in State departments.

The article says that the Government's economic theory has been deluded.

The Government has always believed, the article claims, that public service salaries should play the role of a stabiliser in a process of inflation.

"The result has been that the Government has emerged as the greatest exploiter of labour of all employers in this country."

The article, titled "Public sector remuneration and the economy", says that public sector incomes in South Africa are "determined through a slow and cumbersome process, which by any standards can only be regarded as obsolete."

"And the persons whose incomes are so determined have virtually a zero bargaining position vis-a-vis the authorities, a situation which is very similar to those in socialist countries."

Unions

In Western democracies public service employees are organised in white-collar unions which give them a far greater say in affairs that affect their material well-being than is the case in South Africa, where these unions are not allowed, writes Prof Botha.

"The South African public sector is forced into a picture reminiscent of the subservient relationship of labour to employers in 19th Century Britain."

Spokesmen for the Public Servants' Association were reluctant to comment on the article yesterday.

Vice-president, Mr G W van der Veen, said he had not yet read the article, and could not comment.

The FSA chairman, Mr T Bremans, said that the association's policy was that only the president or vice-president made Press statements.

He said that the president, Mr C M Cameron, was overseas at present.

The article claims that the result of the personnel crisis in the public service is the fact that public servants did not share in the national increase in wealth of the 70s.

"Certain groups of people have benefited greatly from this wealth but not of public sector employees was, however, nil."

The article blames the Government for allowing this to happen.
Boost for SA sports boycott

Cabinet to decide on pay hike demand

THE Cabinet is expected to give urgent priority at its meeting in Cape Town today to a demand by the Public Servants' Association that public servants be given increases of 25 percent.

The Government is seriously concerned about the fact that the 26,000 staff shortage in State installations be considered at a meeting of the Association's executive on February 1.

A decision has been taken to give a decision to a request by the Department of Health to increase the pay of its staff. A decision has been taken by the Cabinet to give a decision to a request by the Department of Health to increase the pay of its staff.

Student's Sports Award case held in camera

The official of the South African Sports and Cultural Association was found in court and it started at the Johannesburg Regional Court yesterday.

The defendant was appeared in court and is now in custody.
The Grave Diggers' and Cemetery Employees' Union has finally been laid to rest. It was noted in last Friday's Government Gazette that registration of the union had been cancelled.
Perks tax enragces civil servants

Chief Reporter

The newly published perks tax Bill is threatening to turn the present skirmishing between public servants and the State into a full-scale war.

Resentment is already growing in the public service against a provision in the Bill that would tax the hefty housing subsidies public servants receive on their bonds.

Public servants maintain this is the only perk they receive, while their salaries have trailed behind those in the private sector by a growing margin in recent years.

At present public servants pay no tax at all on their substantial housing subsidies.

In terms of the Bill, all employees who receive benefits from a subsidy scheme approved by the Commissioner for Inland Revenue will be taxed on the difference between the interest rate they pay and 8 percent.

Public servants pay either 3 or 4 percent on their housing loans. This means, they will be taxed on either 4 or 5 percent.

A senior spokesman for the Public Servants Association said in Pretoria today that the State would have to compensate public servants if the new tax were introduced.
Ballot worries nurses

JOHANNESBURG — Nurses voting in the South African Nursing Association (Sana) elections have expressed concern that the ballot will not be secret and that they may face victimisation as a result of their choice of candidates.

Sana has sent voting forms to all registered nurses in South Africa which will be considered invalid unless they are placed in accompanying envelopes which require full identification and the address of the voter, plus the signatures and personal details of two witnesses. This identification is required despite a directive on the voting form which says that any marking made on the form itself which identifies the voter will render the vote invalid.

Some nurses have said they will not vote for fear that they may be victimised.

Mrs E MacIure, a member of the board of Sana, said yesterday that there was nothing sinister about requiring identification.

"The association has to be sure that the person voting is entitled to vote, otherwise anyone who receives the forms by mistake could vote haphazardly. It is not practical to have a voters roll as Sana could not cope with the administration. Sana uses the register of the SA Nursing Council and posts all the voting forms. Because Sana has no access to the correct person is voting, these precautions must be taken.

"It is impossible for the nurses to be victimised. There is only one electoral officer in Pretoria who is under an oath of secrecy and that one independent person has to sort out 80,000 voting forms. There is no way that the officer, who has no axe to grind and who is faced with this mountain of paper, would be bothered to cause mischief. Anyway, it is written into the constitution of Sana that no candidate has access to any voting form or envelope."

"I can understand why some nurses may question this method of doing things but this is the only practical way of conducting the election and there is no sinister motive for requiring identification," Mrs MacIure said — DDC
Mrs Eileen Buhagiar, 60, is in an intensive-care unit at the provincial hospital, recovering from an operation. Her husband, Laurie, was admitted to an orthopaedic ward last night when he fell and broke a wrist while walking to his car after visiting her perforated intestine.

Complications set in during the operation and she was admitted to a respiratory-intensive care unit. A worried Mr Buhagiar spent as much time as he was allowed at her bedside.

Public servants: Tension mounts

Angus Correspondent
PRETORIA — Tension among South African public servants is mounting on the eve of Monday's strike called this week by the Public Servants' Association, which represents over half a million workers. Vital issues such as salaries, the budget and the power of the association will be discussed by the executive of the association.

The meeting follows a huge petition drive by association members, who fear that salary increases will not be sufficient in view of the state of the economy and the cuts in public spending. A spokesman for the association said members feel they should act before they are given low increases.

They have been granted increases they fear they will be unable to do anything for another 12 months. The spokesman said the association has been unable to act on the rising costs of public service.

A recent statement by the association, however, members were reluctant to protest publicly.

The meeting's decisions will be sent to the Commission for Administration and the Minister of State Administration, Dr Andreas Treurnicht.

The Association's political staff reports that Dr Treurnicht has not had time to react to the meeting's decisions. Another member added that he did not wish to comment at this stage.

But it was confirmed that he holds talks with the Commission's members, every day and that he would have further discussions on Monday.

It is not clear yet what solutions the Government is working on to resolve the tension in the public service.

The issue is certain to come up at the next Cabinet meeting of the Government shortly before the start of the next parliamentary session on January 29.

Full moon linked to health crisis

CHICAGO — When the moon is full, people with problems such as ulcers should be especially sure their health is not at risk, according to a study by a public health expert.

The preliminary research was designed to "sound a warning." People who have problems, such as ulcers, will be filled by coloured workers.

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PSA grows militant over pay

Chief Reporter

South Africa's increasingly militant public servants will discuss next week how to increase their bargaining power in their campaign to raise public service pay.

At the extraordinary meeting of the Public Services' Association's executive in Pretoria on Monday, some members are even expected to propose that the PSA becomes a trade union.

But the move to trade unionism is unlikely to succeed as the Government has already rejected such a proposal.

REFUSED

A spokesman for the PSA said today that the 10.5 per cent bonus recommended by the Commission had recommended trade union rights for public servants with arbitration rights instead of the power to strike.

The Government turned this down but preferred the matter of increased bargaining rights to the Commission for Administration.

At present the PSA's bargaining powers are severely limited and are determined by the Public Service Act.

The spokesman said executive members would discuss on Monday how the Act could be amended to strengthen then the muscle of public servants.

The main thrust of the meeting will be to discuss how to make public service pay competitive with the private sector after basic salaries fell behind in recent years.

Although the PSA has not demanded a specific percentage, up to 25 per cent this year, the Government, believing in considering a 15 per cent increase, public servants may consider the higher unusual step of holding a public protest meeting to embarrass the Government.

THRUST

The main thrust of the meeting will be to discuss how to make public service pay competitive with the private sector after basic salaries fell behind in recent years.

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Dr No facing pay showdown

A CONFRONTATION is looming between South Africa’s angry public servants and Dr Andries Treurnicht in his capacity as Minister of State Administration.

The crisis in the grossly undermanned public service has led to warnings of its imminent collapse and tomorrow the executive of the powerful Public Servants Association will hold an urgent meeting to discuss the situation.

“We can no longer give the public the service they expect,” is the startling claim of Mr G W van der Veen, vice-chairman of the Public Service Association.

“It used to take three or four days to get a reply from a Government department. Now it takes 14 days or more.”

According to Mr van der Veen, the bulk of the public servants wanted a mass public meeting to air their grievances which centre directly on pay and undermanning through-out the service.

“But we are not really in favour of protest meetings,” said Mr van der Veen.

“So we have called this urgent meeting of the executive.”

About 100 people representing all the regions will be there.”

According to Mr van der Veen the topics for discussion will be:

- Public service pay packets, held to a maximum 12 percent by the Government last year, except in the case of the Department of Transport and Post and Telecommunications which received an extra 5 percent.
- Better bargaining power for the association on issues like pay, conditions and working hours.
- Overtime

“We would like to be able to sit down and discuss it in a reasonable manner,” he said.

“People in the public service are no longer prepared to do the work of two or three and all the overtime that is expected of them.

“There are 17 000 posts vacant in the public service and the public is starting to complain.”

“The old public service is a thing of the past. Service just cannot be supplied.”
IMPORTANT areas of South African life will be stultified by the manpower crisis in the public service.

Projects vital to its growth and development are being shelved because there are not enough trained people to carry them through.

The Public Service Association believes that we have a severe shortage of administrative personnel. The nursing crisis has led to the closure of many wards in the central hospitals in Johannesburg and Pretoria.

The police are reported to be substantially understaffed.

Revenue collection by the tax office has been slowed up by the shortage of administrative personnel.

Most critically, the public health function of bodies directly concerned with the economy such as the Board of Trade and Industries, the Competition Board and the planning branch of the Prime Minister’s office is being severely hampered by the shortage.

Predictably, the threatened breakdown in State services has evoked calls for an improvement in conditions to retain trained staff and encourage recruitment to the public service.

The Public Service Association is asking for a 20 percent salary increase, a structural change in civil service grading scales and additional housing relief.

Already 150,000 white high-level workers (23 percent of all white high-level manpower) are in the public service.

For all population groups some 40.6 percent of the high-level manpower available in the country was in the service of central and local government in 1979.

There is a growing pressure for a public service to follow the railways and post offices which are increasingly unionized.

Black areas that until a few years ago were needed for white workers already have some 24,000 black high-level workers working previously classified for white positions.

For now, the Minister for the Public Service, Dr Andries Pretorius, has announced that the shortage is not as critical as previously thought and that steps are being taken to improve the situation.

The challenge of the manpower crisis in the public service.

Public service functions have been diminished, and the building of new public service facilities has been slowed down.

The manpower crisis has been accentuated by friction and competition for promotion at top levels in the service.

The public service is burdened with the threat of inflation and the need to streamline procedures.

At the same time the opportunity exists to save up to a third of the manpower by better planning and co-ordination.

By Dr J C Van Zyl, Executive Director, SA Federated Chamber of Industries.

The rationalization of the public service has to be the manpower shortage.

The manpower shortage has hit the community hard.

The Minister’s appointment of a committee to look into the matter is a start.

The vacuum circle is this: The only practical alternative to enlisting the public service to change the style of government.

This would mean a concerted effort from several government departments to bring about a large-scale improvement in the service.

Unfortunately, the manpower situation has been exacerbated by the shortage of skilled people in the private sector.

Not only is the public service in a state of crisis, but it also has been exacerbated by the private sector’s failure to attract and retain sufficient workers.

The biggest obstacle is a shortage of high-level manpower available. The situation is not helped by the fact that the majority of high-level manpower is concentrated in the private sector.

As a result, the manpower crisis will continue to worsen unless there is a concerted effort from all levels of government to tackle the problem.
A pertinent example relates to administrative pricing.

Some time ago the economic planning branch was given the task of investigating all aspects of price control administration by various departments such as trade, commerce, and tourism, agriculture and forestry, and energy and mineral affairs.

In addition, all subsidies were granted by food, live, urban, transport, and the like, to form part of the investigation since the actions also involved government intervention in pricing by the market. The broad aim of the exercise was to determine to what extent government action in influencing the prices of a wide range of goods and services was actually justified.

Where such control was found on balance to serve no useful purpose it would be abolished.

In remaining cases a consistent policy approach to administrative pricing would be developed. This is what functional rationalisation is all about.

Unfortunately, there is a real danger that this important study will have to be shelved at least for the time being because of an acute shortage of senior professional staff in the economic planning branch.

Clearly we face a fundamental dilemma.

Unless there is a marked change in the style of government and a sloughing off of much unnecessary discretionary bureaucratic decision-making, important segments of the use of the country will be stifled by the manpower crisis in the public service.

South Africa simply cannot afford this.

If it is to be avoided urgent attention will have to be given to directing the best brains in both the private and the public sectors to a meaningful functional, rather than a predominantly institutional, rationalisation of the public service in line with the principles of greater private sector autonomy and strong, but limited government of high quality.
IN AN act of defiance and rising militancy, South Africa’s 77,000 public servants are poised to declare “open war” on the P W Botha Government by plunging the Public Service, and almost every aspect of public life, into a devastating national crisis.

Frustrated, disillusioned and seething with resentment, thousands of lengthening Nationalist public servants are abandoning political loyalties and threatening to resign unless their demands for a minimum 25% salary increase are met by April 1.

“The civil service,” said Mr G W van der Veen, vice-president of the 45,000-member Public Servants’ Association, “is in a state of chaos.”

Mr van der Veen, chief of the Transvaal Provincial Inspection Services, who has an unblemished 40-year record with the Public Service, warned the Government that thousands of State employees were “waiting on the wings” ready to resign in protest if the crucial wage negotiations broke down.

“You can be sure of that,” he said.

This would leave the Public Service in ruins — and its wake South Africa would be faced with the most severe crisis in its history.

But already a massive collapse of public administration has erupted into the open and mounting staff shortages, running at 20,000 in more than 600 job categories, is threatening to bring a string of crucial departments to breaking point — from North West South Africa and the National Party may never recover.

At a time when the Public Service is experiencing its worst staff shortage in history, hardest-hit departments and in the view of many public servants, “on the verge of collapse” — are

Police — The force is understaffed by about 5,000. Hundreds of policemen are still leaving and violent crime is reaching unprecedented proportions as a result.

With urban terrorism set to become the order of the day in South Africa, police stations throughout the country are being patrolled and the PSA believes that in addition to their low basic salaries, policemen should receive at least an extra R150 a month in danger pay.

Nursing — Wards in major hospitals have been closed throughout the country because of a growing shortage of nurses. Some hospitals will be closed completely.

According to the Department of Health’s latest report, some health services are threatened with collapse. Shortages of health inspectors have reached serious proportions and, as a result of the staff situation, essential services for which the Department is responsible, are being rendered unsatisfactorily.

And certain services run the risk of collapsing.

At the Johannesburg Hospital, the 307 of 2,000 available beds are being used because of the nursing crisis and at the HF Verwoerd Hospital in Pretoria, 247 of the 1,237 beds for Whites are used.

Prisons — Prisons built to hold 70,000 have a daily population of prisoners over 100,000. They are 35% overcrowded overall and 50% in the case of Blacks, Indians and Coloureds.

Teaching — The Transvaal has been hard hit. Registrations from teachers last year topped 4,042 — 2,881 permanent and 1,161 temporary — and although they won a 25% salary increase recently, resignations are continuing.

High schools are still in desperate need of mathematicians and science teachers and at many schools technical subjects are being abandoned because not enough teachers are available.

Every day 75,000 Transvaal pupils miss part of their curriculum. When schools opened last week, headmasters were struggling to fill hundreds of vacant posts.

The number of Black teachers will have to more than double between now and the year 2,000 — from 95,000 to 229,000 — if South Africa’s skilled manpower needs are to be met.

Post Office — In Parliament last year the Postmaster-General, Mr Henry Best, disclosed the Post Office had lost almost a quarter (17,000 officials) of its staff in the previous fiscal year.

Shortage of skilled technicians remains critical. More than 500 technicians have been recruited abroad.

In another dramatic move to break through the salary crisis, the PIA Seamen’s Executive Committee will be asked at a special meeting in Pretoria next week to consider registering the association as a trade union to give it effective bargaining powers.

There is a growing feeling among top officials that the PSA should adopt the Wabenhlan Communion recommendation that all public servants, including those employed by provincial administrations, be entitled to exercise trade union rights with the proviso that those employed by provincial administrations, be entitled to exercise trade union rights with the proviso that those representations are submitted through arbitration rather than by striking.

The Government last year referred the Wabenhlan recommendation to the Com-
By Tony Davis
Labour Reporter

Independent trade unions trying to make inroads into the public service are running into seemingly insurmountable problems.

There are two problem areas in the public service which especially worry them — the railways and the post office.

The threat of more than 50 former post office workers resumes at the Post Elizabeth Magistrate's Court this week.

The workers were involved in a strike at two post offices yards in October and are being charged under Section 10(a) of the Roads Accommodation Act for intimidation.

About 180 workers were fired as a result of the strike and union organisers of the General Workers Union of South Africa (Gewu) said management had backed their attempts to organise workers.

COMMUNICATE

Four Soweto post office workers who were arrested attempting to organise their colleagues were held under Section 8 of the Terrorism Act for almost seven months last year.

At present there is no trade union represeenting for the post office staff but only a system of liaison committees.

A spokesman for the post office said the department would help "in any way possible" black staff desiring to form an association of trade unionists.

“Black staff can at any time decide to form a staff association or trade union whether registered or unregistered to promote their interests,” the spokesman said.

There are already coloured and Indian staff associations in the post office.

SUSPICION

But in light of detentions and court cases unions are suspicious of government intentions towards their activities in the post office.

The South African Transport Services, which includes the railways, harbours and airports, holds a strict, straightforward view towards trade union activity.

There was nothing to prevent black workers in transport services from forming trade unions, according to a railway spokesman, but management would not negotiate with them.

“Management will only negotiate with the staff association for black employees of the South African Transport Services, which is a registered and recognised trade union which already has a membership of more than 20,000,” the spokesman said.

STANCE

The Transport Services’ stance on trade unions will come under growing fire as unions begin to claim greater and greater membership among black workers.

At the end of last month a GWU official was arrested by railways police for distributing pamphlets on a train at Addo in the Eastern Cape.

There are legal restrictions on strikes in essential services such as the transport industries and so the workers’ strike weapon is effectively curtailed.

But organising among post office and transport workers by independent trade unions is inevitable and management is very likely to be in a position to receive industrial relations systems.
Vital day for public servants

Argus Correspondent

PRETORIA — A showdown between South Africa's 70,000-plus government employees and Dr. Anthony Trewern, Minister of State Administration, is likely after a special meeting in Pretoria today.

About 100 officials from all over the country that make up the executive committee of the Public Servants' Association were meeting in Pretoria to discuss the crisis in the severely understaffed public service.

The meeting was called because of a petition drive by members of the PSA, spurred by fears that their salary increases will not be sufficient in the light of the state of the economy and subsequent cutbacks in government spending.

ISSUES

Vital issues like salaries, the bargaining power of the PSA and questions about the employment of coloured people were to be discussed at the meeting which was expected to be characterised by heated debate. The meeting was expected to last more than two hours.

Although some executive members were likely to propose that the PSA apply for recognition as a trade union it is doubtful this proposal would be accepted.

A decision on whether or not the PSA would hold a public protest meeting was also likely to be taken.

The decisions of the PSA will be sent to the Commission for Administration and a copy will also be sent to Dr. Trewern.

...
PUBLIC SERVICE PARITY URGED

Labour Reporter

A CALL for immediate parity in the salaries and working conditions of black and white civil servants has been made by the Public Servants League of South Africa.

The league, which has about 20,000 coloured and Allamn members, was formally recognised as a representative organisation by the Commission for Administration late last year.

"We are asking for a non-discriminatory, well-paid and remunerated public service," it said in a statement issued by its national secretary, Mr B. Weiveld.

DISPARITY

The reasons given for the present disparity in service conditions are no longer acceptable to the league.

The argument that parity in salaries would increase inflation proved that black public servants were being used as a buffer against inflation.

Speculation about higher percentage salary increases for black than for white public servants was misleading, the league said.

HUNNIS

The Public Servants League expects to have discussions soon with the Ministry of Internal Affairs, Mr Chris Hunnis, on the service conditions of blacks in the civil service.

The white Public Servants Association has demanded a 25 percent salary increase. The association has given the Commission for Administration until February 5 to respond to this and other demands.
Coloureds won't work with blacks

Own Correspondent

All coloured workers walked out of the A. Wolff factory in Watleo, Pretoria, over the employment of black labourers.

The 40 coloured painters and sprayers downed tools and resigned on Monday after being told blacks would be replacing some of them.

"If the blacks take our positions they will work for less pay," one worker, Mr Andy Oosthuizen said. "This means we won't get pay increases."

The workers' representatives, Mr E Julius and Mr E Alexander, and an Allied Steel Workers' Union spokesman will negotiate today with management.
State workers slam pay gap

THE Public Service League, the newly recognised personnel organisation for black public servants, says that the age of referring to black public servants as 'annexures' is past.

In a hard-hitting statement which criticises the Government for its policy towards black public servants, the league calls for parity in salaries, and suggests the argument that this will increase inflation.

It says that this is proof that public servants are being used as a buffer against inflation and ask if this is justifiable.

The disparity in the basic salaries which already exists cannot be eliminated by percentage increases.

BASIC
Whites receiving a 15 percent increase on a R2 000 basic salary would be better off than blacks getting a 15 percent increase on a R1 500 basic salary.

Thus it only widens the present salary gap.

The statement said that, in a certain department, blacks were told they were "promotable" but there were "no vacancies".

The league said if the policy is to be realised then blacks are also public servants.

The league said it was preferable for there to be separate organisations, but that there could be a liaison body on a higher level.

FAVOUR
"We will have to sit down and decide whether this is viable or not, so I would not like to say whether my organisation would favour this.

We have had tentative criticism from all quarters but the secretary of the league, Mr Bernard Wentzel, said: "A White Paper said it was preferable for there to be separate organisations, but that there could be a liaison body on a higher level.

No part of an answer book is to be torn out.

All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Massive

The figures of the Public Sector Workers' Union have revealed that the government is planning to increase the salaries of its workers by 15 percent.

PREVIOUS

The Public Sector Employees' Association has expressed concern over the proposed salary increases. The union is Calling on the government to reconsider its decision.

BY GERARD BERTIE

NEWSPAPER: The New Republic

DATE: 1/2/89
another R1 600-million to the massive R4 200-million wage and salary bill for State staff. Economists point out that without higher productivity — which they see as unlikely in the plodding environment of the public service — granting the demands would have meant R1 600-million of "sheer inflation."

A Government source said an approaching period of low growth — between two and three percent is the most optimistic forecast — and continuing high percent-plus inflation were causing the Government and its economic advisers grave concern.

It was pointed out that private sector pay rise levels are affected by those granted in the public sector.

It is also understood that the Minister of Transport, Mr Hendrik Schoeman, has told some of the seven Railways staff associations that they are to get 15 percent rises.

Exceptions

So with some exceptions, particularly for nurses and in other key sectors, increases will not go above 15 percent — and could be less, according to Pretoria sources.

According to Department of Statistics figures, the central government has 339 000 employees, 154 000 of them white, with an annual pay bill of R1 400-million; the Railways has 270 000 (115 000 white), also with a wage bill of about R1 400 million; the Provincial departments have 248 000 (124 000 white) earning R1 600-million; and the Post Office 73 000 (44 000 whites) paid R400-million.
The Prime Minister, Mr P W Botha, last night proposed a special parliamentary debate on the reports of two commissions of inquiry — into the mass media and security legislation.

In a statement in the Assembly, Mr Botha said the two issues were linked because the Rabie Report, due to be tabled soon, would have direct relevance to important aspects of the Steyn Report on the Mass Media, tabled yesterday.

He said the Steyn Commission had "unanimously condemned the print media for its gratuitously libellous and offensive attacks on the state, the Assembly and the Government, and had made its findings public.

"The inquiry dealt with the question of the freedom of the press and the responsibility of the press to inform and to provide an opinion and a commentary. It was of urgent public importance that the Commission's conclusions should not be allowed to drag on."

Mr Botha referred to his copy statement on the Press yesterday. "The only justifiable standpoint was that all our authorities had improperly interfered with the play of public events with the legal, public and constitutional rights of the press."

Mr Botha welcomed the recommendation of the Commission for the establishment of a Press Council by the Government to supervise the Press and to allow the Press to regulate itself. He said a Press Council was the only way to avoid Government censorship and to free the Press from the controls of interference that had appalled the world as an expression of the inquisitorial spirit of the past.

The Commission's report also made clear the political and order of the media.
Now public servants expect 15%

THE April increases for South Africa's nearly 600,000 central and provincial government workers will cost about R400-million.

They will have to be satisfied with a maximum of 15 percent increases — which is 10 percent less than they demanded after a special meeting of the Public Servants' Association executive last month.

This is clear from a statement during the no-confidence debate in the House of Assembly yesterday by the Minister of State Administration, Dr Andries Treurnicht — although the Minister mentioned no specific percentage rise.

The coming increases are an important reason why the Minister of Finance, Mr. Owen Horwood, is expected to announce tax increases in his budget on March 24.

Dr Treurnicht told the Assembly the Government had accepted a package deal for public servants' pay rates, as well as a long-term programme to make the service more competitive.

Though he declined to say what the extent of the increases would be, the Minister said they would not be less than last year's losses to inflation.

On that basis, senior public servants pointed out last night, the increases would average about 15 percent.

Dr Treurnicht said the increases would apply to all civil servants on central and provincial government levels as well as staff of particular extra-departmental institutions.

The Commission for Administration was now working out the details of the salary adjustments and these would be circulated to the various departments as soon as possible.

The Minister said the Government had also set aside an additional amount to make improvements in certain categories of employment where there were serious problems.

But the amount was not as large as the Government would have liked, he said.

Investigations

The funds would be applied through the year as and when investigations into particular professional groups were finalised.

One such investigation — into the nursing profession — was due to be completed shortly, Dr Treurnicht said.

Public servants said last night the 15 percent increase would perpetuate the huge pay backlog which had accumulated over the past decade.

The weak competitive position of the service on the labour market would also remain, they said — Staff Reporter and Saps.
Chief Reporter

The Public Servants' Association executive is to meet on Monday to discuss further what steps should be taken as the result of the failure of the Government's announcement yesterday to resolve anomalies in the pay for Central Government workers.

The PSA says its members have suffered a pay backlog for several years, compared with other State and semi-State workers.

Workers in the Railway, Post Office, Easom and Border received higher pay rises in the past few years than Central Government workers, and the PSA has asked for a 25 percent increase to help wipe out this backlog.

But in his statement yesterday, the Minister of State Administration, Mr. Treurnicht, did not indicate a higher increase for Central Government workers.

He said rises would be not less than the inflation rate last year—about 14 percent. Observers believe the average increases will be 15 percent—10 percent less than the PSA is asking.

Dr. Colin Cameron, the PSA president, said today that there were still anomalies in Central Government pay and it seemed no attempt had been made to solve pay problems in beginners' ranks.

The PSA says it is in these ranks that low pay has led to severe shortages.

Dr. Cameron said that when the PSA executive meets on Monday there would be greater clarity about the details of the pay rises.

In his statement yesterday, Mr. Treurnicht also confirmed the Government's acceptance in principle of professional differentiation.

However, he added that this would be discussed at the meeting of the Central Payment Board.

The pay rise in the new year will be 15 percent for most public servants, 10 percent for most public servants, and 5 percent for some.

Govt pay package 'unlikely to satisfy'...

Political Staff

CAPE TOWN — The Government was warned today that its package offer to public servants was unlikely to satisfy them or stop them resigning.

The operation spokesman on State administration, Mr. Treurnicht, announced yesterday that a 10 percent increase in the Assembly would not have done nothing to check the deteriorating situation.

Apart from the Minister of State Administration, Mr. Treurnicht, who indicated that the package would not be increased, there were no increases of not less than the inflation rate, he said.

The offer meant only that public servants did not have their real income further reduced for some months.

Nothing would be done to remove the serious gap between the central service and officials of local authorities, central and local.

State institutions — one of the most important pay areas of public service — will have a substantial increase.
Executive to discuss govt deal

THE executive of the Public Servants' Association meets in Pretoria on Monday night to discuss the plight of Government workers and the package deal mentioned in the House of Assembly this week by the Minister of State Administration, Dr Andries Treurnicht.

The PDA executive last month issued an ultimatum to the Commission for Administration demanding 26 percent increases and improvements in conditions of service for public servants.

The commission has replied to the demands and the matter will be on the agenda on Monday.

Inflation

Meanwhile, in the light of Dr Treurnicht's statement that public servants' pay raises would compensate for the inflation rate of the past year, the increases are expected to be between 12 and 15 percent.

The Government has claimed that last year's inflation rate was 13.6 percent, but economists point out that the increases would be inflationary.

Across-the-board increases of about 15 percent for the 1 million workers in the public sector would mean an annual salary and wage bill of about R6 000 million, according to calculations based on figures from the Department of Statistics.

Economists have warned there is no chance that the increases, or even a significant part of them, would be offset by higher productivity.

The combined salary bill for the Central Government and provincial departments, the Railways and the Post Office this year is about R4 350 million.

Senior Government workers say increases of 15 percent would fail if the objective was to plug the reappointment drain and step up recruitment.

By GERALD REILLY
Unions plan nationwide Aggett day

BY STEven FRIEDMAN

SOME of the country's biggest black unions are planning a national, half-hour work stoppage on Thursday morning to mourn the death of detainee Aggett in detention of unionist Dr Neil Aggett — and will ask employers to agree to this step.

The call on workers and employers to observe a half-hour stoppage in mourning has been made by Dr Aggett's union, the Food and Canning Workers' Union.

It has been supported by the Federation of South Africa Trade Unions, which has more than 95,000 members.

The call is unprecedented and unions say they hope the brief stoppage will take place with the cooperation of employers.

The leaders of South Africa's two main employer organisations, Amsec and the Federated Chamber of Industries, who have both expressed concern over the death, reacted cautiously to the unions' call yesterday.

Action plan

A Fasatu spokesman said yesterday that his union's national executive had already met to plan action for a period of mourning.

And in the Transvaal, he said, Fasatu had organised shop-stewards' meetings in Springs, Vereeniging, Kathlehong, Eszning and other areas to discuss plans for the brief stoppage.

In addition, a meeting of the Transvaal Solidarity Committee — which comprises all local independent unions, regardless of affiliation — will be held tomorrow.

It is understood that worker representatives in all factories where the unions have a presence will approach their management and ask them to agree to a stoppage starting at 11.30 on Thursday morning.

Unions say they are hopeful many employers will treat the request sympathetically.

Serious

They say statements by Amsec and the
The original call for a stoppage came in a statement yesterday by the FCWU, of which Dr Aggett was Transvaal secretary.

It said: "A day of mourning on Thursday, February 11, is being called by the union of which Neil Aggett was Transvaal secretary. Employers and workers at all factories are asked to observe a national work stoppage at 11 a.m. on Thursday for half an hour."

The union said Dr Aggett died "because of his outstanding work for our union and the unity of all workers".

It added: "His death must be commemorated in a proper manner and those who are responsible must feel our full shock and anger."

The union blamed Security Police and the Department of Manpower, which has condemned the vendetta of the Security Police against trade unions for the death, and said it "marks a turning point in relations between unions and the State."

It added: "The statements made by major employer associations such as Asscom and the FCJ show that they realise this and we look to all employers and employer bodies to support our call.

In London yesterday, SATS, a trade union pressure group within the Anti-Apartheid Movement, delivered a message to the British Prime Minister, Mrs Margaret Thatcher, urging her to put pressure on South Africa for an independent inquiry into Dr Aggett's death in detention.

See Page 5
Labour Staff

A countrywide half-hour work stoppage is being organised on Thursday to protest the death in detention last week of trade unionist Dr Neil Aggett. And in London today the Anti-Apartheid Movement has organised a major rally outside the South African Embassy.

Dr Aggett is the founding secretary of the Food and Canning Workers' Union, which was one of the many organisations that supported the 1978 strike against the South African invasion of Namibia.

The 30,000-strong Federation of South African Trade Unions (Fossatu), the Council of South African Trade Unions (Casa), the General Workers' Union and the Western Cape branch of the Commercial, Catering and Allied Workers' Union have all agreed to support the protest.

The call for the 30-minute protest between 11.30 and noon on Thursday came from Dr Aggett's union after a meeting yesterday.

The stoppage received immediate support from other independent trade union bodies such as the 90,000-strong Federation of South African Trade Unions (Fossatu), the Council of South African Trade Unions (Casa), the General Workers' Union and the Western Cape branch of the Commercial, Catering and Allied Workers' Union.

The council, the university's ruling body, noted in a statement that eight Witwatersrand students were among those detained. Some had been detained for many months.

A statement issued by the Detainees' Parents' Action Support Committee on Saturday afternoon said their visits to detainees on Saturday had served to confirm their worst fears concerning the physical and mental welfare of our detained relatives.

Although a few visits were satisfactory, most of us who had visits were granted interviews by only 10 minutes or less, in which we were expressly prevented from discussing the conditions under which our relatives are being detained. The very purpose of these visits of even more grave concern to us is that visits have been refused to some detainees.

The Security Police are not willing for the detainees to discuss their treatment even in the intimate presence of their interrogators. We can only conclude that the Security Police have something to hide.

"We conclude therefore that some, at least, of the detainees have been and are being subjected to mental and/or physical torture.

"It is imperative that independent medical practitioners and, where required, psychiatrists appointed by the families be permitted to see all the detainees immediately and without reference, and alone."

A lone protestor stands outside John Vorster Square today in sympathy for Dr Neil Aggett, who died in detention last week. Several family members of other detainees also mourned his death and called for the release of their relatives.

"Charge or release" plea

The Council of the University of the Witwatersrand today called for detainees to be charged or released so as to allow independent medical examinations.

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"It is imperative that independent medical practitioners and, where required, psychiatrists appointed by the families be permitted to see all the detainees immediately and without reference, and alone."
Public servants meet on pay deal

THE "pay package deal" promised the country's 600,000 central Government and provincial employees was reviewed at a meeting of the executive of the Public Servants' Association in Pretoria last night.

Although no statement was issued, it is clear the expected maximum 15 percent increases from April 1 for Government and provincial workers will do little to eliminate widespread dissatisfaction with the service.

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**Demands**

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The Minister promised increases not less than last year's losses, because of inflation.

The staff in the service, senior Government workers claim, will permit until realistic increases to bring the service into line with the private sector — are paid.

**Desperate**

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PSA steps down on wages

By David Breuer, Chief Reporter

South Africa's Public Services Association has expressed bitter disappointment in this year's pay increases but has avoided a militant stand in favour of a conciliatory approach.

There were fears that the meeting of the PSA executive committee would recommend protest action, including public meetings and increased agitation for a trade union.

Public servants had been hoping for a pay increase of 25 percent.

To Page 3, Col 5

Public servants step down

Backlog and does not promote the retention and recruitment of quality staff.

"Public servants are nevertheless, optimists, over and harbour great expectations for the new approach to pay, namely to make public service salaries comparable to those in the private sector," he said.

Dr Cameron added that the Commission for Administration and the Government's personnel department, in consultation with the PSA, had drawn up a programme for restructuring the public service on a basis of professional differentiation.

No details of the new structure are available, but it could point to significant salary scales for professionals within the public service, which experience severe shortages in nursing, for instance.

Dr Cameron said that while the present economic climate funds were limited, the Government had indicated that it was willing to carry out the programme as soon as possible.

The PSA executive has set a timetable — a maximum three months for the implementation of the pay differentiation programme.
New Association for Pensions

In order to remain one step ahead in the financial industry, it is important to have a clear understanding of the benefits and drawbacks of various pension plans. This understanding can help individuals make informed decisions about their retirement savings. The association provides resources and guidance to help members navigate the complex world of pensions. To learn more about the association and its offerings, visit their website or contact a representative today.

We welcome new members and look forward to serving you.
The diagram shows the number of deeds in certain jurisdictions in 1992.

<table>
<thead>
<tr>
<th>County</th>
<th>1992 Total</th>
</tr>
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<tbody>
<tr>
<td>Wayne</td>
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<td>Monroe</td>
<td></td>
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<tr>
<td>Ottawa</td>
<td></td>
</tr>
<tr>
<td>Jackson</td>
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</table>

For more information, please refer to the attached report.
### The Digest Shows the Number of Deaths in Denver Since 1933: The Number Passed in 1933, 1938, and 1939

<table>
<thead>
<tr>
<th>Year</th>
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<tbody>
<tr>
<td>1933</td>
<td>1234</td>
</tr>
<tr>
<td>1938</td>
<td>5678</td>
</tr>
<tr>
<td>1939</td>
<td>2345</td>
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The data shows a significant increase in deaths in Denver from 1933 to 1938. However, in 1939, the number of deaths decreased to a level similar to that of 1933. This trend indicates possible improvements in health or environmental factors during the years surveyed.
Employers likely to tolerate demo stoppage

By Bino Forrest

Many major employers and employer bodies have adopted a tolerant and pragmatic stance on tomorrow's planned work stoppage in honour of trade unionists, Dr Neil Aggett, who died last week in detention.

Although employers were initially opposed yesterday's events indicate that the country's largest industrial group, Barlow Rand, has joined the Federation of Chamber of Industries in recommending a course of action aimed at preventing confrontation with workers.

Sources indicate that the metal industries' giant umbrella body, SOFO, has also recommended that no disciplinary action should be taken against workers in the event of an orderly stoppage.

A spokesman for the Food and Canning Workers' Union — of which Dr Aggett was Transvaal regional secretary — said some of the major groups recognize the union had agreed “not to place obstacles in the way of the stoppage.”

APPEAL

One of these is believed to be the Premier Milling group, although neither management nor the union would confirm this.

Mr Les Koteidas, regional secretary of FOSATU in the Eastern Cape, said that management in “this vast majority” of FOSATU-organized factories in the region had agreed not to oppose tomorrow’s action.

The Media Workers' Association of South Africa and the Witwatersrand Council of Churches have added their voices to the stoppage call.

Msusa urged the members to demonstrate such solidarity and support as will add to the momentum of the trade union call for action.

The Witwatersrand Council of Churches asked individual Christians to influence their employers to recognize the 30-minute protest vigil.
Blacks Pledged Race for Job

2/2/1968

The Appeal Daily February 12, 1968

Potential Correspondent
Witness refuses to testify

By J S MOLEPOLO

SOWETO student who refused to give evidence for the State in the Terrorism trial of two former student leaders was warned in the Vereeniging Regional Court yesterday that she must appear in court at a future date unless she was granted a fresh trial.

The student, identified as Nokwazi Nkhole, appeared before Magistrate Mr T C Mokola, who granted her a fresh trial. The magistrate said he was satisfied that the student had been vindicated by the trial.

Yesterday, the student, who is a student at the University of the Witwatersrand, appeared before the court and gave evidence on behalf of the State in the trial of two former student leaders.

The student, who is a member of the African National Congress (ANC), said she was not a member of the ANC and that she had never been a member of any political organisation.

The magistrate said he was satisfied that the student had been vindicated by the trial and that the State had failed to prove its case.

The student was granted a fresh trial and will appear in court at a later date.

A statement from the South African National Congress (ANC) was released yesterday, saying that the student was not a member of the ANC and that she had never been a member of any political organisation.

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75. Dr. A. L. BORAINÉ asked the Minister of Police:

(1) (a) How many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians involved in trade union movements were detained in each month since January 1981, (b) how many such persons were still in detention as at the latest specified date for which figures are available and (c) in terms of what legislation were they so detained,

(2) whether any of those detained were released without charges being brought against them, if so, how many?

The MINISTER OF POLICE

<table>
<thead>
<tr>
<th>Period</th>
<th>Number of Detainees</th>
</tr>
</thead>
<tbody>
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</tr>
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<td>May 1981</td>
<td>2</td>
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<td>June 1981</td>
<td>7</td>
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<tr>
<td>July 1981</td>
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</tr>
<tr>
<td>August, September and October 1981</td>
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<td>November 1981</td>
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<td>January 1982</td>
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<tr>
<td>(ii) January to August 1981</td>
<td>None</td>
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<tr>
<td>September 1981</td>
<td>2</td>
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<tr>
<td>October 1981</td>
<td>None</td>
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<tr>
<td>November 1981</td>
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<tr>
<td>(iii) and (iv)</td>
<td>None</td>
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</tbody>
</table>
JOHANNESBURG — In the past few weeks, South Africa has been gripped by a wave of crime that has some police officials and politicians worried that they are losing control of the streets. The crime wave, which has been described as a "war on crime," has led to a sharp increase in the number of police officials killed or injured in the line of duty.

The police have been under increasing pressure to respond to the crime wave, and some officials have called for the deployment of additional police officers. However, some experts have warned that this could lead to a decrease in the quality of policing, as police officers would be stretched too thin.

Some officials have also pointed to the need for better training and装备 for police officers, as well as improvements in the way that crime data is collected and analyzed.

"We need to ensure that our police are well-equipped and trained to handle the challenges they face," said one official. "Otherwise, we risk losing control of the situation, and the people we are meant to protect will suffer.

Unions in South Africa have called for an increase in police funding and support, as well as for better coordination between different police forces and communities.

"We need to work together to ensure that our communities are safe," said a union official. "This is not just about police action, but about the community working together to prevent crime."
The closed shop is one of the most controversial issues in labour. Essentially, it is an agreement between trade unions and employers that all workers in an industry must be union members. After much deliberation, government has decided to allow the practice to continue in a slightly amended form. But clearly the official spotlight will remain on it.

In the past, people seeking employment in a closed shop industry in SA had to be members of the union (or one of the unions) in that industry before they could get a job. Soon to be debated in Parliament as a Bill which grants these people 21 days from the time they are employed to join a closed shop union.

Indications are that the effect this amendment will have on eliminating abuses caused by the closed shop will be limited. Government sources say that allowing workers 90 days in which to join a union will eliminate confusion which arises at the moment of recruitment. But Rod Moia cattle, chairman of the Federated Chamber of Industries (FCD) labour sub-committee, describes the amendment as a mere release valve in a system which should not exist at all.

Many unions in SA — and throughout the world — regard the closed shop as a hard-won, cherished right. In SA, however, the closed shop has long been associated with efforts by some unions to protect white workers. In the era before Bophuthatswana, statutory job reservation applied to only about 3% of jobs. However, industrial commissioners stipulated that only union labour could perform certain jobs — and as a result blacks could not get jobs because they could not become union members.

In its first report, the Wiexham Commission concluded that "the closed shop practice is so firmly entrenched in SA that it cannot be abolished." It found that there were 49 such agreements in operation, directly affecting about 230 000 employees in 22 different industries or trades. The commission recommended constant surveillance by the National Manpower Commission (NMC) to prevent abuses.

A minority report by five commission members recommended that government should prohibit any new closed shop agreements. Government responded by saying it would allow existing agreements to continue, but indicated that it would not allow any new ones. However, following an NMC study on the closed shop, government accepted a recommendation that the practice be allowed. The only amendment by saying it would allow the addition of the 90-day post entry clause.

Clearly, government has struggled to make up its mind on the issue — and deserves some sympathy, bearing in mind just how complex the issue is and how many vested interests are at stake. This is a problem with which many Western nations are wrestling, and, even within the International Labour Organisation (ILO), there are strong divisions.

The most frequently used argument in favour of the closed shop is based on the contention that where most workers in a particular industry join a union, that union will negotiate conditions for all workers. Those workers who are not union members will benefit from the union's efforts whether they join or not. The argument, therefore, is that these workers should be compelled to join and pay dues. "Why should a free-rider enjoy benefits won by other workers?" asks the Garment Workers' Union, whose president, Dr Anna Scheepers, is also president of the Trade Union Council of SA (TUCSA).

These unions also assert that the closed shop helps to maintain industrial peace. They claim that unions which do not have a closed shop agreement are forced to adopt a highly militant posture to demonstrate their muscle.

There are, however, compelling arguments against the closed shop. These were eloquently spelt out by the five Wiexham commissioners in the minority report.

Dangers of the closed shop

- It constitutes an intrusion on workers' right of freedom of association, with its corollary of the freedom not to associate.
- It conflicts with the principles of a free enterprise economy by interfering with the normal mechanisms of supply and demand in the labour market. In practice, it gives the union leadership the power to control the labour market to the detriment of both the employer and other employees.

It is unacceptable to trade unions on the one hand, that recognition be abolished and on the other, that its present form be perpetuated and statutorily sanctioned. The closed shop is a means of restricting skills training at a time of dire need for such skills.

The five commissioners pointed out that in SA a grave threat to industrial peace is posed by the probability that racially constituted unions will seek to "freeze out" others by means of the closed shop.

Moia cattle, who was one of the five commissioners to write the minority report, told the FM that as the law stands now, there is nothing to prevent the many black workers who are beginning to exercise trade union rights from using — and abusing — the closed shop.

Innumerable complaints about once a closed shop has been created in a particular industry, it is extremely difficult to get rid of it. In addition, it means that unions do not have to sell their services to workers. Closed shop unions tend to have a comfortable life and don't have to work hard at gaining worker support.

Although these arguments are rejected by closed shop unions, they do strike a responsive chord among SA's emerging black and non-racial unions. Leaders of these unions claim that in the wake of blacks being granted union rights some established unions have simply amended their constitutions to admit black members. They have thus obtained a large — and possibly unwilling — black membership with a minimum of effort.

Some labour lawyers say that this practice might violate labour law because the Minister of Manpower can approve a closed shop agreement only if the parties who signed it are sufficiently representative. In the case of the union or unions involved, they would have to represent more than 50% of the workers.

When existing closed shop agreements were signed, the unions did represent a majority of workers in a particular industry. However, it is possible that some may no longer truly reflect the views and aspirations of their members. This is because many blacks have been, so to speak, co-opted into these unions now that they are legally defined as employees. These blacks had no real option, if they were to remain in the particular industry, because of the closed shop agreement.

It remains to be seen whether the courts will be used to challenge a closed shop where the degree of representation of a union is in doubt. Fortunately, there are signs that officials of the Department of
Manpower will in future be scrutinising closed shop agreements very closely when these expire to determine whether unions involved in them do represent a real majority of workers.

Some observers doubt whether these officials will be able to accurately gauge the strength of a union. It is significant, though, that some senior government men believe the Minister of Manpower should have the right to call for a secret ballot to be held over the closed shop in an industry if he deems this to be advisable. It could help prevent abuses.

The debate on adapting the closed shop to the changing pattern of labour in SA continues. What is important is that government must not lose sight of the fact that the closed shop violates one of the most basic human rights - that of freedom of association. In the years ahead, it may trigger off severe conflict between competing unions.

If extended indefinitely, the closed shop can also result in the labour market consisting of a sequence of tightly organised cartels. American economist Henry Simons warned of the consequences of such an arrangement in society more than 30 years ago when he wrote "Democracy cannot live with tight occupational monopolies, and it cannot destroy them once they attain great power, without destroying itself in the process."

One side of the page only should be used, and typewritten work must be double-spaced.

A generous margin should be left on the edge of the page to allow for the evaluator's comments.

An abstract is generally desirable, i.e. a brief statement at the outset on the content of the essay.

Students should state clearly on the front page: name, course, date, and name of lecturer/tutor concerned.

It is in the student's interests to make a copy of all written work handed in, in case of loss.

Research papers/essays written during the second semester as part of the evaluation of lecture or seminar courses at the third-year level are kept for the external examiners to review. Students who wish to have their papers returned with the course instructor's comments should submit their papers in duplicate.

PLAGIARISM: "Plagiarise: publish borrowed thoughts as original, steal (thoughts), steal from (work, author)" ... Oxford English Dictionary. There is a distinction between making acknowledged reference to relevant literature, which is accepted academic practice, and copying out sentences or passages unacknowledged from the literature. The latter is known as plagiarism, and is unacceptable as it does not reflect the student's understanding of the material.

REFERENCES: The style of the journal Social Dynamics should be followed. Your attention is drawn especially to the format for referencing in the appendix of your essay. List all items alphabetically and by year of publication in an appendix titled References. Use no italics and no abbreviations. Thus, for example, see the following:

Horrell, M.


Johnstone, F.A.

Republic of South Africa

Wilson, M. and L. Thompson (eds)
ALTHOUGH recent years have seen the introduction of major labour reforms by the South African Government in an attempt to incorporate the independent and non-racial trade unions, there has also been a marked increase in union harassment and detentions of union leaders by the security police.

Alongside these developments, the independent black workers' trade unions have been transformed from fairly weak collectives of workers outside of the established parallel unions affiliated to the Trade Union Council of South Africa, to a powerful force representing more than 100,000 black workers countrywide.

Lacking political representation when Firstatte used the independent trade unions to voice their concerns not only on industry-related matters but also on wider political issues.

The Labour Relations Act — until the 1981 amendments called the Industrial Conciliation Act — prompted by the recommendations of the Witschon Commission, has extended full trade union rights to all workers living in South Africa. It has also granted full autonomy to trade unions in respect of their membership.

The provisions of this act have also provided for the formation of a National Manpower Commission and an Industrial Court with full judicial powers.

The functions of the Court in terms of the act are to decide on issues on conflict of interest or rights and to determine whether a labour practice in a specific instance is unfair or not.

The new labour legislation has provided a bargaining apparatus for trade unions in an attempt to maintain peace at a time of escalating industrial unrest.

But the response of the independent trade unions to the new legislation has been mixed, and has thus threatened to undermine the whole purpose of the labour reforms — the incorporation of all trade unions into a uniform labour system.

Initially all the independent trade unions rejected registration because migrant workers were excluded from trade union recognition but the Government modified its position and finally included all workers with a few exceptions. Since Poasatu, the Federation of South African Trade Unions, the largest federation among the independent trade unions with a membership of more than 90,000 workers countrywide has opted for registration.

Move rejected

But the majority of the other independent non-racial trade unions has continued with its rejection of registration, seeing it as a means for the Government to intervene in the internal affairs of the trade union. They have strongly criticised Poasatu for its move.

These trade unions have argued that registration would take the running of the trade union out of the hands of the workers since the union would have to rely more and more on labour law experts. It would impose a top-down hierarchy on unions which would nullify their existing democratic organisation.

In September last year that any attempt to abandon the National Industrial Council system of collective bargaining and replace it with fragmented deals at shop floor level would result in chaos throughout industry and commerce.

Though the industrial council system needed to be modified to ensure that trade unions representing black employees can participate with confidence, it still held the means of negotiating wage and conditions of service agreements, he said.

Guidelines laid down in January 1981 by the Federated Chamber of Industries have stressed that the ultimate objective is to work towards a unified industrial relations system in which collective bargaining over remuneration and other conditions of work take place predominantly at the national level and within the industrial council system, where it tends to become more depersonalised and to acquire a more professional and rational character.

Chamber's position

The Association of Chambers of Commerce, whose guidelines towards the new labour legislation released late in 1980, have been seen by labour experts as a moderate repudiation of Seifza's position.

They have said it might be necessary to negotiate conditionally with an unregistered trade union that represents the majority of workers, but negotiations should not be allowed to prejudice or undermine the long term position of the industrial council system.

But, alongside recent labour reforms introduced by the Government in an attempt to maintain peace, there has been the unsettling security police detentions and harassment of union leaders culminating in the death of unionist Di Noil Nigel last month.

According to the Institute of Race Relations, 20 of the 111 trade unionists were detained at some stage during the year and all of these were members of the independent trade union movement.

Five were from the General Workers Union, two from the African Food and Canning Workers' Union (Dr Aggett's union), three officials from the Black Municipal Workers' Union in Johannesburg and an organiser for the Industrial and Allied Union of Securing.

In terms of the Clayton Emergency Regulations, on November 7, 1980, ten officials and members of the General Workers Union and three officials of the Food and Canning Workers' Union were detained in East London.

The detention of unionists was considerably stepped up last year with 61 trade unionists detained under South African security laws.

This does not include the mass detention in September last year of 205 officials and members of the General Workers' Union (GWU), South African Allied Workers' Union (SAAWU), and the African Food and Canning Workers' Union (VPWU) in the Ciskei.

In last November's security police sweep conducted in Johannesburg and Durban, 19 people, mainly trade unionists, were detained. Since then, more have been added to the growing list of
Unions affected by last year's detentions were SAAWU — five top officials of the union were detained: Mr Thosinie Gqweda, president; Mr Samson Kikwane, general-secretary; Mr Isaac Njolo, treasurer; Mr Sisa Nkelenia and Mr Eric Matonga. The General and Allied Workers' Union (GAUW — Mr Samson Nduva, president, and Mrs Rita Nduva, organising secretary, were detained. The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma Mashumuni, was detained and from AFWCU, Dr Neil Aggett.

Political protest
Dr Liz Floyd, Dr Aggett's common law wife who worked for the Industrial Aid Society, and the editor of the Labour Bulletin, Miss Merle Favis, were detained at the same time. Few of these have yet been released.

Soon after Dr Aggett's death both Dr Floyd and Mr Gqweda were transferred from detention to a Johannesburg psychiatric hospital where they are receiving treatment.

The recent national stoppage in commemoration of the death in Detention of Dr Aggett which involved tens of thousands of workers is indicative of workers using labour action for political protest.

The general secretary of Postatu, Mr Joe Foster, said: I cannot see that any South African trade union could be non-political as it is difficult to separate economics from politics. Our members live in locations and are all directly affected by discriminatory legislation such as the Group Areas Act and legislation affecting migrant labourers.

The national organisor of SAAWU, Mr Herbert Bambas, said the union would continue to get involved in political issues as long as they affected their members.

SAAWU's opposition to the Ciskean independence has brought them into conflict with Mr Lennox Sebe's Government and last week after the conviction in East London of a number of union officials for incitement to do public violence. Major General Charles Sebe said that the trial proved that SAAWU was a subversive organisation and suggested it should be banned.

Cost increases
Mr David Lewis, the general secretary of GWU, said some people might think that involvement in political issues is stretching the limits of trade union activity, but a worker's life doesn't end when he leaves the work place.

Our members are affected by issues such as rent increases and transport cost increases and in South Africa these become political issues, he argued.

The political involvement of independent trade unions is likely to be a focus for future conflict between these unions and the Government.

Employers have complained among both the widespread pensions strikes, sparked off by the draft Pensions Preservation Bill, and the nationwide stoppage over Di Aggett's death, that they were like meat in a sandwich, caught in the middle of union conflicting with the Government.

But trade unions have said that workers' political demands will continue to be channelled through the unions because there are no other legal and legitimate political organisations in operation.

Employers, accordingly, will suffer by way of stoppages because they have the ear of the government.
Yeoville pleads for help

Political Correspondent

MORE than 300 Yeoville residents have petitioned Parliament demanding adequate police protection.

The petition, signed by 2,075 residents and presented on behalf of 1,200 members of the Yeoville recreation centre, was presented by the FPF MP for the area, Mr. Peter Schwarze.

Mr. Schwarze told the "Mail" he would want for the reaction of the Minister of Police, Mr. Louis le Grange, before taking further steps.

"But I appeal to the Minister to give that matter his urgent attention," he said.

He added that protection from crime had become a top-priority issue in his constituency.

The petitioners say there is no apparent police protection or patrols - apart from regular passport raids, which have done nothing to diminish "the unprecedented crime rate."

Prof slams action on unionists

By STEVEN FRIEDMAN
Labor Reporter

A KEY Government labour adviser has criticised police action against trade unions and called for an end to all forms of racial discrimination and change to the country's official bargaining system.

Prof. Blackie Swart, chairman of the industrial relations committee of the Government's National Manpower Commission, said the death in detention of Dr. Neil Aggett "need never have happened" and has "cast a further shadow" over the credibility of the Government labour reforms.

"Prof. Swart is head of the industrial relations department at Stellenbosch University's business school. His views appeared in the Sunday Tribune.

"Prof. Swart said reforms introduced by the Department of Manpower, but says co-operation is lacking between State departments to co-ordinate labour policies.

"The term 'justifiable discrimination' is a contradiction, and actually means justifiable injustices," he says. The official bargaining system will have to be adapted. Direct negotiations between unions and employers at company level "will come to stay" and, though industrial councils "remain advantages in certain circumstances, they will have to change."

Prof. Swart argues that "establishing credibility" through plant-level bargaining can lead to the more centralised bargaining, which could ultimately lead to new, adapted industrial councils.

"Cabaret' adjourned...

MARTIZBURG - Proceedings in the Martizburg Regional Court were disrupted yesterday when two men stripped in the courtroom.

Before the prosecutor could read the charges against Mr. Cromwell Ngidi, 26, and Mr. Sowane, 20, Sixth of Imbhali, Martizburg, the pair began an Improvised strip.

One of them ran naked to a microphone in the witness box and sang until he was subdued by an orderly.

Then they were both returned to the cells.

The case was remanded until March 19 for the men to be examined by a psychiatrist.

They are facing four rape charges, two robbery charges, six counts of house-breaking and theft - and now, contempt of court.

"CASSIDY MISS CASSIDY MISS CASSIDY MISS CASSIDY MISS"
Unions warn on detentions

By Drew Forrest
Independent black and non-racial trade unions representing more than 150,000 workers have warned that they would resist plans for a new system of detentions without trial of those suspecting communism if continued.

In a hard-hitting joint statement, the unions said recent reports of detentions was the most widespread and serious attack so far and has "made a mockery of the State's new about discrimination."

The statement was released by the main independent worker bodies including the SA General Workers Union the CCAWU, the SACA and the Allied Workers' Union and the Media Workers Association of South Africa.

It is an important prelude to the years ahead in union struggle, the statement said. "As a matter of fact, the question of detentions is going to feature prominently."

Noting the "desperate allegations of mistreatment of detenus," the unions reported allegations offered by the state in question.

"We were told there would be a trial early this year," they said. "It is now clear that the State does not and never did have the evidence for such a trial."

The unions describe the statement released by the Trade Union Council of SA (TUCSA) on the day of Dr Ag retti's funeral as a "sacrifice to an organisation purporting to represent workers."
Catholics will go on supporting unions

By DAVID CAPEL

CATHOLIC priests in South Africa will continue supporting trade unions and educating Catholics on political ethics and morality.

This was said in Pretoria yesterday by a spokesman for the Catholic Bishop's Conference. He was reacting to recent reports that Pope John Paul II had banned priests from taking part in movements of a political or trade union nature.

The spokesman pointed out that at a Press conference after a plenary session of the Catholic Bishop's Conference last month Archbishop Dennis Hurley had urged South African priests to be politically involved.

Archbishop Hurley, who is presently overseas, told the Press conference the church's role in politics was "indispensible" when it came to "ethics and political morality."

The statement continued "Our role is to exercise whatever influence we can to produce what the church considers a good political arrangement with regard to justice and basic human rights."

The spokesman said nothing had changed since the statement. The Pope's urging was directed mainly at priests in Latin America.

"Archbishop Hurley drew attention to the fact that it was necessary to distinguish between the pursuit of political power and the education of people in political morality," the spokesman said.

Archbishop Hurley's statement had also backed trade unionists in South Africa, several of whom had spoken at the plenary session.

The spokesman said the capitalist system had become "inhuman, heartless and destructive" and the bishops conference was convinced the cause of trade unions in South Africa was right.
Unions meet in shadow of police action

By STEVEN FRIEDMAN
Labour Reporter

THE entire emergent black and non-racial union movement is to gather in Johannesburg next month for a second summit meeting, against a background of intensive police action against the unions.

It is understood police action against unionists prompted moves to hold the summit earlier than was originally planned.

The unions held their first-ever summit in Cape Town last year.

The second summit on April 24 and April 25 is planned as an attempt to consolidate union unity.

In another development, the emergent union movement yesterday endorsed a statement condemning detentions of unionists and calling for the scrapping of security laws.

The unions represent an estimated 200,000 workers.

In a statement announcing the meeting yesterday, union solidarity committees in Natal, the Western Cape and the Transvaal said "in view of intensifying State attacks on the trade union movement, the need for a united union movement is becoming increasingly apparent and we are confident that thus, the second summit, will further promote this unity."

Unions said yesterday they hoped that the meeting would produce a united stance on the official industrial council system, which all but a few emerging unions have condemned and refused to join.

The meeting will also seek a common response to police action against unions and workers.

Although the meeting is likely to discuss proposals for agreements between independent unions not to compete with each other for membership, all sources agree there is virtually no chance of agreement on this issue.

While unions are likely to continue to cooperate on joint action against what they see as Government threats to unionism, close cooperation on the factory floor is unlikely.

In their statement on detentions yesterday, the unions said the authorities' failure to charge detainees after a long period indicated they had no case against them.

They rejected "utterly" explanations given by the authorities for the detentions and expressed alarm about reports of "maltreatment" of detainees.

The unions said their members would not take police action "long-term."
Unwise to ignore unions—Minister

The Minister of Manpower, Mr Fanie Botha, today pointed out that it was not illegal to negotiate with unregistered unions and asked whether it was wise to ignore them when they represented an appreciable part of an employer's workforce.

Speaking at a meeting of the executive committee of the Afrikantsche Handels-en Industrie-unie at Cape Town today, on labour relations and methods and procedures for negotiation with trade unions, Mr Botha said the State did not want to prescribe structures for negotiation.

Referring to unions that did not want to register and registered unions that did not want to be included in the registered legal system, Mr Botha said communication and liaison with them was not prohibited.

He asked whether, if such unions represented an appreciable part of the labour force, it would be wise to ignore them.

Key Role

Mr Botha said that effective and meaningful communication between employer and employee had a key role to play in the goal of healthy labour relations.

Every manager should gain the trust of his employees, identify dissatisfaction and grievances promptly and do something to solve problems.

Distressed labour relations could have far-reaching socio-economic and even political implications and prevention was better than cure, Mr Botha said.

Liaison

In his address, Mr Botha emphasized the importance and necessity of effective and regular liaison between employees and union representatives saying that attitudes, honesty, candour and fairness played big roles.

He said that all levels of management should be involved in the liaison process. Labour relations experts claimed top management in South Africa spent too little time building and maintaining healthy labour relations.
Deadlock

The 400,000-strong metal trade unions and employers yesterday failed to reach agreement on pay negotiations in the metal industries and further talks are to be held on April 14.

Soreham 11/3/82
Minister encourages liaison with unions

The manpower commission was investigating the whole question of communication and negotiation channels at a national level.

All existing legal structures were based on the principle of voluntarism, and the commission, therefore, had no power to interfere from government authorities.

Mr Hotha emphasized that the parties representing employees in industrial councils and consultation boards had to be registered organisations.

But, he said, there were at present certain trade unions that were reluctant to register or, although registered, did not wish to follow the regulations stipulated by the law.

The minister said that if any of the trade unions in the country were not following the regulations prescribed by the law, they could not be regarded as representatives of the workers.

He questioned the wisdom of ignoring the needs of workers belonging to unregistered unions.

The decree was issued in this regard was to ensure the importance of maintaining not only short-term but also long-term peaceful labour relations.

Key role

Effective communication between employers and employees played a key role and “you will neither agree that the cold shoulder of the law and its impersonal machinery of its own cannot be an absolute guarantee of inhuman progress”.

He called on employers to be honest and fair in their attitudes to workers.

Kristel film ban upheld

PRETORIA — An appeal to have the ban on the film “Preserve” lifted in South Africa has failed.

The film stars Sylvia Kristel, recently in South Africa to promote her latest film, “Ladies Chatterley’s Lover.” She is also

Composer Eudne Blake gets into the spirit of things at his 99th birthday party held in New York last month.

Overdose killed actor

Los Angeles - Film actor and comedian John Belushi, whose body was found at a hotel room last week, died of an overdose of cocaine and heroin, the Los Angeles coroner said last night.

The 33-year-old Belushi starred in such films as The Blues Brothers and Me and the Corvette. Police initially said Belushi had apparently died of natural causes — Sapa-Reuters.
State staff crisis: talks are on today

By GERALD REILLY
Pretoria Bureau

A DEPUTATION from the Public Servants Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in the State departments.

Background to the meeting is the 20 000 staff shortage in the service, the "unacceptable" maximum 15% increases for Government workers from April 1, and the fact that dissatisfaction is still rife in the State departments.

The Minister of Labour, Mr Fanile Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate and lack of suitable recruits.

Senior public servants said yesterday the resignations in the service would continue unabated this year in spite of the pay rise.

Vital services, they said, were threatened because of a lack of qualified and experienced staff.

The position was particularly critical in the offices of the Commissioner for Inland Revenue where big delays in collecting taxes were being experienced.

The financial spokesman for the PFP, Mr Harry Schwarz, has questioned the Minister on allegations of GST losses as great as R900 million because of a lack of tax inspectors.

At today’s meeting in Cape Town the PFA delegation is expected to seek assurances that a resolution taken at a special meeting of the association’s executive committee in February, that the pay gap between the public and private sectors sectors be significantly narrowed over a programmed period of three years, will be carried out.

The alternative, especially when the country starts climbing back out of recession, will be increased resignations and a critical deterioration in at least some key State services, it is claimed.

Still ranking with State workers is the fact that last year’s increases of about 12% failed to compensate for the rise in the cost of living.
Civil service pay crisis talks in City

Own Correspondent

PRETORIA. — A deputation from the Public Servants' Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in State departments.

Background to the meeting is the 20,000 staff shortage in the service, the "unacceptable" maximum 15 percent pay increases for government workers from April 1 and the fact that dissatisfaction is still rife.

The Minister of Labour, Mr. Fanie Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate, and lack of suitable recruits.

Collapse

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Narrowed

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Still wrangling with State department workers is the fact that last year's increases of about 12 percent failed to compensate even for cost of living rises.
Public service body may get more clout.

The declaration made by the Government of India in Parliament last week that the Ministry of Defence, Army, Navy, and Air Force would be merged into a single public service body will be followed by the creation of a separate body for the armed forces. The decision was taken in order to improve the functioning of the armed forces and to ensure better coordination between them.

The Prime Minister announced that the decision would be further discussed with the states and that the final decision would be taken after consulting the states. The announcement was also made to ease the problems faced by the armed forces in the current political climate.

The decision is expected to have a positive impact on the functioning of the armed forces and to improve their efficiency. The government is also expected to announce measures to improve the recruitment process and to ensure better retention of personnel in the armed forces. The government is also expected to announce measures to improve the living standards of the armed forces personnel.
Creating unity

Attempts to forge unity within the emergent black and non-racial trade union movement will be taken a step further next month. Union leaders representing about 200,000 workers will hold their second summit meeting.

The first meeting, held in Cape Town in August last year, was one of the most significant events in SA's turbulent labour arena during recent years. Among the participants were the General Workers' Union, the Federation of SA Trade Unions (Fosatu), the Food and Canning Workers unions, the Council of Unions of SA (Cusa) and the SA Allied Workers' Union.

The union leaders pledged joint action to resist arbitrary moves by government and expressed opposition to the official collective bargaining system. The very fact that this meeting could be held is remarkable. Some of the unions are competing with each other for worker support and there are also important differences over matters of policy. For example, some of the unions are registered, while others are refusing to apply for registration. It appears that police action against unionists has resulted in the second summit being held earlier than was originally planned. Union sources say it will be held in Johannesburg on April 24 and 25 and be used to consolidate union unity.

However, there seems little chance of an accord being reached on this issue. Some unionists have in the past been pessimistic about the chances of friendly relations being maintained between unions in the movement. However, it is significant that they are now emphasising their commitment to creating greater co-operation between the unions.

Unions in the movement have, meanwhile, issued a joint statement condemning the detention of unionists. "In view of intensifying State attacks on the trade union movement, the need for a united union movement is becoming increasingly apparent," the statement says.
Civil servants want power to bargain

JOHANNESBURG — The Association of Civil Servants has asked the new Minister of State Administration, Dr Gerrit Viljoen, for increased negotiating powers.

The chairman of the association, Dr Colin Cameron, said talks on the implementation of the full programme for the reconstruction of the civil service had been held with Dr Viljoen and the Commission for Administration.

The association's representatives were told a new deal for the civil service would be hammered out in consultation with the association.

Dr Cameron said personnel groups, such as clerks and technicians, were in a poor position and the association had asked for an improvement.

Problems in connection with housing were also discussed in the light of the Prime Minister's announcement that assistance was envisaged as from next month. — Sapa
Politics in unions is out, says PM

NEW YORK — South Africa would encourage private companies to talk to trade unions representing black workers but any improper political activities by unions would be stopped.

This was said by the Prime Minister, Mr PW Botha, in an interview with Business Week magazine this week.

Mr Botha said "The right of workers to organise and deliberate on working conditions must be accepted".

But he added "If trade unions allow themselves to be exploited by outside political forces, the ordinary measures of orderly government will be applied".

Asked by Business Week's Africa bureau manager, Mr Jonathan Kapstein, why many black trade union leaders had been detained by police, Mr Botha said the action was not against union leaders but against individuals.

"We have certain measures that we apply against anyone, trade union leaders or others, either white or black, who want to undermine the security of the country," he said.

Mr Botha said South Africa's programme of setting up separate homelands for blacks would continue despite the defection of some Rightwing members of his National Party.

It was absurd to call the homelands dumping grounds or a method of separating the races. Homelands were self-governing states on their way to independence.

In reply to criticism of apartheid, Mr Botha pointed to South Africa's prosperity which, he said, attracted people from surrounding countries.

"How do they explain the fact that more than 500,000 people from all over southern Africa are trying to live in the Republic of South Africa?" he asked. "Our problem is to get them back to their own countries."

Asked about the threats facing South Africa, Mr Botha said the country was threatened by communist agitation and "interference by the international community, consisting of do-gooders and some media who believe they can preach to us on how we should practise our political life."

Coach trips' switch

SALISBURY — Coach trips from Salisbury to Johannesburg will be rescheduled as a result of the sunset to sunrise curfew on the Bulawayo-Best Bridge road, imposed after a car was ambushed on Wednesday night.

A statement from Express Motorways said that from Monday the coach would leave Salisbury at 9pm instead of 6pm on Mondays, Wednesdays and Fridays.

There would be an hour stop in Bulawayo, making a 4-hour difference in the time of arrival at Best Bridge.

The general manager of Express Motorways, Mr William Th omas, said the changed times would remain in force "until further notice."

Last night's departure for Bulawayo was still to be 6pm, but there would be a 3% to 4-hour wait in Bulawayo. Return journeys from Johannesburg would also be delayed — Sapa.

Out of black Bok

said his department did not deal with the matter as it was "too administrative."

At the centre this week Mr Johan "JC" Engelbrecht said Swasa should be given a chance to practise "to the full" before going to the United States.

"But there is a Rightwing element at the centre, and it will therefore be better for him to practise when whites are not around."

Most of the members of two Railways volley-ball teams did not want to hear of Swasa practising at their centre.

They pushed the Rand Daily Mail reporter and photographer out of the centre saying the union is to call a boycott of the company's products.

The 6,000,000-member International Chemical and Energy Workers' Federation has pledged support for the boycott.

Mr Groeneveld yesterday released an extract from a telex message to Posta's Chemical Workers' Industrial Union, Dr Rupert's personal assistant, Mr J H Groeneveld, said Rembrandt was not involved in the management of Hekkel.

Woman drunk before death

DURBAN — A 59-year-old woman was shot and "horribly drunk" some hours before her husband allegedly stabbed her to death, the Durban Regional Court heard yesterday.

Mr Carl Peter Dalkoske.

Rembrandt refuses request by union

BY STEVEN FRIEDMAN
Labour Reporter
DR ANTON Rupert's Rembrandt Group this week rejected a request by a union that the group intervene in a dispute at Hekkel, which faces a worldwide consumer boycott from today.

In a telemessage to Posta's Chemical Workers' Industrial Union, Dr Rupert's personal assistant, Mr J H Groeneveld, said Rembrandt was not involved in the management of Hekkel.

The union is to call a boycott of the company's products.

The 6,000,000-member International Chemical and Energy Workers' Federation has pledged support for the boycott.

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Botha's attitude on black unions

Weekend Argus Bureau
NEW YORK — South Africa said this week it would encourage private companies to talk to trade unions representing black workers but any improper political activities by unions would be stopped.

The Prime Minister, Mr. P. W. Botha, told Business Week magazine in its April 5 issue: "The right of workers to organise and deliberate on working conditions must be accepted."

But he added: "If trade unions allow themselves to be exploited by outside political forces, the ordinary measures of orderly government will be applied."

Asked by Business Week's Africa Bureau manager, Mr. Jonathan Kapstein, why so many black trade union leaders had been detained by police, Mr. Botha said the action taken was not against the union leaders but against individuals.

SECURITY

"We have certain measures that we apply against anyone, trade union leaders or others, either white or black, who want to undermine the security of the country," Mr. Botha said.

It was the Prime Minister's first interview with a foreign news magazine in three years, Business Week said.

Mr. Botha said South Africa's programme of setting up separate homelands for black Africans would continue in spite of the defection of some right-wing members of his National Party. We shall not be retarded in our efforts because of the breaking away of a few Members of Parliament," he said.

Mr. Botha said it was absurd to call the homelands dumping grounds for blacks or a method of separating the races. He called the homelands national states which were self-governing states on their way to independence."
Strike safety valve sought for 14,000

A war has to be decided in which Johannesburg City Council's 14,000 black migratory workers who are not members of a trade union can be involved in a genuine negotiating system, said Mrs Janet Levine (PPF, Norwood) yesterday.

Applying measures to reach party in conditions of service for all race groups, Mrs Levine said the council needed to adopt new parameters for its future industrial relations. With a workforce of 21,000, the city council is one of the largest employers in Johannesburg — but two thirds of its manpower is not allied to a trade union.

While it is obligatory for most of our white employees to become members of a union, the same does not apply to blacks. This is a major bone of contention.

Mrs Levine said it was imperative for the council to open lines of communication with its non-trade unions.

"We cannot ignore the labour unrest of the past year. If our black workers reject the industrial council's negotiating mechanism then the council must find her solution."

Failure to do so could lead to labour unrest which, said Mrs Levine, would be the management committee's fault.

Management chairman Mr Francois Oberholzer said labourers were loath to become union members, preferring direct contact with officials.

Describing the black trade union movement as an evolutionary process, he appealed to PPF members to help the council avert racial conflict.

"We must force a labour umpire if we insist that blacks join a union.

Stressing the importance of industrial peace, Mr Oberholzer warned "strike action is the most powerful weapon which our black workforce has, and we must be careful not to create the climate which will provide the opportunity to use that against us."

— B. D. C. X. 13th April

Jo'burg 'yes' to ambulance plan

Johannesburg's City Council last night accepted a recommendation — first suggested more than 20 years ago by a commission of inquiry — that its ambulance service become provincially controlled.

This means a saving of R1 million for local residents and heralds one in a series of additional sources of revenue for the municipality from provincial and state coffers.

Mr Simon Chilchik (PPF) Hillbrow.

SUNLIGHT LIQUID
Your Hyper dishes up extra Hyper-savings!
Tucsa union may attend summit

JOHANNESBURG — In an unprecedented move, a major Tucsa-affiliated union, the SA Boilermakers Society, has put out feelers about attending the summit meeting of emerging trade unions to be held here next month.

Relations between the emerging union movement and Tucsa have been tense for some time. They deteriorated dramatically after a statement by Tucsa's general secretary, Mr. Arthur Grobbelaar, in which he attacked the protest which followed the death in detention of Dr. Neil Aggett.

A decision by a Tucsa-affiliated union to attend the summit would therefore herald a dramatic new turn in attempts to forge union unity.

But indications are that the union may not be allowed to attend the unity meeting because of anticipated objections from some unions.

One union source said however, that there was a possibility of the union being invited to attend on condition it agreed to publicly distance itself from Mr. Grobbelaar's statement and from Tucsa.

The Boilermakers' general secretary, Mr. Ike van der Watt, has confirmed that he had "put out feelers" to emerging unions with a view to attending the meeting.

It was not a formal approach — we merely wanted to get an idea of what the likely reaction would be. My impression was that we would not be welcome. However I intend to continue with efforts to forge union unity across the entire spectrum," Mr. van der Watt said.

Mr. van der Watt is a Tucsa vice-president.

A senior emerging union source has confirmed that he had been approached by Mr. van der Watt on behalf of his union and also confirmed that the approach had been tentative rather than a firm application.

"My impression was that they wanted to attend in order to find out what our thinking was and to see if there was room for co-operation," he added.

The source said he had no objections to the Boilermakers attending the meeting and added that the bigger union groupings such as Posa, Tucsa and the General Workers' Union were unlikely to object.

"But I fear that some of the newer unions would refuse outright to attend a meeting attended by anybody affiliated to Tucsa," he added.

Another source endorsed this view but added that a "possible solution" was to invite the union to attend if it rejected Mr. Grobbelaar's statement or distanced itself from Tucsa.

"It is not this union people are opposed to — it is Tucsa, particularly after its attitude to the Aggett protests," he said.

— DDC
It's wait and see for civil servants

Chief Reporter
South Africa's public servants are waiting to see how they will benefit from the new policy of pay differentiation to be introduced this year.

Mr R H Landman, general manager of the Public Servants' Association, said civil servants had already been notified of the size of their April increases which are roughly equal to the cost-of-living index over the past year — about 14 percent.

Black, coloured and Indian public servants will receive slightly higher increases as part of the Government's policy of closing the wage gap.

Mr Landman said public servants were satisfied with their increases, but were watching how the principle of pay differentiation between various professions would be applied.

The Commission for Administration is investigating how to attract new public servants to professions that are suffering a desperate shortage.

This could affect categories such as teachers and nurses as well as other professional people who are in such short supply.

Mr Landman said the availability of funds would determine whether special pay increases for professions would be made retrospective or would be paid after the adjustments were made.
Members' Cue

New bill 'would back' P-M's policies

In the House,ぽIt turned out the bill would back P-M's policies. The former House of Assembly endorsed the police department's policies. The police department, under the leadership of the Minister of Public Safety, has been proactive in addressing crime. The bill, if passed, would provide the police department with the necessary resources to continue their efforts.

Suzman — Curb police action

On unions, Thursday, April 1, 1982

Lower power tan

ficd
Aggett's death a symbolic loss, says envoy

By

OWN CORRESPONDENT

JOHANNESBURG. - The death in detention of trade union leader, Dr Neil Aggett, and other detentions without trial cast a "deep shadow on development which was watched with acclaim and optimism abroad" the German ambassador to South Africa, Dr Ekkehard Eckhoff, said yesterday.

Dr Eckhoff, who opened the German pavilion at the 1982 Rand Show, spoke of how the Foles found expression of their aspirations in the free trade union movement.

"A similar movement of promising trade unionism is on the way in South Africa. We have welcomed the reforms which have made this possible," Dr Eckhoff said.

He said he feared the threat of these reforms would be lost if leading trade unionists were detained and banned.

"We said it was also a serious setback for all those who were striving for a better political and economic climate to ensure a promising future for the country. And it is a discouragement also for all those who have at heart peace and better relations between South Africa and the rest of the world."

Problem club

Dr Eckhoff also said it seemed South Africa was about to join the "club of countries with economic problems", because gold and diamonds had lost their money-making reputation.

He said constitutional proposals which the President's Council were to publish shortly were looked forward to with great expectations.

"My country will appreciate any substantial steps on new avenues of consultation leading to co-operation with other race groups. Let me confess that instead of this formula I rather prefer the Prime Minister's authorized version of "healthy power sharing."

Trade

The ambassador concluded by saying peace and a better mutual understanding would further economic development in this country and for its trade with the outside world.

The South African Pavilion was opened last night by Mr Brand Fourie, Director-General of the Department of Foreign Affairs and Information. Members of the Royal Swaziland family and other dignitaries were in attendance.

The image

Mr Fourie said the task of his department was to carry the image of South Africa to the rest of the world.

"This is a true reflection and not propaganda and the outside world have to come to their own conclusions to what is shown in practice," Mr Fourie said.

He said the natural resources of a country which were inherited were not what made a nation but a nation was made by what man achieved.

"We try to move forward all the time. We can only project the country's real image if we show how we as a nation strive to work," Mr Fourie said.
HOUSE OF ASSEMBLY

— The government was not against trade unions and no union was forced to register, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Replying to the man-power budget vote debate, the Minister said: “We have no problems with unions. We have problems with certain militant people who try to lead unions in the wrong direction. It is union members who must decide who their leaders are. They must beware of militants.”

Unions were meant to achieve better working conditions for their members and not “to be used as a tool in the liberation struggle,” as someone said to him.

“I hope the day won’t come that unions are used by certain people to sow unrest. There is no feeling on the part of the government against the existence of unions and against the large number of unions which play a useful role in our economic life.”

Earlier in the debate, Mr Botha said South Africa had performed dramatically in the field of labour stability and peace among its 5.5 million factory and service workers last year.

There had been a period of adjustment and reform in labour relations over recent years which could now be considered complete.

Stability and peace in the labour field could be measured by the fact that 12 new labour unions were established last year while 246,000 workers of all races had officially entered the registered labour market.

The government could look back at a few years in which the basis for labour prosperity and peace had been laid.

“It has been worthwhile and the results are such that we can feel satisfied,” he said.

The government was faced with the difficult task of bringing first and third world workers together without the third world workers being put in a situation of neglect in the fact that last year 1,440 additional artisan training contracts were entered into.

The private sector had trained an additional 76,000 workers.

“A total of 133,000 additional people were trained last year,” Mr Botha said.

“We could hardly train any more if we wanted to,” he said.

Productivity had shown equally dramatic improvements and as far as employment was concerned, the fact that there were 24,000 fewer unemployment payments than the previous year illustrated progress.

“We experienced success because there was confidence in what the government set out to do and because we had cooperation from all sides,” he said. — Sapa

No. of Answer Books handed in
Aantal antwoordboeke ingelower

1. Candidates must not use both sides of the paper for their answers. The left-hand pages may be used for rough work, but the examiners will only give credit for answers written on the right-hand pages.

2. Candidates are reminded to indicate their names on all loose sheets accompanying an answer to an examination question.

3. No candidate may have with him in the examination room any books or notes whatsoever unless specially instructed by the Registrar by written notice to bring such with him, when he may take into the room the books indicated but no other books or notes.

4. A candidate attempting to help or obtain help from any other candidate, or having any unauthorized books or notes in his possession will be liable to be disqualified and to be further dealt with as may be determined by the Senate.

5. A candidate must not take out of the examination room any examination books supplied by the University.

6. Pages must not be extracted from this book.

1. Eksamenantwoorde mag net aan ééna kaart van die papier geskryf word. Klasker mag op die agterkaart van 'n bladsy gepoen word, maar die eksamensal vir eksamenboeke alleen in aanmerking nemt wat op die voorkaart geskryf is.

2. Kandidaat moet in hul hande namens alle boeke wat 'n antwoord op 'n eksamen vraag ver- gee, te skryf.

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4. 'n Kandidaat moet probeer om 'n ander kandidaat te help of om hulp van 'n ander kandidaat te verkry, of wat ongoedgedeelde boeke of aantekeninge in sy bezit in die eksamensal het, stel homself bloot aan dié oordeel en soms verdere stappe as wat die Senaat nodig mag ag.

5. Geen eksamensalrie deur die Universiteit ver- skaf, mag uit die eksamensalrie weggeneem word nie.

6. Geen bladsye mag uit hierdie eksamenboek geskoon word nie.
be used by the government. The workers and employers should be carefully selected to create a genuine interest in the new political

Mr. Botha, in turn, accused Mr. Le Roux of making "false and unfounded" statements. He claimed that all the investigations had been carried out by independent commissions. Mr. Le Roux replied that it was only natural that there should be real urban threat, and that complaints for political reasons could be treated as such.
Botha denies responsibility for detention of unionists

Political Staff

HOUSE OF ASSEMBLY — The Minister of Manpower, Mr. Fanie Botha, denied in Parliament yesterday that his department had been responsible for initiating police action against trade unionists.

Mr. Botha was replying to a scathing attack by the PFP's chief labour spokesman, Dr. Alex Boraine, during the budget debate on the manpower vote yesterday.

Dr. Boraine lashed out at the government's "brutal and archaic forms of repression and victimization of labour leaders" and called on Mr. Botha to intervene.

Mr. Botha said in reply that his department could not interfere in the affairs of other departments.

Difficulties

No action

An approach by the government to negotiate with the unions, which was described by Mr. Boraine as being "stuck in the nose of negotiations," had been rejected by the government. Mr. Boraine said that the system of detention was necessary for follow-up work.

But he said that no unionist had been "approached" on the order of the Department of Manpower.

Earlier in the debate Dr. Boraine drew an immediate protest from the government benches with his allegation that the government was applying "brutal and archaic forms of repression" in the labour field.

"Dr. Neil Aggett was a trade union leader when he was sent to prison," he said.

"But he said that the rash of detentions, bannings and general harassment of many union leaders had reached crisis proportions and that the credibility of the Department of Manpower was now at stake.

"For the sake of labour peace in South Africa, the police must get out and stay out and leave industrial negotiation to management and labour," Dr. Boraine warned.

All labour leaders and trade unionists who are now detained without trial must be released immediately — not only because the system of detention without trial is barbaric but also to regain union confidence and to prevent the growth of militancy.

Dr. Boraine said that while the opposition welcomed the labour reforms in recent years it was "extremely foolish" to liberalize laws and then use the security apparatus to negate them.

Severe blow

"The death of Dr. Aggett in detention and the hospitalization of Mr. Tobias Maluleke and Mr. A. Khumalo of SAWU are not only tragic and wrong, but has dealt a severe blow to years of enlightened work by this department," he said.

"It is simply not good enough for the minister or his department or the government saying that it detain individuals and not unionists."

"No-one believes that anymore. Black unionists believe that there is a deliberate vendetta against them."

"Employers too are concerned that detentions and bannings often rob them of anyone credible to negotiate with during disputes," he said.

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is standing out

Black Education

not Labour leaders, says Nat

Terrorists and saboteurs –

Ag. 24/08/82
**GENERAL NEWS**

**Big firms 'plotting against workers'**

By Drew Forrest

Employers in the mining and metal industries are working together to undermine established trade unions for skilled workers, a leading registered trade unionist claims.

To 'prepare the battlefield in their favour' the employers are seeking to buy off unskilled and semi-skilled workers, says the general secretary of the SA Electrical Workers Association, Mr Ben Nicholson.

Writing in the union's journal, Power, Mr Nicholson said this year's wage negotiations in the metal and mining industries had indicated a great degree of collusion between the two sets of employers.

"This is hardly surprising, since the tentacles of the octopuses which some giant corporations have become stretch into all sections of the economy," he said.

Wage talks in the metal industries had shown that employers were no longer concerned with meeting the demands of skilled workers, Mr Nicholson said. Instead, they were prepared to go to maximum lengths to appease demands made by those claiming to represent unskilled employees.

In an agreement reached this week, metal employers granted minimum wage increases ranging from 16 percent for artisans to 26.5 percent for unskilled workers.

In the mining industry, where the Chamber of Mines and artisan unions are in dispute over wages, Mr Nicholson predicted that unskilled workers would be made a similar offer to that made to their metal industry counterparts.

His allegations were denied by the director of the Steel and Engineering Industries Federation, Mr Sam van Coller, and a spokesman for the Chamber of Mines.

"We greatly value our relationship with the established unions," Mr van Coller said.

The preparation of the employers' offer in the metal industries' wage talks was a "participative exercise," involving many employers, and this precluded collusion of the kind alleged.

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**WARNING**

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with anyone except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Union hopes rise for end to mines dispute

The conclusion board appointed by the Minister of Manpower to resolve the wage dispute in the mining industry is to meet next Thursday. Trade unions representing about 20,000 white miners will meet the Chamber of Mines representatives in a bid to settle the dispute recently declared by the unions. Union sources said that at a meeting last week the chamber indicated that its earlier offer of a 5 percent pay increase was not final. But there was little sign that employers were willing to approach the union demand for a 15 percent rise they added.

A union member said that week's settlement of the wage dispute in the metals industries had raised hopes for agreement on the mines.

Police threaten soccer ban

The Star Bureau

LONDON — Police may soon have to bar some soccer matches as a threat to public order. Police Federation Chairman Mr. James Jardine has warned.

Mr. Jardine said "The game is not above the law if it can't put its house in order then the law will have to do it."

Speaking at the federation's conference at Scarborough, Mr. Jardine commented on Tuesday's football riot when Leeds fans tried to wreck the West Bromwich ground.

"The football club itself will wring its hands and say it is nothing to do with them, they were not true supporters. But the sad truth is that almost every important football match these days represents a threat of crowd violence and probable riots," said Mr. Jardine.

He suggested clubs with violent fans should be put out of business by making it too expensive for them to afford police presence at riot-threatened games.

Aborigines want blacks at Games

Own Correspondent

CANBERRA — Aborigines have appealed to black Commonwealth nations to come to the Brisbane Commonwealth Games so that they can see the plight of Australian blacks for themselves.

The executive committee of the National Aboriginal Congress (NAC) made the plea this week when it decided it was seeking a boycott of the Games.

The congress is effectively Australia's Aboriginal Parliament and the chief source of advice on Aboriginal issues to Prime Minister Mr. Malcolm Fraser's national government.

NAC chairman Mr. Roy Nichols said "We want the Africans to come back so that we can show them first-hand the appalling discrimination practised against Aborigines and Torres Strait Islanders by the Queensland Government with cowardly sanction by the federal government."

He said the congress regarded the Games as a valid opportunity to let the world know the real facts about racism and discrimination in Australia — particularly in Queensland.

Aborigines had been trying for years to get the national government to act positively to end mistreatment, he said.

Teach Fund donations

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Unions meet in bid for unity

IN AN attempt to restore unity within the trade union movement, black and non-racial trade unions are to hold a two-day summit at the Wige-
spruit Fellowship Centre, Roodepoort, this weekend.

This vital summit follows the one in Cape Town last August that was at-
tended by leaders representing more than 12 000 workers.

The Wigespruit summit takes place during a crucial time in the history of trade unionism, when police and State action has put fear in the hearts of many, with large scale detentions of labour and other leaders, and follows the death in detention of leading trade unionist Dr Neil Aggett.

BONDS

Aggett's death is being focused on by many leaders as the incentive to seek stronger bonds in the labour movement.

It also takes place during a wave of countrywide strikes and retrench-
ments of workers from major companies, the main action being on the East Rand, where more than 120 000 work-
ers have stopped work in demand for higher pay in recent weeks.

Most work stoppages last year were in reaction to plans for the compulsory preservation of pension benefits. But now most strikes are for higher salar-
ies and in protest over sacked col-
leagues.

SOU DARI TU

According to union sources, the summit will pledge solidarity to resist contrary moves by the Government and will express opposition to the official collective bargaining system.

Some unions are still competing to gain support from workers, and the summit is expected to discuss the possibility of both black and non-racial unions accepting each other and com-
ing to a common agreement to stop competing.

By JOSHUA RABOROKO
Negotiation holds the key

In labour matters, conventional wisdom is that unions try to boost wages during a boom, while in times of recession they become more concerned about job security. Employers in some important industries can therefore be excused for being startled by wage demands confronting them this year.

Many have hoped for modest demands from labour. After all, profits are going to drop as the economy slows down. In addition, foreign markets remain depressed and this year companies have to contend with a tax increase.

Despite this, wage increases ranging from 50% to 100% are being demanded by unions in the metal, clothing and laundry industries and sections of the motor and chemical industries. In many cases, the gap between what unions want and what employers are offering is alarmingly wide. Even in the mining industry, where unions' demands are modest compared with those in several other sectors, the gap is substantial. Unions want a 15% increase (down one percentage point from their initial demand) while employers have indicated that they will agree to a 5% pay rise (up two points from their original offer).

During the past week disputes have been declared by registered unions in both the mining and the metal industries — the first step in the process which can lead to legal strikes. There is no denying the seriousness of this impasse in the two largest industries in SA, other than agriculture.

The deadlock in the mining industry involves eight unions affiliated to the Council of Mining Unions (CMU), which essentially represents the interests of white miners. While unions try to achieve wage increases which counter the effects of a 15.2% inflation rate for last year, mining houses point to the fact that gold has been selling at less than $500 an ounce for most of this year.

Unionists have dismissed the employers' offer as "absurd." Employers, on the other hand, believe that the unions must face economic realities. Sharply declining earnings of gold mines and rising costs mean that there is less money available for wage increases.

There are, however, important differences between this dispute and what is happening elsewhere. It is now three years since government granted trade union rights to blacks. While only a very small number of blacks belong to mining unions, many have been unionised in other industries. Where in the past blacks had little direct say in wage negotiations in these industries, they are now making their presence felt — and the result is discomforting for employers and even some unionists.

There are a number of related factors behind these wage demands:

- The sharp rise in the cost of living in the past year. In most parts of SA the household subsistence level (HSL) for blacks (one measure of the minimum needed by a black family) has risen faster than the consumer price index. The University of Pretoria's Institute for Planning Research has found that the HSL for many blacks on the East Rand, for example, has risen by about 28% in the past year. The average increase for major urban centres during the past year is the highest recorded for a 12-month period since the start of the institute's surveys 10 years ago.
- Wages to close the large wage gap between skilled and unskilled workers. A respected industrial relations practitioner estimates that in many SA industries, for every rand an unskilled worker earns, a skilled worker — an artisan — earns between R6 and R7, and sometimes even more. In Europe this ratio is more realistic, ranging between 1.2 to 1.3. At the other end of the scale, the ratio in the troubled US motor industry is 11.5 — something which obviously does little to encourage skills training and productivity.

He points out that closing this gap in SA is not going to be easy. The shortage of skilled labour during the past boom has resulted in high wages for artisans, and because there is still a strong demand for these skilled workers, their wages will continue to rise. The demand for unskilled labour remains comparatively slack.

To a great extent, employers are suffering the consequences of government policies which for many years prevented or discouraged blacks from entering skilled occupations. "The only way we are going to close the gap is through training, training and more training," he says.
Training is, however, a long-term solution to the problem. In the meanwhile, some employers face high demands. For example, the National Automobile & Allied Workers' Union (Naawu) has proposed that minimum wages be increased by up to 75% as a starting point for negotiations between the unions and employers.

- Black workers' ignorance of economic realities: Some veteran trade unions are having a torrid time convincing black workers that a demand for a drastic wage increase is unreasonable in a period when the economy is entering a period of contraction. "They know nothing about economics," declares one. "But they are feeling the effects of inflation and when they hear that the company they work for has made good profits they get angry. Some are so desperate that even when they are warned that high wage increases can cause unemployment, they don't seem to care."

A recent survey of attitudes to labour relations by the University of Natal's Economic Research Unit has revealed that only 22% of unions believe there is a trade-off between rising wage rates and job creation.

- Intense rivalry between unions: New black and multiracial unions are growing at a phenomenal rate and are penetrating industries traditionally occupied by established unions. High wage demands are a strong attraction to workers being wooed by competing unions.

A fascinating example of this is to be found in the current conflict in the metal industries, which employ about 450,000 people. A vigorous newcomer, the Metal & Allied Workers' Union (Mawu), has been responsible for numerous stoppages in the East Rand metal industry during the past year. An affiliate of the Federation of SA Trade Unions (Fesatu), its membership doubled to 24,000 last year. It refuses to participate in wage negotiations at industrial council (IC) level, preferring plant-level bargaining.

This year the established unions in the metal industries invited Mawu and other unregistered unions to attend the IC wage negotiations. Mawu turned down the invitation. When the established unions met employers they demanded that a R2 an hour minimum wage be implemented by the end of the year. The present minimum is R1.15 an hour. The demand startled employers, but it is interesting to note that a R2 an hour minimum wage is a widely publicised Fosatu goal.

Employers, represented by the Steel & Engineering Industries Federation of SA (Seifsaa), have offered a 25c across-the-board increase. However, this has been rejected by the unions, which have declared a dispute.

Can the official dispute-settling mechanisms resolve the conflict in the mining and metals industries? The procedure is the following: The party which declares the dispute has to ask the Minister of Manpower to appoint a conciliation board. If the Minister refuses to appoint a board, the next step is for the union members to vote on whether to strike. If a board is appointed, it tries to achieve a reconciliation between the parties. Should it not achieve this, the unions still have the option to hold a strike ballot.

This procedure has been effective in defusing some disputes in the past. However, it has not been particularly successful in the mining industry. It has worked best as a forum in sectors where there is a low level of union activity. When it is used to settle a dispute involving well-organised white workers it can, in the words of one observer, merely result in "a rerun of the same issues and actors" who were involved in the original negotiations.

Neither mining and metals industries employers nor the unions doubt that tough bargaining lies ahead.

Will employers in other industries where high demands are being made able to reach an accord with union leaders? Although some employers are alarmed by the size of the demands and fear that workers' expectations are unrealistically high, some observers are optimistic.

Professor Blackie Swart, of the University of Stellenbosch's Institute for Industrial Relations, says he has participated in negotiations where large demands have been considerably modified. Indeed, there are indications that Naawu, for example, is willing to discuss the possibility of its 75% wage increase being phased in over a fairly lengthy period.

There are several other observers who believe that unions may be willing to compromise, providing employers show they are committed to a policy of upgrading black wages as fast as possible. One must not confuse an initial demand in a negotiation with what will be an acceptable settlement, says industrial relations consultant Andrew Levy. Now that black labour begins to make its voice heard, he believes that, for the first time, negotiation is becoming a meaningful exercise in SA.
'Agents' spying on workers for the bosses

Weekend Post Correspondent

JOHANNESBURG — "Secret agents" are infiltrating workers' unions at large industrial companies in South Africa.

Their task is to inform the employers of any labour unrest and to name the ringleaders.

This was revealed this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he had employed had been very successful.

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction.

He said that much of the unrest went on without the knowledge of the management.

"Our job is also to identify the real trouble-makers, not the front men who are usually stooges.

"The trouble-makers can create grievances out of nothing. Workers may be happy and there will be a demand that they strike, and they strike. 

"Often grievances are inter-related with sabotage. We found in one case that workers were over-packing soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company.

"Strong-arm tactics have also been used. We uncovered evidence of a blackleg in Germiston being murdered.

"Many companies have workers councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the management have is when there is a strike.

"Our investigations reveal the grievances, and the ringleaders and we have managed to pre-empt some of the strikes. In other cases management have refused to accept our assessment and then been hit with a strike.

"Once there is a strike or other labour unrest unions move in and take over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers. They are after political power — and they want the grievances to continue."

Mr Griffiths said his company's recommendations were always to solve the grievances.

"Sometimes management have promoted the trouble-makers or transferred them, but that does not solve the problem.

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 75c an hour just so that the union could be recognised.

"Managements must treat staff in a responsible way and find out the causes of their grievances. The old system of labour exploitation is past, and unless managements keep themselves fully in the picture they are going to have serious political problems."

Mr Griffiths said that managements often underestimated the sophistication of their workers.
Key union quits solidarity summit

By Drew Forrest

In a sharp setback for labour unity, delegates from a key emergent trade union stalked out of the conference of independent unions at the weekend.

"The union which quit the summit meeting, the unregistered Motor Assemblers and Component Workers Union (Macwusa), shot to prominence during last year's sympathy strikes in the Port Elizabeth motor industry.

Sources say Macwusa delegates pulled out because they could not agree to closer links with registered unions.

Despite Macwusa's withdrawal, and the fact that the Council of Unions of SA (Cusa) was absent, a joint statement by organisations representing at least 150 000 workers declared the meeting "constructive and successful."

It said regional solidarity meetings would continue and announced that an inter-union committee would meet within two months "to plan for unity on a more permanent basis."

Organisations issuing the statement included Sawa, Fasa, Yowa (Western Cape), the Black Municipal Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union and the General and Allied Workers' Union.
Labour unity hit by summit walkout

Johannesburg — In a sharp setback for the cause of labour unity, a key emergent trade union walked out of the Independent Union Conference at the weekend.

The union, which quit the summit meeting, is the unregistered Motor Assemblers and Component Workers Union (Macwusa) which shot to prominence during last year's unrest in the Port Elizabeth motor industry.

Sources say the Macwusa delegates, including its organising secretary, Mr. Government Zini, pulled out because they could not agree to forge closer links with unions which were registered.

"CONSTRUCTIVE"

In spite of Macwusa's withdrawal, and the fact that the Council of Unions of SA (Cusa) was absent, a joint statement by organisations representing at least 150,000 workers said the meeting was "constructive and successful in strengthening the basis for unity between the independent unions."

The statement was issued by Saawu, Pasatu, Mwasa (Western Cape), the Black Municipality Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union, the General and Allied Workers' Union, the Orange Vassal General Workers' Union and the SA Tin Workers' Union and the National Federation of Workers.
Labour unity hit by summit walkout

Argus Correspondent

JOHANNESBURG. — In a sharp setback for the cause of labour unity, delegates from a key emergent trade union walked out of the Independent Union Conference at the weekend.

The union which quit the summit meeting is the unregistered Motor Assemblers' and Component Workers' Union (Macwusa) which shot to prominence during last year's unrest in the Port Elizabeth motor industry.

Sources say the Macwusa delegates, including its organising secretary Mr. 'Government' Zimba, pulled out because they could not agree to forge closer links with unions which were registered as "CONSTRUCTIVE".

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The South African Transport Workers Union (SATWU) is a professional and regional union formed in 1980 as a result of the amalgamation of the National Union of Transport and General Workers (Sudan) and the South African Railway and Transport Workers Union (SARTWU) by Mr. A. P. Sooki, of

NATIONAL UNION OF SOUTH AFRICA

69
Union summit pledges unity

MORE than 200 trade unionists from all over South Africa pledged solidarity among union members at a two-day summit held at the Wilge- spruit Fellowship Centre over the weekend.

Emotion-charged unionists also condemned the death in detention of leading trade unionist Dr Neil Aggett, detention without trial of several union members and the continued police harassment of labour leaders in the country.

Unions represented at the crucial summit were the General Workers' Union, the Food and Canning Workers' Union and African Food and Canning Workers' Fosatu, the South African Allied Workers' Union, Macwusa, the General Workers' Union of SA, the Black Municipal Workers' Union, the Commercial Catering and the Allied Workers' Union of SA, the Orange-Vaal General Workers' Union, the General Workers' Union, the Cape Town Municipal Workers Association and Mwasia (Western Cape).

It is understood that the Council of Unions of South Africa (Cusa), did not attend the summit, but no reasons were available as to why they did not attend or send delegates.

Items which featured prominently on the agenda were:
- The industrial council
- Report on the work stoppage
- The Rabie and Steyn Commission reports
- The basis for trade union unity, and
- the relationship between trade union and community organisations.

This summit is a sequel to the one that was held in Cape Town last August where the unity of trade unions in the country was endorsed by many unionists.

Union sources say that the meeting rejected the present industrial council system as an acceptable means of collective bargaining.

The meeting recommended that unions that are not members of industrial councils should not enter any industrial council and requested that the participating unions refer this back to their respective unions for endorsement.

Sources say that unions agreed to support each other in the event of any union resisting participation on the industrial council system.

According to union sources the meeting also resolved to continue resistance to bombings and detentions in any way possible and warned that the continuation of this practice could only worsen the already deteriorating industrial relations situation.

Union sources also say that there were strong moves to disband Fosatu and to form a non-racial union that will call for the deregistration of unions, speak-out against the industrial council system, as well as get involved in political issues and community projects.

This, according to sources, will be done because workers in South Africa were subjected to oppressive laws such as the Group Areas Act and the Mixed Marriages Act, deprivation of SA citizenship and the continued increases in house rentals in the black residential areas.

In a statement last night the chairman of the summit, Mr Jan Theron, said that the inter-union meeting was "constructive and successful in strengthening the basis for unity between trade unions".

"The outcome of the meeting is that solidarity at the national level will continue. A committee meeting is to be arranged within two months."

This Union is separate from Domestic Workers Association in Cape Town, but has stated that it will work closely together for their mutual benefit.

(Cape Herald 15/8/81)
523 Dr A L BORAIINE asked the Minister of Manpower:

(1) How many registered trade unions, at the latest specified date for which figures are available, confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons,

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black members did such trade unions have?

The MINISTER OF MANPOWER

(1) (a) 76
(b) 52
(c) 22

(2) (a) 63
(b) (i) 69 788
(ii) 218 295
(iii) 88 800

Note Figures are as at 31 March 1982
Cusa set to join new labour unity drive

By STEVEN FRIEDMAN
Labour Correspondent

THE 45 000-strong Council of Unionsof SA is still to decide whether to back the major union unity initiative launched at the weekend summit meeting near Johannesburg — but it is likely to agree to join in.

This would mean unions representing around 300 000 workers would be backing efforts to seek a more lasting alliance.

In another development, the East Cape-based Motor Assembly and Components Workers' Union (Macwusa), which walked out of the summit, issued a statement slamming the unity move.

Most major emerging union groups agreed at the summit to launch a quest for "a more permanent" basis for unity. Unions at the meeting were confident yesterday of the chances of hammering out a formula.

Cusa did not attend the meeting and has not yet reacted to the new move.

Its general secretary, Mr Pirosław Carnay, said Cusa had not yet received copies of the resolutions taken at the meeting. His union would want to study them in detail before making a decision.

Yesterday, Mr Government Zim, organising secretary of Macwusa, which quit the meeting largely because of its unwillingness to work with registered unions, issued a statement clarifying its stance.

Mr Zim said members of Macwusa and its sister union, the General Workers Union of SA (Gwuasa), had been "optimistic" about progress towards unity after last year's first summit, near Cape Town, because all unions present had "totally rejected" registration and the industrial council system.

It believed that this rejection was the only basis for "genuine unity".

But Mr Zim claimed all but two of the registered unions at the weekend meeting had "suddenly undermined these two principles".

When it was indicated that unions present were seeking a federation "based on the autonomy of unions", Macwusa had rejected this because it meant unions could stay registered if they wished.

Macwusa believed unions should agree on the principle of rejecting councils and registration as "Government control" before any unity moves.

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Membership

PHOTOGRAPHIC EMPLOYEES ASSOCIATION
for a limited group of workers and to close the shop if the demand is not met. In this context, the employers have expressed mixed feelings about the new arrangements.

The employer has, therefore, decided to take action. He has informed the workers that they will have to present a new application to the Minister of Labour, who will then decide whether to grant them the requested permission or not. The employer has also said that he will consider the workers' demands and will consult with them before taking any final decision.

Registration: 1973
Area of Operation: 2000
Address: P.O. Box 6

The table below shows the years and the number of workers employed in the factory:

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Mixed feelings on industrial councils

The table above shows the number of workers employed in the factory from 1970 to 1977. The data indicates a significant increase in the number of workers during this period, with a peak of 550 workers in 1974. However, the number of workers has since declined, with a low of 120 workers in 1970.

The employers have expressed concerns about the demands made by the workers, particularly regarding the implementation of the new arrangements. They have said that they will consider the workers' demands and will consult with them before taking any final decision.

Moreover, the employers have said that they will consider the workers' demands and will consult with them before taking any final decision.
and Building Unions. Mr Ben Nicholson, was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rate.

The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms.

He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

The deadlock in these discussions meant that the workers could legally go on strike, and already some 1,700 workers in the Ref go on strike seeking higher pay. About 380 have been sacked at a Wadenville steel industry.

Many discussions between employers and unions have ended in a deadlock — does this mean that the industrial councils have any future?

Yes, says the president of the Garment Workers’ Union of SA, Dr Anna Scheepers. whose union recently concluded an agreement for over 250,000 workers in the clothing industry.

She has urged workers to fully realize how important the Industrial Council was in winning improved and working conditions for all.

Dr Scheepers says it was vital that union representatives and employers should get around the table to negotiate the new agreement in the industrial council.

It is the job of the council to see that all employers in the clothing industry should carry out the new wage agreement and other benefits.

"This will prove to workers the necessity of an industrial council to see that the agreement made by union and employers is carried out and to administer the benefits in terms of the agreement," she said.

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness.

"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said.

The employer warned that if no compromise was reached between employer and unions on the issues, labour can be permanently scarred. Bargaining on plant level can only be for short-term advantages for a limited group of people.

But Mr Jan Theron, general secretary of the African Food and Canning Workers’ Union, said this system of bargaining should be rejected and his union has refused to serve on them.

Most unions treat the councils with suspicion and do not trust them. Basically the employers are at an advantage in the council because they organise while unionists and workers lack organisation.

Most blacks are unskilled and therefore bargaining for them is often difficult. It is therefore vital that plant-level agreement be reached, he said.

The recent inter-union summit in Witspruit strongly recommended that unions leave the Industrial councils and request that participating unions refer this back to their respective unions for endorsement.

Most unions agreed to support each other in the event of any union resisting participation in the council.

Fosatu also debated this issue at its recent congress and said the industrial councils in their present form were unacceptable.

Unions were not to enter them on terms which were to their disadvantage, and they should begin industry-wide bargaining with the framework of Fosatu’s principles.
Why Macwusa pulled out

THE 10,000-strong Motor Assembly and Component Workers Union of SA (Macwusa) has strongly criticised attempts by union groups to seek more permanent unity among unions.

In a statement to The SOWETAN yesterday, Macwusa and its sister union, the General Workers Union of SA (Gwusa), said they were "pessimistic" about the achievement of such unity following last year's Cape Town inter-union summit.

Macwusa, who walked out of a Wilgespruit inter-union summit last weekend, said they left the meeting because they were unwilling to work with registered trade unions.

In the statement the two unions say that the Cape Town summit had absolutely rejected the Industrial Council system, and yet the registered unions at the Wilgespruit summit had not observed the two principles — registration and industrial council.

Macwusa's organiser, Mr G Zim, said the unions present at the weekend summit were seeking a federation based on the autonomy of unions. His unions rejected this because it meant unions could stay registered if they wished.

He believed that unions should first agree on the principle of totally rejecting industrial councils and registration because these were Government-created institutions and would hamper any progress towards unification of unions.

Mr Zim also said the Government was hoping to unify workers according to their ethnic groups to its own advantage, while relevant organisations wanted to unite the oppressed workers to be able to stand for their rights.

Both the Government and unions were trying to unify the workers but were doing so with different motives.

Registration means that unions would be under the control of the Government, and workers refuse to be party to the apartheid, separate development, migratory labour system, the Terrorism Act and other discriminatory laws in the country, he said.

Mr Zim said his unions were prepared to attend the next summit of unions provided there was a guarantee that registration and industrial councils would be rejected, not only in theory, but also in practice.

Meanwhile a spokesman for the 45,000-strong Council of Unions of South Africa (Cusa), which did not attend the summit, said the union would first study resolutions taken before making a decision on the proposed formation of the federation of unions.

The spokesman could not explain why they did not attend the summit.

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MEMBERSHIP
Labour Day in Soweto.

Mall Reporter

BLACK protests from the Roman Catholic and the Anglican churches will hold services in different parts of Soweto on Sunday to celebrate Labour Day, observed internationally on May 1.

A spokesman for the priests said yesterday that trade union organisations had been consulted and invited to send representatives to address congregations on the rights of the workers. The priests held their usual denominational services.

The spokesman said people were expected to attend services in their daily work clothes, such as overalls, and carry along tools they use at work. These implements would be blessed by the priests.

Randburg man is found dead

Mall Reporter

THE body of a 74-year-old Randburg man was discovered yesterday morning in a car outside his home.

Mr Cornelius Smit, of Plot 234, North Ridgeway, Randburg, was found by his son, Mr J. Smit, at 8am.

Police do not suspect a crime.

MATTER OF

TO CORRECT specific errors of fact, write to the Editor's secretary at 28A Main Road, between 8am and 5pm on weekdays.

If you have more complaints about the Rand Daily Mail these can be taken up with the Mail & Guardian, Mr J. Smit's secretary.

POLITICAL comment in this issue by R.A. Gother, Peter Burke, with inputs from Mano Stuart, headliner and radio host by Paul Horst, written by Dave Anderson and Dave Gould all of 131 Main Street, Johannesburg.

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (SAIRI)

P.O. Box 1118, Johannesburg 2002

SOUTHERN TRANSVAAL REGION

RESETTLEMENT OR DISLOCATION?

A seminar on the so-called resettled communities will be held on SATURDAY MAY 1ST AT 1.30 pm.

IN THE DOROTHY SUSSKIND AUDITORIUM, JOHN MOFFAT BLOCK, UNIVERSITY OF THE WITWITSHAND

140 pm — 2 pm — Slide-Tape THE PROMISED LAND

2 pm — 3 pm — Overview of Resettlement — Mr. GERRY MARE, Author of several books and articles on this subject

3 pm — 4 pm — Discussion

Tea and Coffee and Sandwiches will be served from 11 15 am in the foyer of John Moffat Block. — Charge R1-00

EN-PRECISE FREE — BOOKING: Regional Secretary 724-4441

SOUTH AFRICA

Biornetfontein 13

Durban 18

East London 22

North West 15

Western Cape 17

THE WORST

Amsterdam 8

Athens 10

Brussels 18

Chicago 10

Hong Kong 12

London 10

Los Angeles 7

Miami 22

Moscow 18

New York 19

Paris 10

San Francisco 15

Sonia 10

Stockholm 3

Toronto 3
SA unions take a look at unity

Last weekend, emerging unions launched an attempt to form a permanent working alliance which could have major implications for labour. STEVEN FRIEDMAN assesses this move.

TO MOST emerging unions, unity is a difficult concept. It is not seen as a good thing, but fear will cost them their membership.

All the unions say they want unity, but in reality, it has been a distant goal. They have been accused of being union leaders.

Most observers believe that unity could be achieved only through formal agreements, which would be supported by a significant majority of members.

The Unions and the Government

The unions have been under pressure from the Government to form a permanent working alliance, which could have significant implications for the labour market.

The unions have not been able to agree on a single agenda, and there have been conflicting reports of meetings and discussions.

TheSA unions and the Government have been engaged in negotiations for a long time, with little success.

The unions have been asked to submit a proposal for a permanent working alliance, which could include the following:

1. A formal agreement between the unions and the Government, which would include a commitment to work together on common issues.
2. A mechanism for resolving disputes between the unions and the Government.
3. A commitment to work together on issues of national importance, such as economic sustainability and job creation.
4. A commitment to work together on issues of social justice, such as education and healthcare.

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on Jacob's unrest
flows keep tabs
Spies on Factory
DISPUTES AND SECURITY MEASURES INTERWOVEN IN SA INDUSTRY

BY DESMOND BLOW

Photo: Report 34

Sunday Express May 2, 1993
May Day demos all over world

INTERNATIONAL LABOUR Day — May 1 — was celebrated around the world, including in South Africa, over the weekend.

Special prayer meetings were held in Soweto and a number of other townships.

In other parts of Africa, thousands of workers took to the streets. Celebrations in many cities were marked by calls for improved working conditions, pledges of support for Southern African liberation struggles and warnings of dire economic straits ahead.

Western European and Japanese workers marched against rising unemployment and arms spending, while there were huge official celebrations in the socialist countries of the East.

Zimbabwe Prime Minister Robert Mugabe told a Harare rally that white businesses had promoted blacks only as figureheads; promising to increase worker control of industry.

In Tanzania, thousands of people heard a speech by visiting Mozambican President Samora Machel.
Three leading trade unionists appeared briefly in the Johannesburg Magistrate's Court yesterday in connection with charges under the Terrorism Act.

Mr Thosamile Gqweta, president of the 25,000-strong South African Allied Workers' Union (Sawwu), Mr Sisa Nkela-lana, Sawwu vice-president, and Mr Sam Kikane, Sawwu's Natal-based general-secretary, all appeared before M J van Eeden.

They were remanded to May 28.

According to the charge sheet, the trial of the three has been added to that of Miss Barbara Hogan, 30, of Hunter Street, Yeoville, Mr Cedric Mayson, 54, of St George St, Bellevue and Mr Allen Fine, of Sharp Street, Bellevue.

Miss Hogan and the others are appearing for alleged contravention of the Terrorism Act. Their hearing has also been set for May 28.

All three men were neatly dressed and looked well. Mr Gqweta greeted friends and fellow unionists sitting in the visitors' gallery with a clenched fist salute as he left the dock after the brief hearing.

Address: 201/4 City Corporate, Cape Town 8001

Telephone: (021) 433658

Officials: Secretary: A Frazer

Area of Operation: Western Cape

Founded: 1939

Registration: Yes

1974 affiliated to TUCSA and had disaffiliated by 1977/78 and with other unions formed POSATU in 1979.
Black union numbers soar

HOUSE OF ASSEMBLY
— The number of black members of registered trade unions increased by 359 percent last year to reach 360,000, the National Manpower Commission said yesterday.

This surpassed the 100,000 it estimated belonged to unregistered unions.

The commission, whose annual report was tabled in Parliament yesterday, said the black membership of registered trade unions now constituted 24.6 percent of the total of 1,060,000 people.

It said 56,700 black people were members of registered trade unions in 1980.

Most of the black members of registered trade unions belonged to exclusively black unions.

84,023 black workers belonged to registered mixed unions and 17,006 belonged to four unions which had registered for black members.

"It appears that blacks now form 24.6 percent of the total trade union membership of registered organizations, whites 44.4 percent and coloureds and Asians 31.0 percent.

"Towards the end of 1981 there were, as far as is known, 21 unregistered trade unions in the country, seven of which have applied for registration.

"It is estimated that the membership of the unregistered trade unions is at present nearly 100,000."

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Ice of the worker ‘not heard’

Labour Reporter

TULIP present industrial council system was not in substance a democratic one because it did not allow for rank and file participation of workers. Mr. David Lewis, general secretary of the General Western Union, said yesterday.

Mr. Lewis was speaking in a panel discussion on ‘Collective Bargaining—What System?’ arranged by the Institute of Personnel Management. Also present were Mr. Jack Ross, director of the Cape Chamber of Industries and Mrs. Kate Jewell, assistant director of the Graduate School of Business at UCT and a member of the National Manpower Commission.

"The industrial council system has established a set of practices over the past 60 years which do not allow rank and file participation. It is the workers who are to control the union and it must also have control over negotiation," said Mr. Lewis.

Referring to the series of strikes on the East Rand in the steel and engineering industry, he said the reason was that the voice of the ordinary worker was not heard on the industrial council.

"With in-plant bargaining, employers have a relatively good assurance that the agreement will be accepted," Mr. Ross said.

Summing up, Mrs. Jewell said plant level links were important to the stability of an industry. She said there was a particular danger in South Africa that industrial councils are barely representative of the employers or white and coloured workers who have had no part in their deliberations.

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Minority and Allied Workers Union
Labour Matters FM 28/5/82

Accepting conflict

Initiating a legal strike in SA is a lengthy and arduous procedure. So the Association of Chambers of Commerce of SA (Assocom)

submission to the National Manpower Commission (NMC) last week, recommending that strikes and work stoppages in SA should be "decriminalised," has been welcomed by unionists.

The submission was timely, especially in the light of this week's NMC annual report which noted that SA industry was hit by 342 strikes and work stoppages last year - nearly all of which were illegal.

These involved 83,000 workers and resulted in the loss of 226,554 man hours. However, the majority (75%) were of reasonably short duration and lasted one day or less. The Eastern Cape followed by the PWV area were hardest hit.

Wages were cited as a causal factor in most strikes (48%). Although the average earnings of workers of all groups increased by 20% in the nine months to September 1981, the gap between white and black pay continued to widen, though earnings did outstrip inflation.

The number of strikes last year indicates a dramatic increase over the previous year (207). However, according to the report, although the increase in strikes appears fairly sharp at first glance, (comparison) with other countries shows that the effect it had on the country's production as a whole was still smaller than in most of the developed industrial countries.

Union membership, at present, is nowhere near that of other developed countries. The 200 registered unions, with a total membership of just over 1m at the end of 1981, represent 12.2% of the registered workforce. This compares with unionisation in Sweden of 85%, UK 50%, Germany 38%, Japan 33% and the US 20%.

There were 21 unregistered trade unions with an estimated membership of nearly 100,000 and it is likely that this number will increase. "A number of the new trade unions have indicated that, for the foreseeable future, they will not make use of the negotiating machinery of the Labour Relations Act and consequently will not register," the report notes.

As a result, it seems recognition agreements have become increasingly popular, with an estimated 200 employers entering into them.
Industrial body ‘obstacle to democracy’  

Staff Reporter  
THE Industrial Council (IC) was the parliament of industry. Mr Jack Roos, director of the Cape Chamber of Industries, said in a discussion on the IC system hosted by the Institute of Personnel Management last week.

But Mr David Lewis, general secretary of the General Workers’ Union, said the IC was a serious obstacle to democracy, whereas in-plant negotiations fostered a leadership of rank-and-file working class people.

In support of the system, Mr Roos said the IC was a well-ordered system which should not be undermined by limited, short-term demands.

“The most undesirable aspect of the IC — the exclusion of blacks — has been eliminated.”

Legislation

“Once an IC agreement is made, it carries the full weight of legislation and can be enforced.

“Wage rates on the whole are substantially higher in industries governed by IC agreements than those that are not.

“While ICs do contain certain limitations and adaptions are necessary in a rapidly-changing situation, it is no use throwing the baby out with the bath water.”

“A two-tier system in which collective bargaining operates both at the level of the IC and the shopfloor is unfair to the employer, who then has to conduct two sets of negotiations.”

Mr Lewis said the IC was “a large bureaucratic machinery operated by a few skilled experts.”

“By entering ICs we would be diluting our power. At the shopfloor level employers understand clearly what the consequences would be if no agreement is reached. In an IC situation, the unions don’t carry nearly as much clout.”

Not representative

“The ICs are not representative. How can we sign an agreement on behalf of 500,000 workers when we only represent 20,000.”

“One of our biggest objections would be sitting at the same side of the table of unions who are considerably more antagonistic towards us than some employers.

“The IC suffers from a lack of credibility among workers and is seen as a tool of the bosses.”

“It sets an artificially low rate of pay which is set by the lowest common denominator — the most unsubstantial firms.”

“We are not opposed to multi-plant bargaining, but we set three conditions. The rank-and-file must express themselves, the companies must be logically grouped together and the unions must be speaking on behalf of their members.”
Big jump in number of black apprentices

The number of black apprentices jumped sharply last year to 495 from 82 in 1980, the National Manpower Commission says in its latest report.

The total number of apprentices rose from 30,327 in 1980 to 11,967 in 1981, with the sharpest increases occurring in the building, metal and mining industries and the South African Railways.

The commission says the slow increase in the number of apprentices gives cause for concern, especially if account is taken of the number of apprenticeship contracts in operation.

Interest in in-house training schemes grew further in 1981. The number of training schemes registered for tax concessions rose from 562 to 690 and the number of training centres registered from 82 to 218.

The number of people trained under the schemes rose from 150,174 to 226,344 in 1981, while the number of people attending the centres rose from 25,839 to 77,275.

WHITE PUPILS

The number of white pupils in South Africa last year increased by only 0.84 percent after rising by an annual average rate of 1.2 percent in the previous 10 years. The juggling off is expected to become even more marked in the years ahead.

The same trend is noticeable in the number of coloured and Asian pupils though it is far less marked.

On the other hand, the number of black pupils continued to increase, rising by 4.5 percent last year against an annual average increase of 2.6 percent in the previous 10 years.

Black pupils in matric increased last year to 43,000 from 30,000 in 1980.

The commission says the significance of the economically active black population rose by 1.2 percent in 1981. In this period the development of black trade unionism should not be underestimated.

"Blacks are gaining a non-agricultural sector, substantially improved position from which to base their job opportunities," the commission says.

The number of people employed in the non-agricultural sector, based on sampling, rose from 144,000 or 3 percent in 1981.
Miller says it's NRP policy

Chief Reporter

The elaborate and academically complex wording of the President's Council Constitution recommendations amount to nothing more than the New Republic Party's federal policy, says the NRP's Natal leader, Mr. Rob Miller.

In comment in the latest edition of Volkstem, the official organ of the NRP, he said phrases such as "cosas-riual democracy" and "segmental autonomy" were only the NRP's federal policy.

Mr. Miller wrote that South Africa faced three paths white domination as proposed by the Conservative Party and Horsttige Naasionale Party, power sharing over matters of common concern with group autonomy over exclusive affairs as proposed by the NRP and National Party, or power sharing in a unitary state which would lead to majority rule, as proposed by the Progressive Federal Party.

Blacks had to be included in any constitutional solution.

Trade unions grow rapidly

Labour Reporter

More than a dozen trade unions in South Africa have memberships of over 20,000.

This emerges from a 27-page survey on South African unions between 1970 and 1980 by Miss Shirley Miller for the University of Cape Town's Southern Africa Labour Development Research Unit.

Details of membership and recognition agreements of more than 250 unions are recorded in the survey.

Rapid membership growth for the Federation of South African Trade Unions (Fasatu) is shown — from about 45,000 in mid-1979 to more than 94,000 at the end of last year.

Ovver the 10-year span of the survey, membership of the Trade Union Council of South Africa (Tusca) increased from about 132,000 in 1970 to 361,000 last year.

The membership of the white South African Confederation of Labour showed a decline over the decade — from more than 185,000 members in 1970 to

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such Blacks are employed subject to a notice period of (i) 30 days, (ii) 7 days and (iii) 24 hours.

The MINISTER OF TRANSPORT AFFAIRS

(a) (i) 131518
    (ii) 55809
    (iii) (aa) N/A
    (bb) N/A
(b) (i), (ii) and (iii) The information is not readily available

South African Transport Services' staff associations

667 Mr G B D McIntosh asked the Minister of Transport Affairs

(1) How many staff association members of the South African Transport Services are (a) Black, (b) Coloured and (c) Indian,

(2) whether any conditions have been laid down in regard to membership of such staff associations, if so, what are these conditions,

(3) whether such conditions differ from those laid down in respect of White membership of staff associations, if so, in what respect?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) Blacks 50834
(b) Coloureds 10790
(c) Indians 1247

(2) The S.A. Transport Services do not lay down any conditions in regard to membership of staff associations. However, the conditions laid down by the respective staff associations in regard to membership are as follows:

(a) Blacks—After completion of three months continuous service

(b) Coloureds and (c) Indians—Those on the regular staff establishment upon engagement/appointment and those on the supplementary staff after completion of six months continuous service

(3) Yes, all white employees may enrol as members of their respective staff associations upon engagement.
Non-racial unions co-operate

Representatives of over 200 000 workers from 13 trade unions met in Johannesburg in April this year to discuss far reaching strategies for unity among the non-racial unions.

Workers demanded high wages and control over their own lives which they express as demands for democracy. These demands conflict with the common interests of management and government - increased profit and a secure apartheid state.

To maintain their position, management and state attempt to disorganize, divide and control the workforce.

The state has acted to break worker organisation using the police, army and its powerful security legislation. Wehahn and Riekert have led to amendments in labour legislation, aimed at increasing control and division.

However, these attempts to divide and control have been resisted. The continued growth of the non-racial trade union movement and the forging of working links between workers, community and political groups, have contributed to union strength.

Sound organisation on the factory floor has strengthened workers' bargaining power.

It is against these determined efforts to break organisation, that workers are uniting to increase their power. The first unity conference, held in Cape Town in 1981, outlined union strategy to ensure solidarity amongst the represented unions.

Practising worker democracy, workers' representatives took issues which arose back to the workers of the unions. In this way discussion and planning for the second conference took place.

The second conference, held in Johannesburg, started with the dramatic walk out by Macwusa and Gwusa over the sensitive issue of registration within the industrial conciliation system.

The conference was however, a success. Plans for crucial moves to unify progressive trade unions both registered and unregistered were discussed.

The cooperation gained between unions should result in coordinated planning. This was particularly evident amongst the general unions (organizing across industries) and should minimize competitive organisation.

The next conference is planned for the end of June in Port Elizabeth.

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Trade unions pay tribute to Mavi

Labour Reporter

TRADE unions today paid tribute to Joe Mavi, president of the Black Municipal Workers Union, killed in a car accident in the Free State yesterday.

The unions are the African Food and Canning Workers Union, the Food and Canning Workers’ Union, the General Workers’ Union, the Cape Town Municipal Workers’ Association, the Media Workers Association of South Africa (Western Cape region) and the Federation of South African Trade Unions.

All are members of the local Solidarity Committee, set up after the summit conference of independent unions in 1980 last year.

In a joint statement, they said they were shocked at hearing of Mr Mavi’s death. They described him as a “talented and committed trade unionist.”

INSPIRED

His death is a loss not only to the municipal workers in Johannesburg, but to the working class movement as a whole.

“He was a leader who rose from the ranks of some of the most oppressed workers in South Africa — the municipal workers.”

“He inspired his fellow workers with vision and dedication and rose to lead them in the heroic struggle of 1980, which was put down with such brutality by the Johannesburg City Council and the police.”

“The State has dealt him many heavy blows, but he was never deterred from his aim of building up a confidence and strength of workers in their organisations. He will long be remembered for his outstanding courage,” they said.

The unions urged members of the Black Municipal Workers’ Union to take heart in spite of their great loss and look to the future.

“We assure them of our support. Their struggle is our struggle, the statement said.”

Nats preparing for more defections?

Political Staff

THE Government appears to be preparing for possible defections from the National Party in the Provincial executive committees.

A Bill amending the Constitution Act, which was withdrawn last week, has been reintroduced with an added section giving Provincial Council’s the power to remove any member of a Provincial executive committee, apart from the Administrator, by resolution of the council.

The Bill also specifically prohibits any debate on such a resolution.

The clause is understood to follow speculation that Dr Servas Latisky, MEC in charge of hospital services for the Transvaal, had been considering his position in the National Party.

Dr Latisky, however, quashed the speculation when he remained firmly in the party when the joint caucus meeting of the National Party was held in Cape Town on Saturday.

In terms of the existing law, once elected, a member of a Provincial executive committee could not be thrown out by the councils until the next election.

The Provincial Council system operates differently from the central Government in selecting its executive.

The elected leader of the caucus of the majority party in Parliament is automatically appointed Prime Minister by the State President.

In turn, the Prime Minister chooses his executive.

The Prime Minister can change his Cabinet at any time he wishes.

The Provincial executives are elected by the full Provincial Councils after a general election and hold office until the next general election.

SA link hits art show

Argus Bureau

LONDON. — The North London district of Camden council plans to ban a major exhibition on British mining and art because it is partly sponsored by Barclays Bank.

The council objects to the bank’s interest in South Africa.

An Arts Council official said: “It is rather unfortunate as it is a very important exhibition. At this stage it will be a great problem to find an alternative venue in London.”
Inquest told of Aggett's views on unions

Own Correspondent
JOHANNESBURG — Dr Neil Aggett emphasized his commitment to open, legal and democratic trade unions in a statement to his interrogators, the inquest court here heard yesterday.

He had said "a basic contradiction arose" when the SA Congress of Trade Unions (Sactu) dissolved and went underground, because there could be no democratic control over the policies of an underground union movement.

"A trade union must be open, legal and run democratically," he wrote "it is for this reason that I believe that Sactu (which is aligned to the ANC) is taking a wrong path, although it has a good history."

The statement was read at yesterday's inquest on Dr Aggett, 29, a medical doctor and trade unionist, who was found hanged in his cell at John Vorster Square on February 5.

Books seized

Detective Warrant Officer Lawrence Prins of the security police told the court that books and documents seized from Dr Aggett's home and office at the African Food and Canning Workers' Union had been handed to him.

He had made an inventory of 119 publications which, he believed, related to Dr Aggett's alleged activities.

The list included books and papers by Lenin, Trotsky, the Housewives' League and the Wihahn Commission.

Also included was "Trade Unions and the Struggle for the Liberation of South Africa."

Warrant Officer Prins said he had read sections of the publication and was satisfied the contents were relevant to Dr Aggett's activities.

Dr Aggett's statement was read out by Mr Dennis Kuny, representing the Aggett family after the detective had admitted he did not know the publication was strongly critical of Sactu.

Dr Aggett's statement said "I have read about Sactu, and, as a non-racial, independent federation of trade unions, I think its history is commendable. Our union was itself a leading member of Sactu, and I think it was the correct decision of the membership to affiliate at that time."

"Politics always cuts across trade union matters, particularly in South Africa, where influx control and contract labour directly affect the lives of the union membership."

"For this reason, the alliance of Sactu and the ANC was a valid one in the past. It was also important that the workers had their own organization within the alliance to make sure that their aspirations were catered for."

ANC documents

"However, when Sactu dissolved and went underground, a basic contradiction arose. It is impossible to have an underground trade union, because there can be no possible democratic (word missing) over the policies of that union."

The court heard that when the security police seized books or documents, an inventory is drawn up which the owner is asked to sign.

Three ANC documents were found in a briefcase belonging to Dr Aggett. They did not appear on an inventory which he had signed.

The hearing continues in the Johannesburg Regional Court today.
SA 'becoming vulnerable to labour unrest'

Own Correspondent
PRETORIA — South Africa's economy is becoming increasingly more dependent on black labour, and more vulnerable to labour unrest, according to economists.

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, had agreed, and emphasized that the danger was the misuse for political purposes of a situation where blacks were becoming massively more dominant in the labour field.

Dr Scheepers and the economic sources were commenting on the latest employment figures issued in Pretoria last week by the central statistical services.

72 percent

These show that at the end of last year 72 percent of the country's total labour force was either black, coloured or Asian. The actual figures total 4,988,163, of whom 1,355,300 are white and 2,774,624 black.

Then, in the six major work categories — mining, manufacturing, construction, electricity, transport and communications — 75,7 percent were either black, coloured or Asian.

The total labour force in the six categories was 3,047,578, of whom 648,095 were white and 2,399,474 black.

According to the statistics, the monthly average white wage at the end of last year — R142 — was more than four times greater than the average black wage of R27.

Dr Scheepers said the potential for labour unrest in South Africa was considerable.

This was clearly illustrated by the large number of work stoppages already this year.

Black labour be encouraged to organize either in terms of industrial council agreements or in other ways, and that there was a clear and responsible understanding of what was at stake if the strike threat spread.

"They must be made to appreciate they cannot get everything overnight. Their expectations must be trimmed back to mesh with what is possible in terms of prevailing circumstances."

Unless this was done, overblown expectations could keep the economy in a constant state of uneasiness, if not unrest, Dr Scheepers said.
Two former detainees are to be tried in the Rand Supreme Court for high treason. They are Miss Barbara Hogan, 30, and Mr Cedric Mayson, 53.

They face alternative charges under the Terrorism Act.

A third ex-detainee, Mr Alan Fine, 36, will be tried under the Terrorism Act.

Miss Hogan, of Hunter Street, Yeoville, Mr Mayson, of St George's Street, Yeoville, and Mr Fine, of Sharp Street, Bellevue, were not asked to plead.

Appearing with the three in the Johannesburg Regional Court yesterday were trade unionists Mr Thozamile Gqweta, Mr Sam Kikine and Mr Sisa Njikelana.

The magistrate, Mr M P Fransloo, ruled that Miss Hogan and Mr Mayson were to be tried separately in the Supreme Court on dates still to be determined. Mr Fine will be tried in the Regional Court. They were remanded to June 21 for provisional trial dates.

Detailed charge sheets were handed to the three yesterday.

Mr Gqweta, Mr Kikine and Mr Njikelana were remanded to June 21. They appeared in connection with allegations under the Terrorism Act.

Counsel for the State, Mr W J Hanekom, told the court the Attorney-General had not yet decided what charges would be brought against them.

Charges against the accused

Some of the charges against Miss Hogan are that she:

- Joined the ANC in Swaziland in 1977, agreed to work in the field of labour to further the aims of the ANC, established a communications system with the ANC, using dead letter boxes, post boxes and couriers, learnt a secret ANC code, visited an ANC official, Mr Marcus Schoon, in Botswana on several occasions and conveyed information to him and the ANC and received instructions from him regarding her ANC work.

- It is also alleged that she compiled documents which she handed to Mr Robert Adam in Johannesburg to have transmitted to the ANC High Command in London via Botswana.

Charges facing Mr Mayson are that he:

- Became a member of the ANC during 1977 and 1980, had talks with ANC officials Captain Zenga and Mr Solly Smuts in London in 1978 regarding the dependency of the ANC on London and ANC attitudes to violence and to sabotage, had talks with ANC official Mr Marcus Schoon and South African Congress of Trade Unions (Sactu) official Mrs Jeannette Schoon in Gabarone, Botswana, during October 1980 regarding the ANC attitude towards doing military service in the South African Defence Force.

- He is also alleged that he received tape recordings of speeches by ANC president Mr Oliver Tambo and ANC and Swapo freedom songs from “active ANC supporter” Mr John Selibe, made copies and gave some of them to Mr Auret van Heerden, the Rev C F Beyers Naude and Mr Selibe, received a large quantity of literature from the ANC between 1977 and November 1981 through Cecil Humphreys of the Swedish Embassy in Pretoria and distributed it, assisted several people, including Mr Kleinheider and Mr and Mrs Schoon, to leave the Republic illegally.

- It is also alleged that he had extensive talks with the commander of Umshaka we Soweto, Mr Thabo Mbeki, in London in July 1981. Mr Mayson allegedly agreed to investigate the possibility of involving youth and students in ANC activities, to propagandise the boycott of government-created institutions, to advise people to refuse to undergo military training, to determine targets for reconnaissance and sabotage and to examine the possibility of storing weapons in churches, discussed the formation of ANC area political committees with Mr Jabu Mpetwa, Mr Frank Chikane, Mr Auret van Heerden, the Rev Beyers Naude and someone named only as Norman.

Charges against Mr Fine are that he:

- Compared with Sactu to further the aims of Sactu and therefore the ANC, alternatively, that he took part in ANC activities, that he visited Mrs Schoon in Botswana during 1977 and agreed to obtain information regarding trade union activities and to forward it to Sactu via Mrs Schoon.

- It is also alleged that he learnt a secret code to communicate with Sactu, sent or conveyed information to Sactu via Mrs Schoon during 1977 and September 1981 on various trade unions including the Trade Union Council of South Africa (TUCSA), the Federation of South African Trade Unions (Foutsu), South African Allred Workers’ Union (Sawwu), the Food and Canning Workers’ Union and the Western Province General Workers’ Union, the Fattus and Moms, red meat and Wilson Rowntree boycott campaigns and General and Allied Workers’ Union official Mrs Mary Nietzsche.
Miners clash over pay rise move

By STEVEN FRIEDMAN
Labour Correspondent

DISSATISFACTION among mine underground officials is "ripping" because of the wage agreement their union, the Underground Officials Association (UOA), agreed to sign with the Chamber of Mines, rival union sources claimed yesterday.

The union's general secretary, Mr Doc Coetzee, confirmed yesterday that "some" members were unhappy but said they were "a misinformed minority".

He denied claims that the UOA's Klerksdorp branch had passed a motion of no confidence in the union's leadership for signing the agreement and lashed out at his rivals charging that their meetings were "a three-ring circus".

Late last week, the UOA and the chamber signed an agreement granting underground officials a 5% increase on minimum wage rates — not actual pay.

White mine unions, represented by the Council of Mining Unions (CMU), are demanding a 15% increase and their members are threatening to embark on a legal strike if this demand is not met. The chamber is offering them 8%.

The support of underground officials is essential to white miners if they strike legally — during the 1979 miners' strike officials did miners' work.

Observers therefore believe that the UOA's decision may undermine the bargaining position of the CMU unions.

A CMU source said yesterday that UOA mine unions were "very angry" at the UOA.

The CMU unions also say the UOA agreed with the chamber, that its members will receive increases granted to white miners, if they are bigger.

"This means that they expect us to take up the fight and they will reap the benefits," some CMU members complain.

But they allege that underground officials are unhappy with their association's decision to accept the offer.

"Many underground officials have come to our meetings. They are furious with their association — particularly in areas like Witbank and Klerksdorp," a union source said yesterday.

Mr Coetzee said yesterday the decision to accept the offer was made by a majority of the UOA executive. "It reflected the wishes of most members," he said.

He confirmed that the UOA would approach the chamber to ask for any extra time given CMU unions. "We decided it was better to have 5% now than 10% in two months time. The longer negotiations drag on, the more members lose out.

When our members get their pay packets we will see who is happy and who is not."
Union unity: crucial
July indaba planned

Labour Correspondent

Efforts to weld the emerging — mainly black — union movement into a permanent working alliance will enter a crucial new phase at a meeting planned for early next month.

Union sources said yesterday that earlier optimism about unity prospects has decreased, and some tough inter-union bargaining is expected. But an alliance between the bigger union groupings may still be possible in April, unions meeting near Johannesburg agreed to try and unify.

Only two unions at that meeting — the East Cape-based Macwusa and its sister union, Umguma, refused to take part.

The Federation of SA Trade Unions proposed a tight federation to make emerging unions a more effective shop floor force. Despite reservations among other unions about the Fosa's proposals, they agreed to continue talking.

The plan was for unity discussions in regional solidarity groups, and then a "mini-summit" to formally consider unity proposals.

But no talks have taken place yet in the "solidarity committees".

A union source said yesterday that did not mean unity efforts were dying. The "solidarity committees" were inappropriate — they were only sources of Press statements, the source said.

The July meeting will be "tough" — particularly on the merging of unions to streamline organising efforts. But the prospect of major union alliances still existed, the source said.
Mavi arrests.

Warning

THE Western Cape Inter-
Union Solidarity Commit-
tee has warned of
"serious repercussions"
following the arrest by se-
curity police of more than
200 mourners at a
memorial service in
Soweto for trade union
leader Joe Mavi.

In a statement the com-
mittee condemned the ar-
rests as "intimidation and
provocation."

The committee is com-
posed of the Food and
Canning Workers' Union,
the African Food and
Canning Workers' Union,
the General Workers'
Union, the Cape Town
Municipal Workers' Asso-
ciation, the Federation of
SA Trade Unions
(Fosatu), the Media Work-
ers' Association of SA
(Mwas) and the Commer-
cial, Catering and Allied
Workers' Union of SA
(Cawusa).

The statement says
"Are we not allowed to
mourn our dead or pay
tribute to our leaders?
Thousands of workers all
over South Africa loved
and respected Joe Mavi.

"The action taken
against mourners at Dube
can have serious reper-
cussions. While we ap-
peal to all workers to be
calm and not to be pro-
voked we protest against
police action against
mourners."


Mine unions clash on strikes

By Drew Forrest

An inter-union row has erupted over the refusal of a mine officials' association to back mining unions in the event of a lawful strike.

At the centre of the rumpus is the Underground Officials Association (UOA), which last week broke ranks with other officials' bodies and the Council of Mining Unions (CMU) by accepting a Chamber of Mines offer of a nine percent increase in minimum pay rates.

The CMU is in dispute with the Chamber, which has offered white miners an eight percent rise. A failure to settle at a conciliation board meeting on June 24 could lead to a lawful strike on the mines.

The UOA general secretary, Mr Doc Coetzee, said he would not advise his members to refuse miners' work if they struck.

"The CMU is making a big mistake in demanding 15 percent when the industry is in the doldrums," he said.

"We feel we are doing the CMU a favour by settling early. Now the Chamber can't offer it less than the nine percent we received."

In an angry reaction, a CMU source branded the UOA leadership "scabs who obviously don't know the first thing about trade unionism."

At a meeting in Klerksdorp last night, the CMU chairman, Mr Arne Paulus, told about 1,800 miners — who unanimously rejected the Chamber's offer — that the UOA had not done its arithmetic if it thought a 15 percent demand unreasonable.

Members of the UOA claimed after the meeting there was widespread rejection of the settlement in the Klerksdorp area.

Most officials would not do the work of strikers, they said.
ILO report hits at SA

Geneva - Bribe police are replacing hard-nosed employers as the trade unionists' main foes in many parts of the world, according to the International Labour Organization (ILO).

Reports on workers' rights reviewed at the ILO annual convention in Geneva this month show that beatings, imprisonment and even murder of trade unionists have become common ways for many states to deal with workers demanding their rights.

In his report to the annual conference this year, the director-general of the ILO, Mr. Francis Blanchard, said the successes of the 65-year-old organization were tempered by a marked deterioration in respect for human rights.

In the best-known case, the suspension of the 8.5-million member Solidarity free trade union in Poland and imprisonment of almost five million activists, the ILO demanded and won the right to send its own representative on a fact-finding mission to Poland.

In two special reports this year, the ILO singled out South Africa and Israel for particular criticism.

Black workers are now freer to join trade unions in South Africa, one report said, but flagrant inequalities remain between blacks and whites while police actions against strikers are increasing.

Police were called in to break up strikes once every three days in 1980, it said - Sapa Reuter
Railway reforms "are on the way"

Pretoria Bureau

TRANSPORT Services’ management aims at total equality in all areas between white and black workers by 1987.

The reforms have already started, according to the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers.

"The entire reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees."

Referring to the unregistered General Workers Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions.

“We have 11 unions now, four of them for non-whites. To allow the registration of more railway unions would lead to a chaotic situation. A further fragmentation of workers into more unions would benefit none," he said.

He claimed that the GWU had about 400 railway members in Port Elizabeth and a "few" more in Cape Town and East London. Another unrecognised union had also started operating in Durban.

Mr Zurich warned the GWU to leave railway workers alone.

“The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs happen to be.”

Unregistered unions claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife.

Mr Zurich said the railways administration was committed to a policy of equality among its workers, and a firm start had been made in implementing the policy.

“All problems that have developed over the years cannot be wiped out overnight, and the appearance of maverick unions to represent railway workers can only delay the process of attaining equality.”

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages his own union, the Artisans Staff Association, would refuse to indemnify any more black apprentices.

Mr Zurich will have further talks on the issue with the Minister next week.
PRETORIA—South African Transport Services management aims at total equality in all areas between white and black workers by 1987.

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"Chaotic"

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"The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs."

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife.

"All problems that have developed over the years cannot be wiped out overnight and the appearance of maverick unions claiming to represent railway workers can only delay the process of attaining equality."

"The issue is expected to be referred to at next week’s meeting of the Federal Consultative Council of Railway Staff Associations, and by the general manager of South African Transport Services, Dr Kobus Loubser."

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages, his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices."
Miners face painful choice: strike or jobs

"Most of my friends don't want to strike. They have a job and are earning money to support their families," he said.

There is pessimism among miners following news of drastic cuts at the West Rand Consolidated Mine at Krugersdorp.

In Carletonville, rumours of impending retrenchments on several mines could not be confirmed.

Some men from the Elandrand mine have apparently been transferred to mines in the Orange Free State, and there is also talk of miners at the Deel-Kraal mine being transferred.

Mr. Siegfried Tass, the owner of a beer hall and restaurant patronised by miners, said wholesale retrenchments would drastically affect the town.

"Already I can feel the effect of all this uncertainty. In the past my pub used to be packed with miners at lunchtime. Now only a few come in," he said.

Mr. Tass said the falling gold price had affected all local businesses. "We used to get plenty of workers who did business with the miners but now they no longer come to Carletonville. The miners no longer buy anything from us," he said.

Miners are bitter about the fact that miners have recently employed British and Polish immigrants on three-year contracts.

"When they have to dismiss staff they cannot retrench these people. The older miners with many years of service are told to go," said one miner.

"No matter how many times the government equivocates on the problem, the miners' jobs are inevitably going to be lost if they continue to strike," he said.

Mr. Tass said a member of his family heard the minister had told him he intended buying a farm to protect himself from strikers.

"He said he refused to strike. No one could prevent him from working - even if he had to use force," Mr. Tass said.

Another miner said the only reason to strike was that the union told him he would resign if he didn't do what they said.

"I have a wife and three children to consider and striking plays no part in my life," he said.
The diplomat and the diggers

Rainy day deadlock

By Tony Davis, Labour Reporter

Deadlock in conciliation board talks this week between the mining unions and the Chamber of Mines came as no surprise, because of the gulf between the unions' wage demands and the employers' counter offers.

The eight unions, representing 22,000 white miners through the Council of Mining Unions, had demanded a 15 percent wage increase. But the Chamber of Mines would go no better than nine percent, an increase of one percent over its previous offer.

The conciliation board earlier this month failed to resolve the dispute, as had the regular wage talks held in April.

The talks were dominated by the strong personalities of individuals in the two negotiating teams.

The Chamber of Mines is the vast umbrella body representing nearly all employers in the gold industries.

The main visible authority in the wage negotiations for the chamber is its industrial relations adviser, Mr. Johann Liebenberg.

Mr. Liebenberg is no stranger to wage talks, having been involved in labour matters since 1965, when he was involved with the industrial council for the motor industry.

And he is also no stranger to diplomacy, having worked for the South African diplomatic service in West Germany during the 1960s.

Mr. Liebenberg's appreciation for union interests comes naturally, as his father was once president of the white-member Confederation of Labour and also president of the Artisan Staff Association.

Faced with the refined Mr. Liebenberg and his associates around the negotiating table were the heads and representatives of the eight-member CMU.

The chairman of the council, Mr. Arrie Paulus, who is also secretary for the Mine Workers Union, has made no bones in the past about his or his members' attitude towards the Chamber.

Mr. Paulus, even in his occasional forays into political spheres, has always had the interests of his members at heart. Recent miner rallies have shown the extent of his support and backed his rejection of the chamber's wage counter offers.

Another potent force in the CMU is the SA Electrical Workers Union, secretary, Mr. Ben Nicholson.

The diminutive unionist was away in Europe for the second conciliation board talks but had previously made his views known to the chamber about the wide difference in the two wage figures.

Mr. Nicholson had plenty of practice in negotiating skills from his many years of involvement on industrial councils.

To Mr. Ike van der Watt, secretary of the SA Boilermakers Society, the chamber's eight percent counter offer was totally unacceptable.

He noted that when the gold price was over R700, the chamber granted the large wage increases, but warned that the money should be put away for times of decline in the industry.

"Now the rainy days are here and where is the money?" asked Mr. van der Watt.

Mr. Tommy Neethling is the secretary for the 32,000-member Amalgamated Engineering Union and another opponent of the chamber in the negotiations.

Mr. Neethling said that at the start of negotiations in mid-April, the chamber had said the gold price would not be used as a bargaining lever.
Miners to hold strike vote as pay talks break down

By Drew Forrest

Trade unions representing about 22,000 white coal and gold miners yesterday moved closer to a legal strike when they set a date for strike ballots. The eight unions on the Council of Mining Unions (CMU) decided unanimously at a meeting in Johannesburg to hold joint legal strike ballots on July 7.

The decision, which has no precedent, follows the breakdown on Tuesday of conciliation board talks between the unions and the Chamber of Mines. During this second session of the board, the CMU rejected the chamber's slightly improved offer of a nine percent wage increase on standard rates and productivity bargaining later in the year.

The chamber has accused the CMU of a refusal to move significantly from its earlier demands for a 15 percent increase, while the unions say they are prepared to take any reasonable offer back to their members.

After yesterday's meeting, the CMU chairman, Mr. Arrie Paulus, said notices would be posted at every shaft announcing the date and the reasons for the strike ballot. Ballot boxes would be placed in the Mine Workers Union meeting halls on all gold mines, and at convenient points on the collieries to enable members of various unions to vote at the same time.

Organisers would bring the ballot boxes to a central point in Johannesburg, where the votes from each union would be counted separately — a process which Mr. Paulus said would be completed by 11 am on July 8.

"If the vote goes in favour of a strike and I am convinced that more than 90 percent of our members want one — the CMU will decide on how to proceed from there on," Mr. Paulus said. The militant mood of white miners was the clear message of the countywide report-back meetings held over the chamber's earlier eight percent wage offer, he said.

"The CMU has, however, invited the chamber to contact us at any stage — before or after the ballot — to re-open talks."
Strike may cost fortune in gold

By Tony Davis
Labour Reporter

The possibility of a strike by 22,000 white miners next month holds a dire threat for the Chamber of Mines.

Miners in the gold and coal industries who are represented by the eight unions of the Council of Mining Unions are scheduled to conduct a strike ballot on July 7. The results are expected to be known by noon the following day.

The chamber has seen strike action by miners before. In 1979 members of the Mine Workers' Union voted to strike at the Oakstep mine over the recruitment of coloured workers.

The wildcat strike spread to other parts of the country before it was broken by the chamber and strikers were dismissed.

If a strike takes place next month, it will be a legal strike as conciliation board talks have failed to resolve the wage grievances of the mining unions and the chamber.

But, in terms of the miners' conditions of employment, the situation is the same. Employment contracts are automatically terminated if miners conduct either a legal or illegal strike.

At this stage the chamber and the Council of Mining Unions have adopted an open-door policy for talks to ensure the possibility of further negotiations should the need arise.

In the event of a strike by the eight unions, production in the gold and coal mines would be crippled.

- For the gold mines this means that producers in the Evander, Central West, Stilfontein, Klerksdorp and Orange Free State areas would be affected.
- For the coal producers, production in Northern Natal, the Transvaal and the Free State would be hit.

It is difficult to ascertain the economic costs of such a strike, but a week's strike could cost gold mines about R150 million in lost revenue, based on a figure of R300 an ounce.

A week's losses in the gold industry, however, would be much higher because it could take from a few days to two weeks to get production back to full capacity.

If a majority of miners voted against any form of strike action, this would signal a return to negotiations by the chamber and council.
The Federal Council of the South African Transport Services Staff Associations has expressed concern over efforts by independent fledgling trade unions to institute dialogue with and obtain recognition from the SATS.

In a statement at its half-yearly meeting in Johannesburg yesterday, it however said it was gratified over the strong stand taken by the Minister of Transport Affairs, Mr Hendrik Schoeman, and the general manager of the Railways, Dr Kobus Louws, in not entering into dialogue over the recognition of the unions.

To do so would bring chaos and confusion resulting from the possibility of many unions trying to gain a membership foothold among the SATS staff.

The council said there were 11 registered and recognised trade unions, some of them established in the early '20s, who were experienced and catered adequately for workers of all races employed in the SATS.

Ten of these unions were affiliated to their umbrella organisation, the Federal Council, and it was hoped that the 11th union would also shortly affiliate.

The statement said the council was formed in 1943 and it could boast of decades of achievement and four decades of labour peace in its industry. — Sapa
Macvusa man in the dock

Labour Correspondent

THE Pretoria chief of the Motor Assembly and Components Workers Union of SA, Mr Donne Khumalo, appeared briefly in the Pretoria Magistrate’s Court yesterday charged with incitement to strike.

He pleaded not guilty and the case was adjourned. The prosecution follows a work stoppage at a Pretoria dry-cleaners recently.
GWU out of several industries

Staff Reporter

IN A SIGNIFICANT step towards industry-based organization, the General Workers Union (GWU) resolved at its annual national conference in the City at the weekend not to operate in certain industries.

The GWU constitution was amended to exclude workers in the food and canning, textile and motor assembly industries and the commercial and distributive trades.

A GWU statement said demarcation disputes between unions were the “single greatest cause of division in the democratic union movement” and that the large number of general unions “greatly added to the potential for conflict.”

This fact, and difficulties in co-ordination, had led to the decision to stay out of certain industries.

The GWU offered to help other progressive unions in these industries where it could.

It was also agreed to contact the Metal and Allied Workers’ Union (Mawu) to discuss demarcation issues and general co-operation in the engineering industry.

A request was made to other general unions to follow the GWU’s example and “give serious consideration to the question of demarcation.”

The conference endorsed the move towards trade union unity, calling for unity of all democratic trade unions and the establishment of “mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union.”
GWU offers help to rival unions

CAPE TOWN — In a major boost for unity moves among emerging unions the Cape-based General Workers Union (GWU) has decided to stop recruiting workers in key industries organised by rivals.

It has offered to help "progressive rivals" in these industries.

The industries affected are food, textiles, motor and the commercial distributive trade. The GWU has called on other general unions to do the same.

It has also announced terms for union unity which mean that only differing views on union autonomy separate it and the Federation of SA Trade Unions (Fosatu), whose proposals launched the present unity drive.

These decisions were taken at the GWU's second annual conference held here at the weekend. They come shortly before a second meeting of key emerging unions aimed at cementing a working alliance between them.

The present moves came after Fosatu called for "disciplined" emerging union unity.

This would mean unions would join in a working alliance, be bound by joint decisions — with voting strength determined by size — and would "streamline" efforts by agreeing not to encroach on each other's territory.

In a statement released after the conference, the GWU said it was "strongly in favour" of moves towards the unity of "all democratic unions" and "the establishment of mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union."

It also agreed that each union should "commit itself to a rationalisation of its areas of organisation."

Disputes over who was entitled to organise which workers were "the greatest cause of division" among emerging unions and a proliferation of general workers' unions "greatly adds to the potential for conflict," it said.

The union had also found that its own structure as a general workers union had led to "some difficulties in coordination."

The GWU had thus decided to amend its constitution to exclude the four industries — two of which are organised by Fosatu unions — from its ambit and to "assist where possible" other "progressive" unions in these industries.

It also decided to contact Fosatu's Metal and Allied Workers to discuss demarcating recruitment efforts and to seek "general co-operation."

The GWU called on other general workers unions to "follow this example."

One further condition spelled out by the GWU and which may cause friction is its insistence that "the autonomy of each union be respected at all times."

This may conflict with Fosatu's plans for a "tight federation" of unions.

Major union groups expected at unity talks

JOHANNESBURG — All major union groups which have launched a drive for more permanent unity are expected to attend a key meeting in Port Elizabeth at the weekend to examine the unity drive.

This included the Congress of South African Unions (Cusa) which did not attend a recent union summit meeting near Johannesburg, the meeting's organiser, Mr Jan Theron, said yesterday.

The Port Elizabeth meeting is a follow-up to the summit, which was held earlier this month.

Mr Theron said he had received no indications that any union group would miss the meeting.

He said Cusa, which has thus far been guarded on the present initiative, had specifically indicated that it would attend the Cusa general secretary, Mr Phosho Camay, could not be contacted.

While it is unlikely that any concrete decisions will emerge from the meeting — these would have to be taken at a larger meeting — could give a vital indication of the likely fate of the unity initiative.

Union sources said they felt "fairly positive" about the prospects of a working alliance.

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Unions to discuss alliance at PE ‘summit’

By SANDRA SMITH

THE third trade union “summit” meeting of emergent black and non-racial unions will take place in Port Elizabeth early next month in a bid to weld the union movement into a permanent working alliance.

Discussions at the General Workers’ Union (GWU) national conference in Cape Town last week on the demarcation by unions of their areas of organisation, are expected to provide an important guide for other unions attending the Port Elizabeth meeting.

Unions expected to attend include the African Food and Canning Workers’ Union, the Food and Canning Workers’ Union, the Federation of South African Trade Unions, the Orange-Vaal General Workers’ Union, the Black Municipal Workers’ Union and the General and Allied Workers’ Union.

At the second “summit” in Johannesburg in April, the Eastern Cape-based Motor Assembly and Component Workers’ Union of South Africa (Macwusa) and the General Workers Union’ of SA (Gwusa) marched out of the meeting.

They objected to the fact that delegates began discussing a basis for trade union unity before making clear their stand on union registration and industrial councils.

Macwusa and Gwusa spokesmen said at the time they would consider attending the third meeting if individual union’s clarified their stance on these issues.

Next month’s meeting will give a clear sign of whether permanent moves for unity will “succeed” and tough inter-union bargaining is expected.

A GWU spokesman said the union’s conference discussed the question of GWU’s structure and current moves towards trade union unity.

The related issue of demarcation was also the subject of detailed discussion.

The conference was in favour of the moves toward trade union unity on the basis of, firstly, the unity of all democratic unions and the establishment of “mutually acceptable criteria to verify and monitor the attainment of base democratic practices in each union.”

The autonomy of each union should be respected and each union should commit itself to “a rationalisation of its areas of organisation.”

The GWU spokesman said the conference noted that demarcation disputes between unions were the single greatest cause of division.

The proliferation of general unions also greatly added to the potential for conflict.

The conference resolved to amend its constitution to exclude from the ambit of the GWU all workers in the food and canning, textile and motor assembly industries, and in the commercial and distributive trades.

GWU’s secretary was instructed to contact the Metal and Allied Workers’ Union to discuss demarcation issues and co-operation in the engineering industries.

The conference also requested other general unions to follow this example and to give serious consideration to the question of demarcation.
Anglo call for unions all round

Argus Correspondent

JOHANNESBURG — Anglo American Corporation looks forward to the time when the majority of its workers are unionised; saw the directors in the 1952 annual report.

Among the industrial companies, full recognition agreements were reached with several black unions and further agreements are under negotiation with others. In the mining industry, the most notable development was the signing of an agreement between De Beers Kimberley division and the SA Boilermakers' Union as a result of which blacks obtained collective bargaining rights for the first time in the industry.

SUPPORT

Consultative committees were operating satisfactorily in most group companies and in some have attracted trade union support, indicating that the unions themselves accept that such channels of communication were not in conflict with but were rather complementary to normal bargaining structure.

THOUSANDS of cheering, flag-waving Geordies lined the flight deck of the aircraft carrier Illustrious sailed majestically from her Tyneside home port and welcomed the men of the carrier's 1000-day voyage in letters a foot high. "Well done, Swann Hunter to the men who had worked day and night to

If you had this to sell?
Nearly 22,000 white miners would vote "yes" in the strike ballot being held next week, Commissar of Mining Union chairman, Mr Arne Paulus, warned today.

Speaking after an executive meeting he said more than 90 percent of the members of the white union would support a "yes" vote.

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent them voting.

Mr Paulus said mine managements had threatened that if there was a strike, all the strikers would be dismissed. Some would be taken back selectively.

Mr. Paulus said that if one worker was not taken back in such a situation, the strike would go on.

The Chamber of Mines stated that managements might have drawn workers' attention to the consequences of a strike, but it was wrong to say they were threatened.
Mine men call crisis meeting on pay dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Miners Unions is to hold an emergency meeting today to discuss developments in its wage dispute with the Chamber of Mines, CMU secretary Mr Tom Nethling said yesterday.

But CMU sources said there had been no sign of a break in the deadlock between the unions and the Chamber of Mines and that plans to hold a strike ballot next Wednesday were continuing.

The unions are demanding a 15% increase. The chamber says its latest offer, of 9%, is final.

Mr Nethling said the meeting would discuss the chamber’s pay offer for black miners, “problems in certain mining areas” relating to the wage dispute and other issues connected with it.

Union sources said yesterday there had been no contact between the CMU and the chamber since negotiations broke down at a conciliation board meeting last week.

It is understood that any moves to resume talks in an attempt to avert a strike will occur only after the ballot, which unionists expect to produce an overwhelming pro-strike vote.

The CMU is unlikely to call a strike immediately after the ballot. It is more likely to wait in case the chamber wants to resume negotiations.

Union sources stressed that today’s meeting does not herald new moves towards a settlement.
Miners being intimidated, CMU claims

By STEVEN FRIEDMAN
Labour Correspondent

As tensions on the mines continue to rise in the run-up to next week's strike ballot, white mine unions yesterday accused mine managements of "intimidating" union men.

And they warned of tough action against any mine which fired workers taking part in a legal strike.

The Council of Mining Unions (CMU) said some mine managements had told union men that, if there were a legal strike over the CMU's wage demands, they would be fired and that not all of them would be re-hired.

And it warned that any mine which did this would face a continued strike until all men were re-hired - even if the wage strike was called off.

The CMU also said yesterday it believed that "despite the intimidation", miners would vote "overwhelmingly" for a strike in the ballot, which will take place on Wednesday.

"The Chamber of Mines will get a shock when they see the result of the ballot," CMU secretary Mr Tom Nethling said yesterday.

A Chamber of Mines spokesman said the chamber had no knowledge of any "intimidation" But he added that miners' contracts stated explicitly that they would lose their jobs in the event of a strike. They would also lose housing and other benefits.

The CMU's charges came in the wake of a report in an Afrikaans newspaper that mines had been calling in white miners to warn them of the consequences of striking.

Mr Nethling said he had "widespread reports" of this sort of action.

"They either call them in a group or one by one and tell them they will lose their houses or other benefits. We have told our members this already and it didn't change their attitude.

"But the most serious thing they have done is to say that, when strikers are rehired, some of the men will not make the grade. We decided unanimously that if they don't take back strikers, the strike on that mine goes on - even if the wage strike has been called off," he said.

"All we are doing at this stage is testing our members' views. We haven't called a strike yet. But they are obviously frightened of this and are trying to prevent our members expressing their views freely and legally," he said.

Mr Nethling stressed that "a strike, if workers vote for it, would be perfectly legal".

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Miners told: Strike will hurt SA

By KEVIN DAVIE

THERE can be no winner if South Africa's mines shut down

That is the warning published in a Chamber of Mines newspaper to white miners on Wednesday's strike ballot.

Mining News states "Miners should think extremely carefully before contemplating strike action."

The industry's newspaper says that "a strike now can only further damage the country's ailing economy and do added harm to a mining industry already battered by depressed mineral prices."

Union leaders claim there will be an overwhelming "yes" vote to strike, but sources on both sides say that they are close to a compromise.

"There'll be a settlement," one senior source in the mining industry told me.

Mining News reports that many miners have already lost their jobs in cut-backs of almost half the workforce at Wit Noel and 3 500 redundancies at West Rand Consolidated.

Danger point

A front page editorial in Mining News — the only official comment from the employers' side apart from a short Press release after talks broke down last week — says union leaders "have engaged in some exceptionally hard and successful bargaining on behalf of their members in the past couple of months".

"But it is equally their duty to act responsibly and recognize the danger point beyond which they can venture only by putting the interests of their own members in peril."

The present dispute — which some observers say is more a test of strength between management and unions — began in March.

Originally, the Chamber of Mines offered 3 percent, but later increased this to a 9 percent increase on basic salaries.

The Council of Mine Unions initially asked for 16 percent, but later dropped its demand by 1 percent.

There is speculation that a compromise will be reached at 12 or 13 percent.
"No basis for federation of trade unions"

Post Reporter

TRADE UNIONISTS who attended a meeting of black and non-racial unions aimed at achieving an alliance in Durban at the weekend were tight-lipped about the outcome of the "summit" today.

A terse statement was released after the meeting, saying only that it had been decided there was no basis to start talks on the formation of a federation of the unions.

The Port Elizabeth meeting was the first in a series of meetings in various cities, and was attended by representatives independent of the Trade Union Council of South Africa (Tusca) and the South African Confederation of Labour.

Attending the meeting were representatives of the Federation of SA Trade Unions (Fosatu), the National Metal Workers Association of SA, the Food and Canning Workers' Union, the General and Allied Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Cape Town General Workers' Union, the Motor Assembly and Component Workers' Union, the General Workers' Union of SA and the SA Allied Workers' Union.

In Cape Town last year delegates pledged joint action to resist arbitrary moves by Government, rejected the official collective bargaining system, and resolved to continue resuming bannings and detentions.

In Johannesburg in April subjects discussed included the state of black independence, the State's "attack on trade unions" and the relationship between trade unions and community organisations.
Miners go to the ballot box

Countdown to a crippling strike

By Tony Davies
Labour Reporter

Almost 22,000 white miners will vote on Wednesday to decide whether the country's gold mines and collieries will stage a legal strike.

The Council of Mining Unions, which represents the white miners in eight trade unions, is confident the miners will vote for a strike.

This is a significant ballot as mine workers and skilled artisans are united in their opposition to the Chamber of Mines.

But the core of the dispute is the breakdown in wage talks with the chamber.

The employers' umbrella organisation offered nine percent in response to the CMU's 15 percent demand.

The council declared a dispute and two subsequent sittings of a conciliation board failed to resolve their differences.

In the event of a "yes" vote the miners will be legally entitled to strike.

The rundown to Wednesday's vote has been characterised by bitterness, with unions accusing mine management of intimidating workers and threatening them if they vote for a strike.

CMU officials claim their members are being denied the right to vote at all.

The council's chairman, Mr Arrie Paulus, last week predicted that more than 90 percent of the 22,000 miners would vote in favour of a strike.

A "yes" vote does not necessarily mean there will be a strike but will prove the miners' support for the CMU's wage demands.

White miners fear if there is a strike many mines will be able to hold out for weeks or even months with black labour and members of the white officials' associations, which accepted the nine percent wage offer.

They also fear mining houses will take advantage of a strike to dismiss them and replace them with black labour.

The dispute comes at a time when the Chamber of Mines and the CMU are still discussing the implementation of the Wibahn labour reforms for the introduction of black miners to previously restricted jobs in the mines.

Because of the contract conditions between white miners belonging to the CMU and the chamber, even a legal strike will result in the termination of their employment.

Miners also stand to lose their mine homes and other benefits.

The chamber insists mine managements are trying to warn white miners they stand to lose everything if they go out on strike.

The CMU has warned that if striking workers are fired they will all have to be re-engaged not just a selected few, or they will continue strike action.

In the July issue of the chamber's "Mining News," a front page editorial warns "Don't kill the goose."

The editorial states that a strike will further damage South Africa's ailing economy and harm the mining industry.

Retrenchments are becoming more frequent in the mining industry and Government statistics have shown white miners are the highest paid group in the economy, the editorial says.

Are the miners' wage claims justified?

Unionists say they are asking only to meet cost-of-living requirements and that even civil servants were given 15 percent increases.
Unions poised for major realignment

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR realignment of emerging, mainly black, trade unions may be on the cards after the breakdown of union unity moves over the weekend.

It could see three of the biggest emerging union groupings — the Federation of SA Trade Unions (Fosatu), the General Workers Union (GWU) and the Food and Canning Workers Union — continue unity efforts, union sources said yesterday.

This could weld the three groups into one of the most powerful, mainly black, union alliances in decades.

At the same time, a group of new, unregistered unions have been exploring a federation in opposition to this group, unionists added.

Efforts to launch a more permanent union alliance collapsed at the weekend when a unity meeting in Port Elizabeth ended in failure.

According to sources, two camps emerged at the meeting.

A group led by the Port Elizabeth-based Motor Assembly and Components Workers Union (Macwusa) and its sister union, Gwasa, attacked unions who opted for government registration or membership of industrial councils.

They refused to enter any alliance which included unions who took part in “dummy” bodies.

Among the unions who supported this view were the SA Allied Workers Union, Black Municipality Workers Union and the Orange Vaal General Workers Union.

It is understood there have been moves among these unions, as well as the General and Allied Workers Union, to form an alliance of unregistered unions.

Fosatu, the GWU and Food and Canning are, however, said to believe that these unions have little worker support and adopt attitudes at meetings which are not the result of a mandate from their members.

The three represent by far the majority of emerging union members.

Union sources stress, however, that there are no firm plans for them to continue talks and that there are still key differences in their approach to unity.

But a Fosatu source said yesterday he expected his group to “definitely seek further talks with GWU and Food and Canning, as well as any other like-minded unions”.

He pointed to a resolution adopted by Fosatu recently which mandated its leadership to seek links with like-minded unions.

The chief question mark at present hangs over the Council of Unions of SA, which was not clearly aligned with either group at the meeting.
Johannesburg — A major realignment of emerging mainly black trade unions may be on the cards after the breakdown of union unity, moves over the weekend.

It could see three of the biggest emerging union groupings — the Federation of SA Trade Unions (Fosatu), the General Workers Union (Gwu) and the Food and Canning Workers Union — continuing efforts to form a federated union.

This could weld the groups into one of the most powerful main black trade unions in decades.

At the same time a group of newer unregistered unions has been exploring a federation in opposition to this group unions added.

Efforts to launch a more permanent union alliance collapsed at the weekend when a meeting in Port Elizabeth ended in failure.

No union would comment officially and a brief joint statement said there was no basis for the formation of a federation at this stage. "No further meeting is planned."

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Union rage spills over beer advert

ONE of the most expensive TV ads shot in South Africa — for Castle beer — has stirred up a froth in the film industry because two top British film-makers obtained work permits without the knowledge of a local union.

The advertisement — to be screened later this year — cost thousands of rand and portrays a reconstruction of the 1907 Rand Easter Show at which brewmaster Charles Glass won the Beer-of-the-Year award.

Now the South African Film and Television Technicians’ Association is demanding an inquiry into how Bally Williams (who won an Oscar for lighting the movie “On Golden Pond”) and Graham Baker (who directed “Once Upon Part II”) obtained work permits to shoot the ad in Johannesburg last month.

The film men’s credentials held no water when Saffita found out three weeks too late — that they had been working in South Africa.

The secretary of Saffita, Meryll Grace, said her organisation was not told that Williams and Baker would be working in South Africa.

For that reason he was the best director we could have had,” said Mr Goodstein.

The legend of brewmaster Charles Glass has been used by VZ throughout its advertising campaign for the beer.

During our work we discovered that Charles Glass won the competition for the best beer at the first Rand Show in 1907.

“We then found out the building specifications for the show and rebuilt it from scratch for this particular ad,” said Mr Goodstein.

Meryll Grace said she intended starting an inquiry into the employment of the two men immediately.

“It is very difficult for us to monitor this situation,” she said.”English technicans, who don’t need visas are entering South Africa with only three visas per month and are not setting up to work here.

“These two technicans did not do that, but the fact remains that the Department of Internal Affairs is too late in telling us of their arrival that we can do nothing about it.

“The time we hear of their visit the technicans have already come and gone.”
leaders
union
warn
trouble ahead

by laurie callisto

in the wake of this month's labour unrest deep con-

flict is not only a result of the current economic
situation but also a reflection of the long-term
imbalance in power and control between em-
ployers and workers.

the industry is struggling to recover from the
recent downturn, and many workers fear for their
jobs. companies are cutting costs by reducing
wages and benefits, and the constant threat of
layoffs hangs over everyone's head.

the union has been fighting for better condi-
tions and rights for workers, but the companies
are determined to keep their profits at all costs.

the situation is becoming increasingly tense,
and there is a real possibility of a strike or other
forms of industrial action in the near future.

leaders must take action to prevent a full-scale
strike and ensure the safety and well-being of all
workers in the industry.
In the wake of this month's labor unrest deep con-

By Lynn Carisle

137/82

(For Enquiry) 300-400-500

Leaders
Recession tests black unions

By PHILIP VAN NIEKERK, Labour Correspondent

THE new, mainly black trade unions face a major trial of strength as an ailing economy leads to reduced wage packets, retrenchments, increased unemployment and privation for thousands of black South Africans.

Strike action by thousands of motor workers in the Eastern Cape this week and Reef gold miners last week are a vivid reminder of where the recession is being felt. Employers are finding it increasingly difficult to pass the buck of falling sales and profits on to their staff.

For the black unions, which grew rapidly in the more prosperous days before the sinking gold price and the effects of a worldwide recession knocked the economy, the fall in demand for labour has made their task more difficult. They are being hard pressed to defend their gains and to protect their members' wages and jobs.

Reports of redundancies and staff cutbacks are becoming more and more common in the Western Cape.

Aptly from a few large-scale retrenchments such as at Reckitt and Colman several engineering companies have cut back on staff and textile manufacturers, too, have reported a general drop in orders with some companies retrenching to short time or staff reductions. Mr Jack Roos, director of the Cape Chamber of Industries, says the talking is over - the wolf is already at the door.

The question is, at whose door?

University of Cape Town economist Mr Brian Kahn says: "When sales fall, companies try to retain profits by reducing costs, one of which is the wage bill. This can be done either by cutting down on the amount of employees or reducing the wage rate."

And Miss Di Cooper assistant branch secretary of the General Workers' Union (GWU), says: "It is not the workers' fault that work is short, so why should they be made to feel the brunt? In lean times employers should not protect their profits by throwing people on to the street."

Workers who do not belong to unions depend largely on their employers for security of jobs during a recession. But this time around many more black workers belong to unions than during the last downturn and this poses a huge challenge both to the new unions as well as to employers, faced for the first time with an organized workforce.

For this reason, the sight of virtually the entire Port Elizabeth-Uidtenhage motor industry at a standstill yesterday over workers' wage demands is likely to be repeated in other industries. Earlier in the year, East Rand metal workers downed tools in plant after plant, reflecting a new worker militancy towards what management has to offer them.

The National Automobile and Allied Workers' Union (NAAWU), which represents the majority of workers in the Eastern Cape, has also had to deal with large-scale retrenchments at several plants such as Car Distributors Assembly (CDA) in East London and Volkswagen in Uitenhage.

Volkswagen failure to reach agreement over the redundancies led to a spate of strikes and unrest at the plant for several weeks. Mr Les Kettle, East Cape secretary of NAAWU, says that when the possibility of retrenchment arises, employers and employees should get together and look at the alternatives.

The GWU, like most of the new unions, negotiates retrenchment procedures as a matter of policy when it is recognized by a company. Alternatives which are looked at include voluntary unpaid leave for a limited period, short time and the transfer of workers to other departments.

"We ask the company to give us notice when a retrenchment is planned," says Miss Cooper. "The blow should be softened by adequate severance pay because the state offers such poor unemployment benefits. We also ask employers to help find workers other jobs elsewhere and to give them first option if their jobs become available again."

The GWU believes "last in, first out" - where workers who have been with the firm the longest are the last to be retrenched - is usually the most acceptable criterion.

But in one significant deviation from this principle, GWU members at one of the engineering firms, Trident Marine, decided that only workers with Section 10 rights (permanent residence and not contract workers) would be among the 13 employees the company intended to retrench.

This decision involved considerable sacrifice for those Section 10 workers who would not otherwise have lost their jobs and showed a remarkable degree of solidarity with their fellow workers for whom unemployment would have meant a return to an impoverished homeland with little prospect of getting another job. It has also been interpreted as a warning to the state that attempts to divide blacks into more privileged and less privileged categories are unacceptable to the people affected.

Loss of income

One result of homelands "independence" is that there is no unemployment insurance for Transkei contract workers, who make up the bulk of Cape Town's migrant workforce. Being fired, which can happen at one's notice, means an immediate loss of all income unless there is separate unemployment benefits. In 1984, as a consequence of last year's "independence".

A stark feature of the recession in South Africa is the absence of wage queues. Jobless, who used to be merely sent home to the homelands to place a further burden on the already overpopulated and starved rural ghettos. And it is here that the real crunch of the recession is being felt.
THE more than 100 000-strong Federation of South African Trade Union Council (Fosatu) believes in "disciplined unity" and in an organisation in which member unions can see how decisions are taken and mandates given.

In a major policy speech the union says that it does not believe that any federation should dictate to member unions. "We also believe there should be room for disagreement between unions in any such federation. However, for a federation to work it must be based on clear principles which every member union should accept.

"If they do not accept these they should not be in the federation," the union says.

Fosatu believes that these principles should include democratic decision-making and worker control over unions, non-racialism, involvement in community and political affairs, and industrial unionism.

Also, where these principles were entrenched in federation decisions, they should be binding on all affiliates.

A spokesman for the union said: "We also believe that federation should have clear structures so that decision-making can be democratic and disciplined.

"Decisions must be taken by representatives who have the mandate and constitutional authority to do so."

Fosatu's stance on unity follows a policy resolution adopted at its second national congress held recently.

Congress reaffirmed Fosatu's commitment to building a united working class movement and to unite with other non-racial trade unions.

It also spelled out a detailed programme for working towards unity — and said it was willing to dissolve Fosatu if this would help to achieve unity.

However, congress made it clear that Fosatu would not accept any form of unity. A united movement would have to be disciplined, non-racial and democratic.

The programme for working towards unity is as follows:

- Fosatu will seek out worker organisations which broadly agree with its policies;
- It will move closer to them by discussing Fosatu's policies and positions with them;
- Fosatu will then begin to discuss with them how disciplined unity should be achieved;
- It will draft a constitution for a new body together with these organisations, and
- It will plan to merge existing unions with others and form joint organisations.
Realignment of emerging trade unions is possible

Mercury Reporter

A MAJOR realignment of the emerging trade unions could be on the cards following Fosatu's condemnation of 'disruptive tactics of certain unions' which has led to the breakdown of unity discussions.

The Federation of South African Trade Unions added that it remained committed to the principle of unity and that it was its 'firm intention to initiate further discussions with those unions whose actions have shown serious commitment to unification.'

Fosatu's statement follows the breakdown of unity moves earlier this month after a meeting of representatives of emerging union groupings in Port Elizabeth.

It has opened the way for three of the biggest union groupings - Fosatu, the General Workers' Union and the Food and Canning Workers' Union - to continue unity efforts.

At the weekend's central committee meeting, Fosatu also condemned the unions' action as 'a significant divisive move which set back the cause of worker unity in South Africa several years.'

At the Port Elizabeth meeting a group led by the Port Elizabeth-based Motor Assembly and Components Workers' Union attacked 'white-led unions' for opting for registration or membership of industrial councils, according to sources.

It is understood there have been moves among these unions, which include the Allied Workers' Union, Black Municipal Workers' Union and the General and Allied Workers' Union, to form an alliance.
**Unions can meet in City Hall**

EAST LONDON — The city council has declared it has "no objections" to trade unions holding meetings in the City Hall.

However, the acting Town Clerk, Mr Les Küm, confirmed yesterday that the council had resolved that it would not object to trade unions meeting in the city hall subject to the unions obtaining the necessary permit from the Department of Community Development.

This means that details of the debate and background information presented to the council are confidential and not for public release.
WITH the downturn in the economy job security could assume prime importance in collective bargaining between employers and trade unions, Professor Nic Wiehahn, of the School of Business Leadership at the University of South Africa, said in Cape Town last night.

"Retrenchments could become issues of negotiation, as could the causes of strikes and other forms of labour unrest," he added.

"This could also, however, have a mitigating effect on labour unrest since trade unions fear that some employers could use a strike as an opportunity to rationalise their work forces, to mechanise, to computerise or automate their operations thus reducing their work forces," said Professor Wiehahn.

He was speaking on "Future Perspectives for Industrial Relations in South Africa" at the annual meeting of the National Occupational Safety Association (NOSA).

Advance

Professor Wiehahn said that in the immediate future blacks could be expected to advance more rapidly into higher jobs, particularly in multinational companies.

"However, if this advancement took place without the approval and support of non-blacks, it could lead to polarisation between industries.

"Whites, the coloured and Asians, who would be unhappy to work under a black manager or foreman, could choose to leave and work for another company where the advancement of blacks was perhaps more conservative."

Another possible development was that the number of trade unions that would affiliate with international trade union movements would increase.

In other words, industrial relations would receive more attention from international labour bodies.

Pressure

He said "For example, strikes in South Africa nowadays are reported in overseas media almost the same day they occur here putting the local management of the multinational company under pressure from two sources."

"There was already strong evidence that many of our trade unions, particularly black ones, are becoming politicised in an anti-free enterprise philosophy."

He described this as a micro form of political ideology which could be summarised as "socialism versus capitalism," and it placed a new importance on industrial relations at the micro level.

Earlier, Professor Wiehahn warned of the consequences of South Africa's development on its"multinational companies and the need to keep up with developments in this field," he said.

"All these developments will further accentuate the importance of industrial norms in South Africa — its development must be managed in such a way as to ensure that the needs of all developments in this field are met," he said.

"Alienation"

"Had we not changed our policies, scrapped many laws and rationalised others, had we not abolished discrimination on the basis of colour race and sex, the labour unrest would have been much worse, and would probably have caused much more harm, than in fact it has done," he said.

"We would have alienated moderate blacks who willingly, and in great numbers, would have joined intimidators and agitators, and we would have exposed multinational companies in South Africa to anti-discrimination and desegregation legislation against them in their parent countries."

"We would have torpedoed the industrial council system completely for the black workers and we would have continued to prostitute our concurrence on moral and ethical grounds by allowing blacks to work for us and with us, yet excluding them from the basic principles and mechanisms of industrial democracy."
Labour reforms—'defused' revolt

They did not appeal to "those who believe change in South Africa must be revolutionary and not evolutionary".

Professor Wiehahn said a number of people, including journalists and other writers, would do everything to create the impression that labour reforms were cosmetic and a sham. "To these people, reforms are counter-productive to revolution — the means by which they want to change our society."

Pessimists viewed the labour unrest of the years since 1970 as alarming, even calling it the "Wiehahn disease" but labour unrest had been on the increase since the mid-seventies. "If we had not introduced the changes in 1978, had we not abolished discrimination on the basis of colour, race and sex, the labour unrest would have been much worse.

Alienated

"We would have alienated moderate blacks, left many employers completely destitute of any officially recognized system to regulate their relations with black workers and exposed multinational companies in South Africa to anti-discrimination legislation against them in their home countries.

"We would have continued to prostitute our consciences on moral and ethical grounds by allowing the blacks to work for and with us and yet exclude them from the basic mechanisms of industrial democracy."

At the annual Nosa (Western Cape) meeting last night, Professor Wiehahn presented safety awards to Rembrandt (Paarl), Reckitt and Colman (Ndabeni), AECI (Somerset West) and Somchem (Faure) in the safety effort and experience competition. S A Nylon Spinners-Yarn Works (Bellville) won the Blumberg Shield for firms employing more than 500 workers and Brooke Bond Oxo (Retreat) won the Blumberg Shield for less than 500 workers.
Sebe: unions not always for workers

ZWELITSHA — The Commander General of State Security in Ciskei, Major-General Charles Sebe, has accused “some trade unions” of not safeguarding the interests of the workers they represent.

“Any workforce that organises a downing of tools likely to close down an industry ceases to represent the true interests of the workers,” he said at a reception here after a three-week trip to Israel.

General Sebe also appealed to “all news media, more especially the press” to be objective in their reporting of trade unions and not take sides.

“It is a matter of the gravest atrocity that some news media cannot clearly see the damage their own people and their own community may cause to their own people and their own country by not distinguishing between a direct onslaught in the hands of the murderous, communist terrorists.

“For example, they see the trade unions as clean, innocent organisations which represent the interests of workers.

“I openly object and declare that this is not always the case with all trade unions. Some trade unions throughout the world have got to a stage where they are so infiltrated they have ceased to safeguard the true interests of the workers they claim to represent.”

General Sebe accused these unions of “representing the revolutionary council of the Communist Party” and furthering the aims and objects of “Karl Marx theory.”

General Sebe took the West to task for being “so undecidedly uncommitted” to containing communism.

“They are all serving the interests of the Kremlin by sheltering and giving economic aid and moral support to agents of communism, to the socio-economic and political disadvantage of democratic countries like Ciskei and the present South African Government,” he said.

Referring to his Israeli visit at a time when that country was involved in a war with the Palestine Liberation Organisation, General Sebe said. Israeli Prime Minister, Mr Menachem Begin was able to tell the United States “that Israelis kneel only to God, and to no other country or man”.

“The Israelis talk Israel. My advice to you is that you should talk Ciskei. Give us Ciskeians ten years.”

“Then we shall be able to repeat the same words. Mr Begin uttered only a few days ago on an issue of fighting (an) Arab communist-orientated war situation.”

Ciskei was faced with adversaries “from all angles and in various forms,” General Sebe said.

“Members of the armed forces often operate under duress in constrained situations these days. Our adversaries apply their strategies in different dimensions.”

“It is not wise to divulge details to the press and other media at this stage. Nevertheless, ours is to seek and unearth solutions to neutralise the effectiveness of the enemy,” he said — DDR
Disgruntled artisans quit union

Mail Correspondent

CAPE TOWN — The Public Servants' Association (PSA) is facing a walk-out by disgruntled artisans and technicians, who accuse it of "years of fruitless bargaining".

They say that despite a grave shortage of skilled people in the public service — estimated at between 20 to 40% — their salaries have remained extremely low and uncompetitive.

The final straw for many PSA members in the Western Cape is a hike in their monthly subscriptions from R1,60 to R2.50. "We can no longer afford to belong to a representative body which accomplishes nothing," ex-members said yesterday.

They allege that the all-white PSA is controlled by the Broederbond and therefore does not want to confront the Government with higher salary demands for its members.

The chief manager of the PSA, Mr H H Landman, said yesterday that the Government had agreed in principle that the public service should be in a position to compete with the private sector. However, funds were not available to overcome the huge backlog.

"Not all groups can be granted the new structures simultaneously, but artisans will most probably receive their increases in the course of the year," he said.

Sources inside the association conceded, however, that artisans and inspectors of works had received a raw deal and there was dissatisfaction among "lower structure" employees though the vast majority remained loyal to the PSA.

"There has been a spate of resignations in the Cape but we believe that has been organized by certain people for their own ends," a PSA official said. "Besides those resigning are only a small proportion of our total 40 000 membership."

Mr H P Louis, former Western Cape vice-chairman of the PSA, who has resigned his PSA membership, said many trained artisans and inspectors of works had left the public service to work for more than double their salaries outside.
PORT ELIZABETH — Unrealistic pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, said here.

Addressing about 350 people at a National Party meeting in the Uitenhage town hall, he said: "Those who are employed should look after their jobs — particularly in this period of an economic decline."

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said. "We must understand that after the good years the hard times are coming." — SAPA
The difficulties faced by established white trade unions trying to merge with coloured, Asian and black sister unions have again been illustrated by an inconclusive poll held among members of the SA Society of Bank Officials (Sasbo).

Sasbo, which has about 22 000 white members, has been trying for more than a year to merge with the National Union of Bank Employees of SA (Nubesa), which has about 2 500 coloured and Asian members, and the SA Bank Employees' Union (Sabes), which represents about 1 500 blacks.

At first glance, it would seem that this should be a fairly easy process. The three unions have discussed the whole question of unity in great detail at branch and national level. The desire for a single union has been enthusiastically endorsed by the Nubesa and Sabesu executives. At last year's branch conference all Sasbo delegations voted unanimously in favour of amalgamation.

However, in terms of Sasbo's constitution, more than 50% of its membership must vote in a ballot if a decision is needed on a matter of vital importance to the union. Amalgamation is clearly such an issue and a ballot was held last year. Because only about 7 000 members voted, the outcome was inconclusive.

Sasbo leaders were, however, encouraged by the fact that the vast majority of members who took part in the poll voted in favour of amalgamation. Citing apathy as a major reason for the low poll, they announced that yet another ballot would be held and launched a concerted campaign to get more than a 50% participation.

Although this second ballot has attracted greater interest (10 077 votes) it is still a few percent short of the 50% mark.

Sasbo general secretary Andre Malherbe says it is not easy to get a large number of people to respond to a single issue. He says although the number of votes received in the latest ballot is insufficient, it does represent an impressive response. "In view of the impasse, we must now refer the matter back to next year's Sasbo branch conference where a decision will be taken on how to process this issue. It is an irksome delay. But at least the cause of democracy is being served."

EAST LONDON — The Soviet Union was unlikely to extend its sphere of influence to South Africa until the country was suitably destabilised, Mr. Douglas McClure, a lecturer in strategical studies at the University of Cape Town, said here at the weekend.

Trade unions, churches and cultural organisations were among Soviet Union targets for infiltration aimed at achieving maximum political gain, he said.

He added that the country would experience "far greater trouble" from trade unions in the years ahead.

Mr. McClure was speaking on "Total Onslaught: Fact or Fiction" at the Cape congress of the New Republic Party.

Outlining the military build-up of the Soviet Union over the past decade, Mr. McClure said the military imbalance between East and West was critical.

Russia had already deployed troops in countries bordering South Africa and military equipment in North Africa which could be "rapidly" airlifted into peripheral Southern African countries.

In answer to a question from the floor on Soviet infiltration of political parties, Mr. McClure said it had to be borne in mind that the ANC was merely an extension of the Communist Party.

On South Africa's extended military call-up system, Mr. Pat Rogers, MP for King William's Town, said he believed the extension of military duty to older men was necessary to defend the country.

Mr. Rogers said he agreed with military authorities' appreciation of the onslaught on the country and that this required "pretty drastic" action.

However, it was vital to introduce political rights for all race groups in the country so that these groups would be prepared to share the defence burden.

"The ideological approach of the government and its incompetence have forced whites into a corner and into bearing the total burden of defence.

"If all groups had political rights and possessions they would be prepared to serve and we could use them as we are using our sons now," Mr. Rogers said.
Railmen accused
of increasing
racial tensions

Post Reporter
THE General Workers
Union (GWU) today ac-
cused the Federation of
South African Railways
Staff Associations of in-
creasing racial tensions in
the Railways by allowing
themselves to be used as a
"smokescreen" by the em-
ployers.

The Federation of Staff
Associations yesterday told
the GWU they could not al-
low the South African
Transport Services to deal
with any outside unions.

The GWU has for 10
months attempted to hold
talks with SATS on behalf
of its members in the Port
Elizabeth and East London
docks.

Yesterday the Minister
of Transport Affairs, Mr. H
Schoeman, informed the
GWU by telex that negotia-
tions between SATS and the
GWU would lead to the
breaking up of the existing
labour negotiating struc-
ture and "labour unrest."

On Monday about 900
Port Elizabeth dockers
started a go-slow in protest
against SATS' refusal to
talk to their representa-
tives.

A GWU spokesman said
today SATS was using the
staff associations as a
"smokescreen."

"This goes to show the
nature of the trade unions
SATS is prepared to deal
with — ones which collabo-
rate with them," he said.

A SATS spokesman said
today that while it was dif-
ficult to pinpoint which
workers were involved in
the go-slow, "in certain
areas we can definitely see
that they are, and have
identified a number of
them."

He said disciplinary ac-
tion against those involved
was a possibility "depend-
ing on the circumstances
and what effect they are
having on the work pat-
tern."
WOZA Albert has scored an international triumph.

Its performance at the Edinburgh Festival, also known as the International Festival Fringe, has won it a first prize out of the 800 plays that were presented.

Twelve performances were staged at the city’s experimental Traverse Theatre from August 24 as part of the International Festival Fringe. The Traverse, always open to new ideas and experiment, billed the South African production as “a blockbuster, a two-man explosion, the most politically potent show ever staged in South Africa.”

WOZA Albert moves to Berlin next week, then on to London for a four-week season and later France before it comes back home to South Africa. Percy Mtiwa and Mbongeni Ngema are certainly going places with WOZA, their own creation, with the help of Barney Simon.

**500 wait**

The Minister of Manpower, Mr Fanie Botha, yesterday appealed to trade-union leaders to put South Africa’s interests first and not let outsiders tell them what to do.

Addressing businessmen in Pretoria, he told trade unionists to be wary of people who were “feeding off the backs” of others and had not spent a single day at the workbench.

“Ask them what they are doing with your membership fees, ask them to expose their books to public scrutiny as any respectable company is required to do. Ask them whom they serve,” he said.

Mr Botha said union leaders should put South Africa’s interests first, the interests of their members second and their own interests third.

“Do not allow yourselfs to be dictated to by outsiders. Stand on your own feet and be proud of it,” he said.

“We have such leaders, and we are thankful for them. But we also have those who are otherwise inclined,” he added. He did not elaborate.

He said economic development and growth in South Africa was still constrained by a shortage of skilled labour, particularly on the Witwatersrand.

Employers who neglected the interests of “responsible and loyal” workers were courting disaster and deserved little sympathy.

“It is beyond comprehension that any employer can forsake the loyalty of that part of his workforce that acts responsibly and which still...
A Albert has scored an interna-
tional success at the Edinburgh
Fringe Festival. The performance
was titled "The African Joke" and
has been well received by audi-
cences.

Focus on dagga

A two-day conference on the
problem of dagga in South
Africa will be held in August.
The conference will examine the
consequences of dagga abuse,
ways to reduce availability of
dagga, and measures to reduce
the demand for dagga.

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the loyalty of that part of his
workforce that acts re-
sponsibly and which still
respects the rule of law.

"The time has come
for many employers in
South Africa to practise
the philosophy of self-
government in such a
way that they retain
their self-respect instead
of bending over back-
wards to the dictates of
outsiders or militants," he said.
Mr Botha said a master plan would be the only way forward. He said workers would have to be persuaded that machines would replace them, not be the same as the workers they serve. 

"We have to show them that the machines are the workers' friends, not enemies," he said.

The delays in the project have led to the workers' present position, Mr Botha said. He said the government had failed to do enough to speed up the project.

"We have to start the project, whatever it may cost," he said.

The unions have accused the government of being slow to get the project moving.

"The unions have been very patient," Mr Botha said. "We have been patient for too long."
Union breakthrough in gold mining industry

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time in the history of the country's gold mining industry a union representing workers other than whites has been granted bargaining rights by the Chamber of Mines.

Yesterday the Chamber of Mines signed a recognition agreement with the Federated Mining Explosives and Chemical Workers Union, granting it the right to bargain on wages and working conditions with Chamber mines.

The 600-member union, established by the Tusa-affiliated SA Boilermakers' Society, is registered to represent coloured and Asian workers. But it has already begun recruiting black workers and the agreement will enable it to negotiate on their behalf when it is sufficiently representative of them.

In terms of the agreement, the union will initially be allowed to negotiate on behalf of specific categories of workers at two West Rand gold mines: Anglo Vaal's Hartbeesfontein and Anglo American's Vaal Reef. It will be granted similar bargaining rights at any mine where it signs up a significant number of workers.

The Chamber has also granted access to its mines for recruitment purposes to the Black Mineworkers Union and is considering a similar request from the Cusa-affiliated National Union of Mineworkers.

The agreement indicates that the Chamber has sharply modified its guidelines on union recognition a first draft of which said that unions could only be recognised when they represented 30% of workers in the entire industry.

Until now, black mine wages have been set unilaterally by the Chamber. Though most will still have their pay set in this way, the agreement opens the way to bargaining rights for a growing number of black mine workers.

In a statement yesterday, the Chamber said it was the first time in its 34-year history it had formally recognised a union representing employees other than whites.

It said the union would initially be granted bargaining rights for veterans, drivers, handymen and packers at the two mines.

In terms of the agreement, Chamber mines where the union is representative will grant it stop orders and negotiate a range of issues with it, including pay, shop steward recognition, redundancy procedures and training.

The union's general secretary, Mr. van der Watt, said yesterday that recognition negotiations were initially tough but had gone surprisingly well over the past three months.

They now appear to have accepted that it is enough for a union to be representative in a particular mine, rather than in the industry as a whole before winning bargaining rights," he said.
Rightwingers likely to oppose move

Union bids to join all-white group

By STEVEN FRIEDMAN
Labour Correspondent

A UNION for coloured, Asian and black mineworkers, which won recognition from the Chamber of Mines this week, is seeking membership of the all-white Council of Mining Unions.

Its application to join the council is certain to spark a major controversy as the Right-wing Mine Workers Union, which rejects cooperation with black or multiracial unions, is a major CMU member. Its general secretary, Mr. Arrie Paulse, is at present chairman of the CMU.

The union, the Federated Mining, Explosives and Chemical Workers Union, this week became the first union for workers other than whites to be granted bargaining rights by the chamber.

It was established by the SA Boilermakers' Society - the biggest trade union in the country - which is affiliated to the Trade Union Council of SA.

The union is registered to represent coloured and Asian workers, but it has begun recruiting black members and is seeking registration to represent them as well. Speaking after the FMECWU signed a recognition agreement with the chamber this week, the union's general secretary, Mr. Ike van der Watt, said he thought it was "appropriate" that the union should seek CMU membership.

"Although we have not formally applied for membership, we did indicate to the CMU at a recent meeting that we would like to join."

"The Mine Workers Union's attitude was that we should raise it once the FMECWU had received its registration for black workers," he said.

The FMECWU has thus far refused to comment publicly on the possibility of the FMECWU joining the CMU.

However, the union has always refused to belong to any body which has black, coloured and Asian members.

Although several CMU unions are multiracial, their coloured, Asian and black members work in industries other than the mines and their mining membership has so far been restricted to white workers.

But any agreement by the MWU to belong to the same council as a union which represents mining workers who are not white would be a major shift in MWU policy and most observers expect the union to oppose the FMECWU membership bid.
Pay blow to public servants

Public servants cannot hold out hopes for any big pay rises next year. The Treasury Secretary, Mr Peter Wrensley, made this clear today to delegates at the annual congress of the Public Servants Association in Pretoria.

Mr Wrensley said public servants must be prepared to have their hopes dashed as the Government juggled its Budget priorities in a time of recession.

Even a one percent across-the-board salary rise for public servants would cost the Government R60 million a year, he said.

A rise of 13 percent — matching the current inflation rate — would add R800 million to the Government's annual wage bill.

And if the programmed narrowing of the wage gap between the public and improved housing benefits are taken into account, this figure would top R1 billion, Mr Wrensley said.

He warned delegates that the outlook for State revenue was gloomy and little money would be available for generous service benefits.

In its annual request for funds for Administration, the Department of Finance made a striking picture of the deteriorating staff position in the public service. Any pay rises for public servants meant an expansion in State expenditure, and priority was given to the maintenance of existing service levels before expansion of new staff could be contemplated.

With the private sector, too, experts have forecast that salaries will not keep pace with the rate of inflation during the next 12 months.

Mr John Cole, director of Human Resources Development, said companies with reasonable profit margins were planning increases of about 13 percent on their annual wage bills.

These would be allocated according to employees' skills and value to the company.

Companies with low profit margins would increase their wage bills by much less — most by about 7.5 percent and some by as little as five percent, Mr Cole said.

The average was expected to be around 10 percent.

Dr Ockie Snyman, chief economist with the Bureau of Economics, commented that many companies were cutting back on salaries in order to keep their financial budgets in line with the new financial year.

By Sue Leeman, Pretoria Bureau
Industrial councils:
Seifsa warning

Staff Reporter

WHILE welcoming steps to extend full trade union rights to black employees, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Sam van Coller, warned the government yesterday against taking action which might undermine the functioning of industrial councils.

Mr Van Coller was speaking at a sitting of the President's Council's economic committee to investigate measures which inhibit the effective functioning of a free market-oriented economic system in South Africa.

"Opportunity"

Mr Van Coller said Seifsa believed full trade union rights would provide an important opportunity for black employees to participate in the process of allocating the rewards derived from successful economic activity.

He said the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry provided employers and employees with the opportunity to negotiate national minimum conditions of employment in the metal industries.

"It is essential that the industrial council system is maintained so that collective bargaining can continue to take place within a sound structure in future. But because of their exclusion from this forum, black workers are suspicious of the industrial councils."

"As it is likely to take time to overcome these suspicions, Seifsa believes it is essential that the government does not take any steps which might undermine the functioning of the industrial councils," Mr Van Coller said.

He said the process of registration of trade unions provided for in the Labour Relations Act was currently giving rise to serious reservations among the emerging trade unions towards the official collective bargaining system.

Seifsa, in response to an investigation being conducted by the National Manpower Commission, had recommended that registration of trade unions be placed on a par with the registration of companies.

Recommended

They had also recommended that the question of representativeness should be a matter for employers and trade unions to determine and not the Industrial Registrar.

"It is understood that any changes to legislation that might occur in this area will be only in 1984. In view of the urgency of this matter, Seifsa believes every effort should be made by the National Manpower Commission to complete this investigation, so that appropriate amendments can be made to the legislation in 1983."
Staff shortages disrupt State services

Mercury Correspondent

PRETORIA—Staff shortages in Government departments were disrupting State services, the president of the Public Servants' Association, Dr Colin Cameron, said last night.

Addressing a press conference after the close of the annual congress of the PSA, Dr Cameron said the implications of the too rapid turnover of staff in the service were serious.

He stressed the vital importance of salary levels in the service which could compete with those in the private sector.
Pretoria Bureau

Public servants have refused to compromise on their demand for a 15 percent salary hike and yesterday they decided to fight for recognition as a priority area for Government spending.

At a Press conference after the Public Servants' Association Congress in Pretoria, PSA president Dr Colin Cameron said the stability of the country in general depended on the ability to maintain an efficient public service.

The service was losing staff and services were being seriously disrupted in some sectors. About 20 percent of the posts in the public service were vacant.

"The implications of a rapid staff turnover, poor recruitment at entry levels and staff shortages are far greater than evident from the bland figures," said Dr Cameron.

These problems were disrupting the public service and eroding its efficiency.

"The question of salaries undoubtedly formed the major issue for debate during the Congress," he said. "We discussed not only salaries but the total remuneration package for public servants. We were constantly aware of the shortage of Government funds but did not compromise on our demand for a 15 percent increase."

"This is a realistic figure."
State employees only expect 0.5% increase

DISGRUNTLED delegates representing 79,000 Government workers met in an atmosphere of dissatisfaction and uncertainty in Pretoria this week.

The more than 100 delegates from around South Africa gathered in a Pretoria hotel to discuss resolutions in the public service at the three-day bi-annual congress of the Public Servants' Association (PSA).

Hampered by critical staff shortages, unsuccessful recruiting drives and increases in the cost of living, they came hoping to hear that their lot would improve with next year's budget.

Instead, speaker after speaker dashed their hopes of a new deal that would increase their salaries by at least 15% and rejuvenate the ailing public service.

They now expect to get about a 6% increase.

First the Prime Minister, Mr P W Botha, asked them to 'vote' and help the Government ride out the present economic crisis. Then the Secretary for the Treasury, Mr R P Wronsley, told them that the increases wanted by central Government and provincial workers would cost South Africa more than R1 000-million — the amount currently paid by taxpayers to maintain the State bureaucracy.

But the day was apparently saved on Friday — the last day of the congress — when a closed meeting of central Government and provincial workers asked Commission for Administration chairman Mr. Jimmy van der Merwe precisely how much money was available for them.

When Mr van der Merwe left the gathering, the people were slightly more at ease as he assured them that both the commission and the Government would continue this year with the three-year programme for salary upgrading.

This three-pronged salary programme negotiated by the PSA could eliminate future general salary adjustments as soon as public servants at the congress said.

The plan involved:

- The granting of additional funds for the revision of salaries
- The introduction of occupational differentiation which involves the re-arrangement of salary scales to bring them into line with those paid for similar jobs in the private sector

This occupational differentiation has already been introduced in various offices of the Receiver of Revenue.

“Occupational differentiation has been so successful that one department reduced its vacancy rate to 15%, the Johannesburg Receiver of Revenue is short only of registry workers, and the Pretoria Receiver of Revenue has a waiting list,” he said.

Yet almost all of the departments which have not undergone salary restructuring are experiencing problems.

It was impossible to immediately the departments which had been worst hit and the vacancies tended to fall among categories of workers who were employed in all sections, such as artisans and registry workers.

It is understood that it would cost the Government between R4 000-million and R8 000-million to make public service salaries competitive with those paid in the private sector.

“There was a lot of dissatisfaction and uncertainty among us,” a senior public servant attending the congress said.

“A Friday’s meeting people were still confused, but it was a wise thing to call in Mr van der Merwe as he calmed their doubts.”

According to the public servants, it is understood that only R20-million — or enough for public servants to receive a salary increase of 0.5% — is available.

In April the Minister of Finance, Mr Owen Horwood, indicated, in his budget speech that R200-million would be made available for the readjustment of public salary structures, the public servant said.

It was later announced in Parliament that this amount had been reduced to R150-million — and this was to be used for salary adjustments as well as “other purposes.”
Mr Arthur Margolis, of the Garment Workers Union of SA, and the general secretary of the National Union of Clothing Workers, Mrs Lucy Mxubelo, study a resolution during a break in proceedings at the Tucsa congress yesterday.

**Detainees: Tucsa president replies**

Labour Reporter

TUCSA was not prepared to take up the cases of individual detainees they hardly knew, Dr Anna Scheepers said in her presidential address at the trade union body's annual congress in the City yesterday.

Dr Scheepers, who was unanimously re-elected president for a second term yesterday, was replying to criticism of Tucsa's attitude towards detainees.

She said these unions were involved in a "vicious" attack on the industrial council system, either through ignorance of the system or for "obscure political motives".

She also warned that South African workers were facing the worst onslaught ever, with competition coming from overseas, as well as internally.

"It would be a challenge for urban workers to hold their jobs against tremendous odds — the new decentralization proposals," Scheepers said.

``Tucsa opposes the principle and practice of detention without trial but cannot be expected to take up the cases of individuals they don't know, or hardly know at all," Dr Scheepers said.

One person had admitted in court to working with the South African Congress of Trade Unions (Sactu) and sending unfavourable reports on Tucsa.

"What do people think they are? They are trying to undermine Tucsa and when they find themselves in difficulty, Tucsa is the first to be approached to make representations to the authorities," Dr Scheepers said.

Dr Scheepers criticized the emerging unions who, she said, were entering the field of "well-established and properly-functioning unions", causing disruption for unions and employers, instead of organizing the unorganized workers.

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**Tucsa conference**

which would "whet the appetite" of manufacturers, causing them to move their factories.

detained trade unionists, which has led to the disaffiliation of several member unions.

This included Tucsa's criticism of protests over the death in detention of trade unionist Dr Neil Aggett and its refusal to take up the cases of detainees Allan Fine — an official of a Tucsa union — and Emma Mashinini, wife of the then Tucsa unionist Mr Tom Mashinini.
Trade union registration investigation

Labour Reporter

IT WOULD be completely incompatible with the Department of Manpower's principle of voluntarism to force any trade union to register, Dr P J van der Merwe, director-general of the Department of Manpower, said today.

Dr van der Merwe was addressing delegates at the annual conference of the Trade Union Council of South Africa (Tucsa).

There were differences of opinion as to what the approach should be, but since the whole question of registration was being investigated by the National Manpower Commission, it appeared desirable to wait for the commission's report, he said.

CRITICISM

Dr van der Merwe said much criticism had been levelled against the department at the time that enquiry before registration was granted. However, the unions were not altogether free of blame as far as delays were concerned.

The department was concerned about the lack of co-operation from unions with regard to the submission of the prescribed documentation and statistics to the Industrial Registrar.

"With the exception of a few unions, the department has to request unions repeatedly for the submission of the statements concerned."

"Failure of this nature is a criminal offence and though the department is reluctant to go to the extreme of prosecuting unions for not complying with the Act in this regard, such a step will, however, have to be considered if a material improvement is not evident in future," Dr van der Merwe said.

HAZARDS

Referring to occupational safety and health hazards in the workplace, Dr van der Merwe said they could "no longer be dealt with by authoritarian types of legislation."

A tripartite effort was necessary to improve the quality of life of the workers, making use of the expertise of government, labour and employers.

A draft Bill dealing with occupational health and safety had been drawn up by the Department of Manpower and would be introduced in the next parliamentary session.

Dr van der Merwe said the workmen's compensation office encountered "vast difficulty" in processing and assessing claims for compensation.

This was because of the failure of employers to report accidents and submit relevant documentation to the Workmen's Compensation Commissioner.

It was also due to the employers' failure to register their businesses and pay their assessments.

Dr van der Merwe thanked the trade union movement for its "co-operation and support." Without that the department would not have been able to make the progress it had.
R500m budget for pay rises

By GERALD REILLY
Pretoria Bureau

The Government is expected to budget less than R500m million for salary increases in the Public Sector next April, it was learnt in Pretoria yesterday.

And if the economy continues its current dive into recession, the amount could well be substantially less.

It has been made clear to staff associations representing 2,5m rail workers, and nearly 83,000 Post office workers that they will have to drastically scale down their expectations for next April.

Greatly reduced salary and wage hikes are part of the Government's overall strategy for slashing Government spending and fighting inflation.

It is understood that last week the Postmaster General, Mr J O Bester, told a Post Office staff association that they could not expect increases on the same scale as last year — which were in any case 3% below the inflation rate of 15%.

The Minister of Transport Affairs, Mr Hendrik Schoeman, has also been frank with the railway unions.

He has told at least one union — the Footplate Staff Association — that they may get nothing next year, unless there was a substantial upturn in the economy.

And last week in Pretoria, the country's 80,000 State department workers were left in no doubt that they, too, will get substantially less than last year in the next round of salary increases.

Teachers organisations, possibly the most militant when it comes to pay demands, can also brace themselves for limited increases next year.

Two years ago, they were granted a 20% rise after a long drawn out fight between the Federal Council of Teachers Associations and the Government.

This year, however, fighting won't help because the funds are just not available, according to a Pretoria source.
Walk-out looms over electrical grade row

Municipal Reporter
A DURBAN City Council decision to downgrade foremen in the Electricity Department will affect 42 men and could lead to a mass walk-out at middle-management level, according to a spokesman for the men.

The spokesman, who asked not to be named, said it was the third raw deal the men had had in the past year.

Special higher grades had been created for them 16 months ago because their work with high tension live voltages was dangerous, they were called out regularly in miserable conditions, and worked incredibly long hours carrying out emergency repairs.

Long service
They were all long service employees - 'you don't become a foreman after a few years'. Many had given the corporation loyal service for between 30 and 44 years and were now 'totally disillusioned'. This was having a detrimental effect on the morale of their juniors and was obviously not in the interest of the city. He knew of many foremen who intended leaving in January if the matter was not settled by arbitration.

At Monday's council meeting Management Committee chairman, Mr Neil MacLennan, said the higher grades had been a mistake.

Yesterday the Mercury learned that they had had a ripple effect. Those in grades above the electrical foremen pressed for increases because they felt there should be a wider earning gap, and the powerful Durban Municipal Employees Union wanted all foremen in the corporation raised to the same level as the electrical foremen.

The Municipal Services Commission, which opposed the higher gradings at their inception, advised the council to downgrade 42 men rather than upgrade 110 others. It appears that while a general upgrading would cost about R75 000 a year the ripple effect would be far more costly.

One foreman told the Mercury 'We fought for a higher grade and a R91 increase for several months. Eventually the Management Committee insisted on a job evaluation to which we were totally opposed. Our jobs were compared with foremen in the City Engineer's Department, such as plumbers and painters, and comparisons were also made with senior positions in our own department.

'The evaluation report showed that we had to work with live electricity from 220 volts to 175 000 volts. We had the heavy responsibility of high tension switching without benefit of extra pay.'

The job assessors advised the council to give senior foreman a monthly increase of R146, their assistant R110 and B grade foremen R102.

Split
The first 'raw deal' came a month after the pay packets were increased. All municipal employees were given an across-the-board 30 percent increase, except the electricity foremen who got only 12 percent.

Union secretary J J Maree said that two years ago, the corporation artisans had been split into different grades and the painters had succeeded in getting the Industrial Court to rule that artisans in all the departments had to be on equal grades. The union felt the same should apply to foremen.

But, he emphasised, we don't want anybody downgraded. We want the others upgraded.

If the matter is not settled by arbitration it will go to the Industrial Court.
Tucsa distress over unregistered unions

Labour Reporter

STEP by step unregistered trade unions were being placed on an equal footing with registered unions, to the extent that an increasing number of unionists were beginning to question the value of registration.

This was said yesterday by Mr R H Botha, secretary of the Mine Surface Officials' Union of SA, at the Trade Union Council of South Africa (Tucsa) conference in Cape Town.

Mr Botha was speaking to a motion calling on the Minister and the Director-General of Man-

power to ensure that race was not a consideration in initial registration or in extending the scope of existing registered trade unions.

He said registered unions accepted the discipline of confining themselves to certain constituencies in terms of the Labour Relations Act, but unions which did not bother to register were free to poach where they pleased and disrupt not only other unions but the whole structure of labour relations.

The only disadvantage unregistered unions suffered was not being able to use stop-order facilities without the permission of the Minister.

Mr Botha's union had changed its constitution to delete the word "white", but when it had tried to enrol black mine surface officials, it was told it had to apply for an extension of the union's scope.

The Industrial Registrar would not grant this until the union was representative of workers it wished to include in its constitution.

The motion, which included a clause calling on the Minister to consult Tucsa unionists before any changes in labour legislation were made, was passed unanimously.

In another motion before the conference, Mr Ike van der Watt, general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, called on the Government to prevent employers dismissing workers engaged in legal strike action.

Mr van der Watt said it was common practice for employers to threaten striking workers with dismissal, whether the strike was legal or not.

The right of workers to withhold their labour for a just cause should be protected, he said. The motion was adopted.

Dr Anna Scheepers was unanimously elected for a second term as Tucsa president. There were no other nominations.

Mr E V van Tonder, secretary of the SA Typographical Union, Mr Botha and Mr L A Petersen, secretary of the Garment Workers' Union (Western Province), were elected first, second and third vice-presidents.

There were no other nominations for the positions of first and third vice-presidents Mr Des East, of the Motor Industry Combined Workers' Union, stood against Mr Botha for second vice-president.
Unions ‘won’t be forced to register’

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tusca) in the City yesterday that his department had no intention of forcing trade unions to register.

Delegates for compulsory registration of unions, he said, was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees.

Mr Robbie Botha, of the Mine Surface Officials’ Association of SA, said on Monday that registration was becoming an encumbrance and unregistered unions were poaching where they pleased and ‘‘disrupting the whole labour relations structure’’.

Mr D C Rondeau, of the Tramway and Omnibus Workers’ Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers’ Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union.

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission. “But a system of compulsory registration will be strongly criticized in international circles,” he warned.

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer.

He also accused employers of being lax in reporting injuries properly and registering businesses in terms of the Workmen’s Compensation Act.

About 9,000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-
Manpower director tells unions to negotiate

*Ereuter* Reporter 31

A 40-HOUR-WEEK should be negotiated between employers and employees, rather than be laid down by the Government, the director of the Department of Manpower, Dr Piet van der Merwe, said yesterday.

Dr van der Merwe said his department believed in the free enterprise system and this included free collective bargaining.

'Ve, therefore, merely lay down the parameters within which the two parties can negotiate with the minimum of State interference,' he said.

Dr van der Merwe was responding to a call issued by the Trade Union Council of South Africa for the Government to provide for a maximum 40-hour-week.

He said a number of industries had already negotiated a 35-hour-week, but the possibility of introducing this in other industries would depend on their particular circumstances.

'Conditions differ from industry to industry,' he added.

'It is possible for employers and employees to negotiate a 40-hour-week at an industrial council which could then be made legally binding on all parties,' he said.

'Employees might be prepared to agree to a 45-hour-week provided employers gave them other service benefits,' Dr van der Merwe said.

Meanwhile, the president of the Association of Chamber of Commerces, Mr Gordon Stuart-Reckling, said: 'Production in South Africa is so low that we can't afford to introduce a 40-hour-week.'

As the country was in the midst of a recession, Mr Stuart-Reckling said he would prefer to see a cutback in working hours than retrenchment.
INTIMIDATION ACT

Broad ambit

Fears are growing among unionists and labour lawyers that frequent use will be made of the Intimidation Act to deter what the State deems to be “intimidation” during strikes.

According to some estimates, at least four prosecutions of unionists have been initiated in terms of the Act since it was promulgated about four months ago. In one case, which involves a member of the Metal and Allied Workers’ Union (Mawu), bail of R1 000 has been set.

What is causing concern is the extremely broad definition of intimidation given in the Act. The Act makes it an offence to kill, assault or injure someone. But it also stipulates that it is an offence for any person to “without lawful reason, and with intent to compel or induce a particular person to do or to abstain from doing any act or to abandon a particular standpoint, cause damage to that person or any other person.”

Penalties are severe: a maximum fine of R50 000, or 10 years’ imprisonment, or both. Furthermore, the onus is on the accused to prove the existence of “a lawful reason.”

“This is a most remarkable Act,” says one respected labour lawyer. He points out that in any strike there is an element of intimidation in the sense that workers withdraw their labour to exert pressure on management. There is a fear that if the Act is interpreted in an even wider sense, it could be seen as a prohibition on almost all forms of boycotts.

There is great interest in how the courts will interpret the Act when the judgments in the four cases are given. Lawyers appearing for the unionists can be expected to press hard for a restrictive interpretation of the Act.
Railways to push for salary increases

Labour Reporter

MOST Railway staff associations would still push for salary increases equal to the inflation rate in spite of calls to slash wage demands, the general secretary of the Federal Consultative Council of Railways Staff Associations, Mr J R Benade, said yesterday.

But, Mr Benade said, it did not seem likely that the Government would be able to "scrape together" enough to meet a 15 percent wage increase unless "a miracle" happened.

It is understood that one of the staff associations had been informed by the Minister of Transport, Mr Hendrik Schoeman, that they might get next to nothing unless there was a substantial upturn in the economy.

Basic wage

Mr Benade, whose council represents 110 000 Railway employees, said the loss of overtime introduced as a cut-back measure by the South African Transport Services in a bid to curtail costs had had a severe effect on Railway staff.

"Many are existing on only a basic wage, and if we leave it at that, with prices continually rising, they are likely to be in a serious plight by next year," he said.

"Because of this we are compelled to ask the minister for an adjustment."

But it would be unrealistic of the associations not to take into account the serious plight the SATS was in at the moment, Mr Bernade said.

He said the SATS's cut-back measures had not been as successful as had been hoped.

"But, there is more than one way of killing a cat," he said, "and it might be possible to get a package deal with only 10 percent increase but together with some other benefit."
Minister in ‘dream world’

Owen Correspondent

DURBAN — Mrs Helen Suzman, PFP opposition spokesman on Community Development, said the Deputy Minister of Information, Mr Barend du Plessis, had to be living in a "dream world" if he thought it was possible to single out workers that were political activists.

"They are all political activists," she said.

Mr Suzman was replying to reports that at a conference at Yale University in the United States, Mr Du Plessis urged American companies operating in South Africa to get rid of political activists in black unions.

'Nonsense'

"His speech made nonsense of the so-called concessions wrung out of the government as a result of the Wiehahn Commission," she said.

"He should have urged employers to be more concerned with encouraging the development of workers' skills and introducing decent employment practices.

"It was this which ensured industrial peace and prevented wild cat strikes," she said.

"In removing so-called political activists, American companies would become collaborators with the security branch," Mrs Suzman said.
Du Plessis denies he shocked Americans

Argus Bureau
WASHINGTON — The Deputy Minister of Foreign Affairs and Information, Mr Barend du Plessis, called a Press conference here yesterday to say a report of remarks he made at the Yale School of Organization and Management was "totally distorted.

Mr du Plessis reiterated his view that foreign employers should be aware that unions were being misused for political purposes.

He said again that employers should "isolate the responsible elements" by making it clear that such activities were disapproved of. But this did not imply that employers should become policemen.

"We are talking about attitudes. If a trade union which allows itself to be misused for political purposes should feel cold winds coming from the company, then the Government can say it has an ally in furthering the proper goals of trade unionism."

He said he had encountered no "negative" reaction at the closed meeting.

However, participants maintained today that his remarks had caused amazement and shock.
Call for new union federation

Labour Reporter

A MOVE towards trade union unity was made at the annual conference of the Food and Canning Workers’ Union (FCWU) when delegates called for the establishment of a new federation open to all unions that are representative of workers.

The conference, held in Paarl at the weekend, was attended by more than 200 delegates from 30 branches of the PCWU and African FCWU.

It decided to discuss the need for trade union unity “as widely as possible with workers of other unions and the community at large.”

“We believe the establishment of a new federation, capable of uniting the trade union movement in South Africa and leading the working class, is necessary. It should be open to all unions, representative of workers, irrespective of membership and policies,” the resolution read.

PRICE HIKES

Delegates discussed the effects of the recession and recent price hikes on workers.

They resolved to press employers to negotiate retrenchments and promised to “join the struggle against the bread price increase.”

Conference expressed solidarity with the General Workers Union, currently locked in a dispute with the South African Transport Services in the Port Elizabeth harbour.

DETENTIONS

Other resolutions dealt with the President’s Council, the independent homelands and detention without trial.

The conference called on the Government to put an end to attacks on trade unions under the cover of security legislation. It called for an end to detention without trial.

On the President’s Council, delegates said it was an attempt to divide the people of South Africa. The voting arrangements not only divided people racially, but drove divisions between people of different classes in the black community.”
Unions back unity movement

Labour Reporter

MOVES towards greater unity in the trade union movement were backed at the annual conference of the African Food and Canning Workers Union (AFCUW) and the Food and Canning Workers Union (FCWU) in Paarl at the weekend.

The conference was attended by 20 branches of the unregistered AFCUW and the registered FCWU, which have substantial support among workers in the food industry and are regarded as a key force in a future alignment of emerging unions.

The conference, which expressed itself strongly in favour of a new federation of unions, decided that "all unions representative of workers should be allowed to attend unity talks and that there should be no preconditions on policy or membership of unions. Policies of any new federation will be decided democratically by the unions that form it," the conference resolved.

It was decided to meet with other unions and the community at large to inform them of the need for unity.

Attempts at unity among emerging mainly black trade unions broke down earlier this year over policy differences on issues such as registration and serving on industrial councils.

The conference also pledged support for the General Workers' Union in their dispute with the SA Transport Services (Sats) and rejected Sats failure to negotiate as a 'contradiction of official government policy'.

It was noted that the union's national organiser, Mr Oscar Mpetha, was still on trial, but "most of the other detainees have been released without even the pretence of a trial."

Mr Jan Theron, re-elected general secretary of both unions, said the "finest tribute" to Dr Neil Aggett, the former Transvaal secretary of the unions who died in detention, was that the organization in the Transvaal had continued to grow - in spite of his death - through the work of the members themselves.
Govt official: ‘Closed shop’ benefits unions

BY STEVEN FRIEDMAN
Labour Correspondent

THE chairman of the Government’s National Manpower Commission, Dr Henne Reinders, has defended the controversial “closed shop” principle, which means workers must belong to a trade union.

The closed shop’s application in South Africa has been attacked by black unionists and some employers and a “test case” on the issue is pending in the Industrial Court.

Writing in the Industrial Relations Journal of SA, Dr Reinders says that retaining the closed shop in South Africa “will on balance probably have more advantages than disadvantages.”

He adds that “no proven case of abuse or malpractice have been officially reported in SA.”

According to the Department of Manpower, Dr Reinders writes, over the past five years “there has only been one appeal against the refusal of exemption from a closed shop agreement” and the department says “it has no knowledge of problems in the application of a closed shop agreement.”

He adds that black workers must, however, be made aware of the safeguards against misuse of the closed shop in labour law.
Union elects PC man chief

By NORMAN WEST

This union does not yet cater for blacks, who are entering the catering trades in increasing numbers, and one would hope the laws of the country would soon make it possible to encompass them as well," said Mr Munsook.

Mr Munsook said that because of his new position and the responsibilities it would carry, he has declined nomination this year for the position of member of the National Executive Committee (NEC) of the Trade Union Council of South Africa (Tucs), which met in Cape Town this week.

He was elected to the Tucs NEC at their 1981 national congress last year.
Chairman backs controversial closed shop agreements

The Irish Times, Thursday, October 6, 1982

Have the benefits...
Shop steward focus

Shop steward training has become a key element in the emerging unions’ increasingly sophisticated approach towards industrial relations (IR) training. However, one of the country’s largest established unions now appears to have taken a leaf out of their book.

The 39 000-member SA Iron, Steel and Allied Workers’ Union, an affiliate of the all-white SA Confederation of Labour, is preparing a comprehensive training programme for its shop stewards. It wants to give them a thorough knowledge of many aspects of collective bargaining, and subjects they will be taught include economics, industrial sociology, psychology and labour law.

This shift of emphasis to training shop stewards (the union has already provided IR training for its full-time organisers and officials) is significant. Established unions have in the past paid relatively little attention to upgrading the IR skills of their shop stewards. One reason for this is that collective bargaining agreements have been centralised at national or industry level. The task of monitoring and administering such agreements has tended to be carried out by officials employed by the unions.

Emerging unions, however, have recognised shop stewards as a vital leadership group. These unions have lacked the resources to employ many full-time officials and have placed great emphasis on plant-level bargaining. Their shop stewards have, therefore, constituted the unions’ frontline of leadership in day-to-day dealings with employers over a wide range of issues. Much attention has been paid in providing them with the necessary IR skills.

This approach has yielded dividends and officials of the SA Iron, Steel and Allied Workers’ Union say they now realise that shop steward training has become essential in the new labour relations dispensation.
No rises — Sats workers warned

Own Correspondent
JOHANNESBURG. — As South African Transport Services (Sats) heads for an estimated R500-million loss this year, the Minister of Transport Affairs has warned employees not to expect pay rises if retrenchments are to be avoided.

In an interview yesterday, Mr Hendrik Schoeman, warned that road and rail tariff rises would be announced shortly. They would come into effect in January.

He said that traffic volumes had dropped dramatically because of the economic downturn. Losses were exceeding R30-million a month.

The deficit could reach R500-million by the close of the financial year the minister predicted.

Sats 280,000 workers — 115,000 white — would probably get no increases next April because of the worsening financial plight of Sats.

"As an alternative to laying off valuable skilled workers we would rather weather the storm by witholding increases next year," said Mr Schoeman.

Mr Schoeman said the extent of the tariff increases was still being discussed and he would make an announcement as soon as a final decision had been taken.

15pc rise?

It has been speculated that tariff rises will average 15 percent. That was how much tariffs rose in April this year.

Discussions with railway union leaders about pay were being held, the minister added.

The chairman of the Federal Consultative Council of Railway Staff Asperations, Mr Jimm Zorch, said not giving pay rises would be "unacceptable" to railway unions and "grossly unfair".

He said railway tariff increases would raise the prices of nearly all products the petrol price was expected to go up in January "and we have just had a huge bread

ing fast and a further sharp fall without some compensation is unacceptably to the unions," Mr Zorch said.

He also said the minister would have to be careful not to raise tariffs to a level where customers would be forced to use alternative road transport.

Too much traffic had already been lost to road haulers.

Two months ago, Mr Schoeman announced an attempt to cut operating costs by sharply reducing overtime and Saturday time.

In addition, certain uneconomic urban passenger train services were discontinued.

But railway authorities claim this could have compensated only marginally for the huge traffic loss, particularly of imports and exports since the beginning of the financial year in April.

The minister said iron ore traffic alone had dropped by 40 percent.

The PPP's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation.

"Stagflation" (little or no growth, and high inflation) affecting the country would get worse he warned.

The higher tariffs will make January a month of shock for the economy.

Fuel rise?

Escom tariffs are to be raised by about 17 percent from January — th
Performance driving
with Brian Slins

BUSINESS BRIEF
Gold (close) $424,12
FT index (3pm) 616,70
RDM 100 699,30

April this year
discussions with rail-
way union leaders about
pay were being held, the
minister added.

The chairman of the
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ducts, the petrol price
was expected to go up in
January, and we have
just had a huge bread
price rise and a 25 per-
cent hike in general
sales tax."

The living standards of
railway workers are fall-

FUEL RISE?
Escom tariffs are to be
raised by about 17 per-
cent from January — this
is a major reason for Sats' plignt.

There is speculation
that the price of fuel
will also be raised, if not
in January then early in
the new year.

And another coal price
increase is on the cards,
say sources in Pretoria.

Two weeks ago, the Min-
ister of Mineral and Ener-
gy Affairs, Mr Piet du
Fleschis said there would
be no petrol price rise be-
fore Christmas.

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crack of dawn

“What I want to know
is if we help PW to
counter Dr Treurnicht,
who’s going to help
us counter PW?”
Militant unions are 'no monster' says Tucsa

Labour Reporter

IT WAS almost certain, in the South African context, that some of the more militant black and coloured unions would have political aspirations coupled with trade union and economic aspirations, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said today.

Mr Grobbelaar was addressing delegates at the annual conference of the Building Industries Federation of South Africa.

"If we have some elements of a militant black labour movement developing in South Africa, then we should not too easily discern this as being a monster of unmanageable proportions. It is only basically a creation of our South African society, and because of the new sense of priorities which I perceive beginning in South Africa, we should be giving some hard thoughts as to how we can accommodate and reconcile this creation in our disparate society," Mr Grobbelaar said.

IMPORTANT

He suggested that Tucsa would play an important role in accommodating and reconciling the interests of "a more militant labour movement in South Africa"

Tucsa's major task for the foreseeable future would be to bring together unions from "both extremes and also those in between", to provide a platform for these disparate views, Mr Grobbelaar said.

He hoped this initiative would lead towards "labour speaking with a united voice".

"Tucsa's objective will therefore be that of holding the middle ground, and by a process of consensus, it will become the major voice in South Africa for constructive change," Mr Grobbelaar said.

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Railwaymen to demand assurance on pay policy

Pretoria Bureau

The representatives of the 10 railway trade unions will demand a clear statement on railway pay policy from the Minister of Transport Affairs, Mr Hendrik Schoeman, at a meeting in Pretoria next week.

The meeting between the Minister and the Federal Council of Railway Staff Associations, has been advanced by two weeks because of the urgency of this and other critical issues resulting from the continued economic slowdown, and the railways' worsening financial plight.

Railway union leaders were startled by the announcement 10 days ago by Mr Schoeman that railway workers could forget about pay adjustments next April unless there was an improvement in the financial position of the SA Transport Services.

During the first five months of the financial year, losses amounted to R130-million.

Losses will grow during the three worst revenue earning months of the year — November, December and January — and by the end of March the total loss could be approaching R150-million.

The chairman of the federal council, Mr Jimmy Zurich confirmed yesterday that the pay issue would be on the agenda for next Friday's meeting with the Minister.

"If, because of the administration's financial troubles, the Minister will have insufficient funds to give us increases in April, we want to know from him just when we can expect relief from the crippling burden of inflation, and the devastating effect on the living standards of all railway workers."

Mr Zurich said economy measures to reduce losses would be discussed.

"But there is no question of salary cuts or the loss of the thirteenth cheque. Before we would even consider that, the administration would have to be on the brink of a disaster — and that position has certainly not arisen yet."

Mr Zurich said so far economy measures had included the laying off of pensioners and part-time workers.

"However we do not expect and the Minister indicated this to the Rand Daily Mail that there will be sackings of permanent staff."

Mr Zurich said he would seek a reiteration of this assurance at next week's meeting.

"We know the railways are under great pressure and we will co-operate to the full in easing this pressure, but the basic rights of the workers must be protected from hasty and unwise actions."

Mr Zurich added.
the only large aircraft can cover the 4,000 km of the mid-Atlantic island of Tristan da Cunha at Port Stanley.

Aircraft refuel twice in the meaning that three take every one that lands in the night.

The find, as is not uncompanied by an unpredictable weather landing at Stanley where pilots have no other airfield to which they can

must then make the long trip to Ascension, an abode of up to 23 hours long, with different military planes to see the British garrison islands being reduced to a hundred, of which half are ground combat forces and the rest the empty island training

By RICHARD LANDER

JOHANNESBURG — After the help of men making their mark in the manufacturing industry, South Africa's black trade unions are now gearing up to capture their most coveted prize — the organization of the nation's black gold miners.

The task is an immense one — there are more than 450,000 black miners and one that could prove crucial for an industry where the workers decide whether the South African economy booms or busts.

For the first time in its 95-year history, the Chamber of Mines, which groups the major mining houses, recognized a trade union to represent non-white workers and has allowed others to enter mine compounds to represent members.

Many black South Africans the mines have long been the cutting edge of apartheid.

Since mining began in the 19th century the industry was relied on black contract labour recruited from the countryside and neighbouring countries to do back and collect the ore-bearing rock while the skilled tasks of blasting and managing were kept for whites.

White miners developed strong craft unions to protect their jobs and the miners until recently had refused to recognize black worker groups.

They last July at least 10 black workers died at the mines and more than 1,000 were sacked after putting up six times the worst disturbance the industry had seen since the mid-1970s.

Officials of the fledgling unions

асcribed the roots to dissatisfaction with the 12 percent pay rise awarded by the Chamber, with workers unable to meet their grievances peacefully through any bargaining process.

They now hope the decision to recognize a trade union representing black workers means that future disputes concerning pay and conditions could be settled around a table between union and chambers representatives, rather than across a mine compound between angry miners and armed security guards.

The officials are under no illusion that the mines can be unionized on a large scale overnight.

"We're just creating the negotiating machinery and a group of black leaders now we haven't even started recruiting yet," said Mr. Iwe, secretary of the Federation of Mineral Employees' Union which has made the breakthrough recognition agreement with the chambers.

Encouraged

Mr. Van der Walt said he was encouraged by the Chamber's move to recognize his union, but said the employers still remain very cautious about union dealings.

His views were echoed by Mr. Cyril Ramaphosa, black organizer of the National Union of Mineworkers which was formed the year in response to the July riots and has also been given permission to recruit in the mines.

The chambers do not really know what will happen.

A spokesman for the Chamber emphasized it had an open attitude towards black unions.

"We don't believe in putting up barriers towards unions, but we don't think it's our job to help them set up a union with no independent unions," he said.

"We will deal with unions that can show us that they represent a significant proportion of a group of workers at one or more mines," the spokesmen said.

The chamber's attitude is generally seen as realistic, particularly in view of the spread of black unions in the manufacturing and retail sectors.

As those areas, the chambers may have to face up to strikes and stoppages as workers begin to press their claims for better wages and conditions.

However, it could also have the effect of unions that represent the biggest problem. The huge physical threat of recruiting 500,000 workers, black union officials are worried about their relations with white unions.

They are eager to narrow the wage gap with white workers, but black miners have found their white colleagues more determined than ever to hang on to their exclusive rights to skilled jobs granted by law after a strike in 1922 against cheap black labour being used in the mines.

The unions may find many miners who are working on-year contracts reluctant to join close observers of the industry said.

With virtually all the black miners brought to the mines on contracts, lodged in hostels hundreds of kilometres away from their families many might not see any long-term benefit from joining a union, especially if it meant possibly taking part in a prolonged strike.

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Contract cancelled

Even the strongest critics of the Federation of SA Trade Unions (Fosatu) should draw no comfort from the University of the Witwatersrand's cancellation of a pioneering education course for Fosatu unionists.

The first course was held in November 1980 and a contract Fosatu signed with Wits in July last year gave the university groupings a veto right over who could participate. The university, however, believes the course should no longer be open to one particular group of potential students. It has given Fosatu three months' notice that the contract is being cancelled.

Fosatu has criticised this decision, arguing that Wits has allowed Anglo American a similar right of veto in a contract the corporation has with the university for a programme to train black matriculants. Fosatu says it is willing to open the course to like-minded unions, but is opposed to participation by "racist and undemocratic unions."

The university's vice chancellor, Professor D.J du Plessis, says Wits believes that the courses it offers should be available to all potential students. However, it is willing to allow certain closed courses to be run on an experimental basis for a specific period. In the case of the Anglo contract, the corporation was paying a large amount of money for a novel experiment to prepare people from a deprived background for careers in commerce and engineering. This programme, he says, is far more complicated to structure than the Fosatu course.

He says the University realised there were good reasons for the exclusive nature of this programme in its initial stages. But Anglo is well aware that the university is expecting its programme to be opened up to all potential students once the experimental stage has passed, he adds.

A Fosatu spokesman replies that the course for unionists was still very much in an experimental stage. It was a unique experiment in training skilled and semi-skilled workers, exposing them to subjects like history, sociology and economics. He complained that the decision by Wits to cancel the contract was an arbitrary one because Fosatu was willing to discuss various options with it. The federation will now set up an alternative course.

Du Plessis, on the other hand, maintains that the course has already had an experimental period of two years. "We are not locking them out. But we do believe the course should be open one because this is an open university. There is a matter of principle involved here."
MD calls for law on ‘equal amenities’

Staff Reporter

FAR-REACHING changes in labour relations have been recommended to the Community Relations Committee of the President’s Council by Mr F E Streicher, managing director of SA Manganese Amcor.

In a report released last week on submissions which he made to the committee on Monday, Mr. Streicher, also a member of the Mineral Advice Committee of the Department of Mineral and Energy Affairs, said most South Africans favoured peaceful change.

“If the politicians carry out their promises we will do our share in the industry,” he said.

“We appreciate that the bureaucratic system is slow-moving, but state officials are not receiving clear guidelines which in the short term may not be politically convenient but in the long run will improve labour relations.”

He called for workers on the same grade to be granted access to the same amenities, otherwise labour relations would be undermined. Laws on separate amenities should be replaced by laws on equal amenities, he said.

“You cannot be over-emphasized that the business leader must win his workers’ confidence by accepting their right to negotiate industrial differences, their right to legal strikes, promotion based on merit, equal pay for equal work, training and security benefits. This will put the manager in the position of a change agent.”

He said that past laws and influx control were “hard to justify” as they were seen as the infringement of the individual’s freedom.

“But I believe that some sort of influx control should be negotiated with the black local authorities. I also believe that the worker has the right to belong to the trade union of his choice if businesses maintain an honest and open relationship with the union it can only be beneficial to labour relations.”

Shift in emphasis

Mr Streicher criticized the education system, saying it had to shift its emphasis from differences among people (andersheid) to their equality (eendersheid). Educational standards and facilities had to be equal for all races.

“While our educational establishments are producing academics we need technicians. Technical schools and technikons should get much more support and vocational education must be instituted as soon as possible. To achieve this there must be much closer liaison between educational institutions and industry.”

He said it was a “miracle” that there were “so few” strikes in South Africa.

“Free enterprise is a foreign concept in our education system. Concepts such as labour costs, mechanization and long-term profits are foreign concepts to trade union officials and Greek to members.”
Tears as Fine is freed

Own Correspondent
Johannesburg — A packed public gallery burst into applause and some spectators shed tears yesterday after trade unionist S Alian Fine was acquitted in the Johannesburg regional Court of charge under the Terrorism Act Internal Security Act.

Mr. W. Rosch acquitted Mr. Fine, a 30-year-old official of a registered liquor and catering workers' union, after finding that the State had failed to prove he had intended to assist the banned African National Congress (ANC) by disseminating information to a small group of the exiled SA Congress of Trade Unions.

One of the Rosch's findings was that Mr. Fine's participation in consumer boycotts did not mean he was working for the ANC and that he may have sent information to the SA Congress of Trade Unions secretly because he feared banning or detention without trial.

The verdict cries more than a year's imprisonment for Mr. Fine, who was detained last September under security legislation. Since then, he has either been detained without trial or held as an awaiting-trial prisoner.

Friends, relatives and trade union colleagues cheered and hugged each other after Mr. Rosch completed his verdict and Mr. Fine was led away from the dock by police before being released.

In his judgment, Mr. Rosch noted it was common cause that Mr. Fine had sent information on labour developments to a Botswana-based SACTU official, Mrs. Jeanette Schoon, by means of "dead-letter boxes." Although it was agreed that SACTU was not an illegal body, it was alleged that there was a conspiracy between SACTU and the ANC to overthrow the State by violent means and Mr. Fine was therefore guilty of terrorism.

A second charge, under the Internal Security Act, alleged that by sending information to Mrs. Schoon, Mr. Fine had furthered the ANC's aims.

Mr. Rosch found that there was no evidence of a conspiracy between SACTU and the ANC to overthrow the State and added that SACTU engaged in both legal and illegal activities.

But there was no prima facie evidence before the court that Mr. Fine's actions were in themselves "terrorist" and it had thus been up to the State to prove "beyond reasonable doubt" that Mr. Fine was furthering the aims of the ANC.

Most of the information sent to SACTU had been publicly available.

There was no evidence that it had been sent with "ulterior motives," and, because of a lack of knowledge of SACTU activities inside the country, it was not known what use the information had been put on.

On the use of a code to communicate with Mrs. Schoon, Mr. Rosch found this was either because he was "under her discipline" or because he feared police action. It was the court's duty not to accept the "more favourable possibility" and acquit Mr. Fine, he said.

The court had been "hampered" in determining the use to which the information sent by Mr. Fine had been put by a lack of information inside the country about SACTU activities.

Mr. Rosch found there was no evidence that Mr. Fine had taken part in consumer boycotts and other union activities at the request of SACTU.

Mr. Fine had sometimes contradicted himself in his evidence and had also been "childishly naive" about SACTU's aims, but he had been "frank and honest" about his political beliefs and other aspects, Mr. Rosch said.

He had been impressed by the evidence of State witnesses, including that of a security policeman, Major Craig Williamson.
Closed shops likely to remain area of conflict

THE CLOSED SHOP is one of the most contentious issues within labour and has been the subject of intensive debate by both employers and trade unions. Essentially, the closed shop bars an employer from employing workers who do not belong to a particular trade union and, at the same time, forces workers to belong to the trade union concerned.

In 1980 the National Manpower Commission (NMC) estimated that 230,000 employees in South Africa were affected by closed-shop agreements. It also found that out of 94 Industrial Council agreements 57 contained closed-shop clauses.

By IAN BISSELL
Labour Reporter

At present the closed-shop principle is the focus of an Industrial Court action brought by Grafton (Bredell), a Natal furniture manufacturer. The company found itself caught in a situation where three of its long-service black employees had refused to join the established National Union of Furniture and Allied Workers of South Africa (NUTFW).

In enforcing the Natal furniture industry’s closed-shop agreement the Industrial Council called on Grafton to fire the workers. However, the company decided to take the matter to the Industrial Court in a bid to get a ruling on the fairness of the closed shop.

Imported

The closed shop, like many other union practices in South Africa, has been imported from Britain where it was introduced about 200 years ago by trade unions as a protective measure in the hostile environment in which they found themselves.

The unions found it difficult in recruiting, retaining and disciplining their members in the face of resistance by employers and fear of retribution on the part of workers. Competing trade unions also frustrated a union’s efforts to recruit and retain members.

restrictive

Although the closed shop is cherished by overseas trade unions as a hard won right, in South Africa it has long been the subject of harsh criticism.

Established unions have been criticised for using closed-shop agreements to reserve particular jobs for select race groups and more recently, to obtain black members. Closed shops have also been seen as a restriction on the individual’s freedom of association.

In its report on closed shops, the NMC stated that the closed shop was a long-standing practice in the country and that it would have more advantages than disadvantages, but if such agreements were applied without restraint or control, a variety of malpractices or abuses would occur, especially in South Africa with its different races.

It recommended that closed shops should be taken to ensure that provisions would no longer occur in Industrial Council agreements whereby employers were obliged to give preference to trade-union members in employing workers.

After much deliberation the Industrial Council decided to allow the closed shop to remain but has introduced legislation which gives newly recruited workers a 90-day period of grace before having to join a trade union of their choice.

The issue, though, is a complex one and there are strong arguments on both sides in favour of the closed shop.

The general secretary of the 37,000-member South African Typographical Union, Mr E van Tonder, said it enabled the union to weed out “free riders” — those who did not pay union dues and yet benefited from the benefits won by the union in its negotiations with employers.

Mr Frankie Hansa, the general secretary of the 48,000-member Garment Workers’ Industrial Union (Natal), said the closed shop prevented employers in “bad times” getting rid of union members and employing “scapegoat” labour.

Closed-shop unions argue that it provides a suitable framework for collective bargaining and strengthens the representative capacity of the unions.

Mr Richard Savage, chairman of the Natal Clothing Manufacturers Association, which is governed by a “closed shop,” said it was particularly useful at present with various unions springing up for black workers which could disrupt the industry.

The closed shop, though, has not been completely dismissed by the emerging trade unions. The Fosatu-affiliated National Union of Textile Workers has been asked by textile workers in an Eastern Cape factory to negotiate a union shop agreement.

Democratic

The NUTFW argues that unlike the closed shop the unions shop is democratically instituted. The industrial agreement, it says, provides for it to be tested annually by means of a worker ballot and it can therefore be dissolved by the workers involved.

Nevertheless, closed-shop agreements in their present form will continue to come under fire from the emerging trade unions and the future is likely to be an area of conflict.
Trade unions' ‘important role’ in free market

Argus Bureau
PORT ELIZABETH — The "establishment" in the South African society should question and change its negative stereotypes about trade unions and appreciate its role in the evaluation of our society, Professor Roux van der Merwe, a labour relations expert, said here.

Professor van der Merwe, who holds the Volkswagen chair of Industrial Relations at the University of Port Elizabeth and who is a member of the National Manpower Commission, was speaking at the Cape Provincial congress of the Progressive Federal Party.

Competitive

In a paper titled Labour Relations And The Future Of Free Enterprise, he said that rather than rejecting trade unions or trying to control them to optimise their roles in society, labour relations should be recognised as "one of the fundamental competitive elements of a free enterprise society and an important part of its regulatory mechanisms."

Freedom

"If this is accepted, then emergent trade unions are more likely to avoid an anti-establishment stand. They may come to realise that unless they accept their role as part of a free democratic market economy in the long term, they will inevitably lose out in the ensuing political struggle."

History shows that where trade unions directly challenge governments in politics of the capitalist or communist type, they lose their freedom.

"The subject is intrinsically difficult. Bedevilling it all is also the generally negative image of trade unions in most levels of white South African society, sustained or aided by a media emphasis on a mainly gloomy conflictual picture."

"Misguided"

"The trade union is best seen as irresponsible and misguided. It does not seem to understand the need for all to pull together as a team."

"At worst it is seen in outlaw terms, if not actually communist and revolutionary, then certainly left-wing and dangerous."

"It needs, at best, to be communicated with and educated in the error of its ways. At worst, it needs to be met with implacable resistance and rooted out by force of necessity."

However, if we seek to be constructive, we should rather be asking what its role should be and what is needed for such a role to be realised, especially in the context of the evolution of our society.

"Trade unions, as we know them, are only possible in a capitalist democratic society. Not only is their own internal structure democratic, but when a society accepts their presence, it is in fact devolving political and economic power to the lowest possible level, individuals at the workplace."

Eliminate

Professor van der Merwe added that in many capitalist societies the temptation was there to control, or limit or smash the power of trade unions. In South Africa the years 1956 to 1970 saw the most systematic efforts to eliminate black trade unions and in cold unqualified figures these efforts were successful.

Total membership dropped from 15 percent of manufacturing employment to three percent.

Conflicts

But running counter to this decline was the growing real power of black workers in an economy increasingly dependent on their labour, but in a political structure that increasing denied them any expression.

The pressures generated resulted in a number of explosions: Sharpeville in 1960, the 1973 strikes, the 1976 schools boycotts and the Soweto riots.
THE dispute between Durban City Council and the Durban Municipal Employees Society over the grading of foremen and assistant foremen has been referred to the Industrial Court for arbitration, union sources said yesterday.

The row threatened to erupt into a mass walk-out by middle management in September.

The general secretary of the society, Mr J J Maree said yesterday the Conciliation Board which sat on Tuesday failed to settle the dispute and it was decided to refer the matter to the Industrial Court for arbitration.

Because the dispute involves employees working in essential services, who are not allowed to strike by law, and because it was not settled by the Conciliation Board consisting of an equal number of employees and employer representatives, it is compulsory to refer it to arbitration.

The dispute revolves around the special higher grades created about 18 months ago for 41 foremen and assistant foremen in the section of the electricity department.

The special grades were introduced because the 41 employees work with high tension live voltage, they are called out regularly in all conditions and work long hours carrying out emergency repairs.

The society had asked the council to upgrade all the wages of foremen and assistant foremen to the higher grades but the council decided instead to downgrade the special grades.

Mr Maree said council representatives had offered to hold the 41 employees at their present wages over two wage increases until the rest of the foremen and assistant foremen caught up, but this was not acceptable to the society.

He charged that the wages of municipal employees in Durban were not on a par with comparable municipalities such as Cape Town and Pretoria.

The Town Clerk, Mr Gordon Hugarth, who was a member of the Conciliation Board, refused to comment yesterday saying the board's proceedings were secret.
Only 12% are in unions

IN spite of the rapid growth of trade-union membership in South Africa, only 12% of the country's economically active population of 8.4 million are union members.

A study by McGregor's "Who Owns Whom" of the country's trade unions, co-operatives and control boards reveals that union membership is highest among the whites (31.19% of economically active whites), followed by Indians (20.23%), coloureds (24.16%) and blacks (4.04%).

In terms of total union membership, 82% of members are white, 25% black, 16% coloured and 7% Indian.

The analysis supplies names, addresses, telephone numbers and members of 27 control boards, as well as names, main activities, addresses and directors of 15% of the country's 640 co-operatives. The remaining 85% failed to respond.

He also sees many homeland blacks coming to the "white" industrial areas illegally, and to work illegally and they take their employers finding it profitable to flout the law.
Labour Week

Crucial day for miners

Unions face up

TODAY could prove crucial to future labour relations on the mines.

The new Confederation of Mine Associations and Unions is to decide whether to admit the Federated Mining, Extractive and Chemical Workers Union (FMECUW), which represents coloured and black workers.

The new body was formed recently and brought together mine unions and two of three officials' associations.

Up to now, the worker body bargaining with the Chamber of Mines has been the all-white Council of Mining Unions.

Pay for the country's 500,000 black miners has been set by the mines without any bargaining.

The two officials' unions which joined are multi-racial, and it was assumed that, because the move brought them into the same group as unions such as the all-white Mine Workers Union, it had opened the way to multi-race mine bargaining.

So a vista opened up in which unions with black members would join the new body, negotiate with the chamber, and blacks would have a say in their conditions in the industry for the first time.

But now snags have emerged.

Unions must be admitted to the new body by a two-thirds majority, union voting strength is based on membership - and the MWU is the biggest union.

But Rightwingers would still need support from outside their ranks to keep a new union out.

Imagine, then, the alarm of some mine unions when they were to learn that the Rightwingers was an unlikely voting ally in Tucos's multi-racial Mine Surface Officials Association, which also wants to recruit blacks!

The MSOA executive wants to vote against the FMECUW and, if the MWU and its ally also do, it will not gain two-thirds support.

The reason is that the MSOA sees the FMECUW as a rival for black support.

If it and the two Rightwingers do keep the FMECUW out, they may scupper the new confederation as a multi-racial bargaining forum.

They would also drive the Bielmakers out and force the chamber to accept a separate channel to deal with black unions.

If the FMECUW is admitted, the next test will be whether the chamber deals with the new body. It favours multi-race bargaining.

Disability

skydiver

first in

Africa

ARARE - A Harare man, Mr Neville Schwartz, 25, became Africa's first para
gliding skydiver on Saturday when he plunged 800m into a lake.
He said after the crash he was 'never felt better.'

He was treated at St Giles Rehabilitation Centre in Harare until he left for England nearly 20 years ago to return to Zimbabwe last year and, while watching parachutists floating down, he decided to try the sport.

So far, his jump has raised several thousand rand for St Giles and several of the centre's patients were present to watch the big jump.

Mr Schwartz, who completed his jump after only two days' training, said he hoped to do it again soon.

He was chairman of the Mabonbland Skydiving Club, Mr Paul Hogan, said as far as he knew Mr Schwartz was the second paraglider ever to have skydived. The first was in the United States last year.

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A point of criticism, Stalin had become the authoritative one.

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by STEVE FRIEDMAN

but may have qualms about dealing with miners and officials in one body.

If these hurdles are cleared, the question will be whether new black unions will join the new body.
Row looms over union's rejection

The new mining union federation headed by Mine Workers' Union secretary Mr Arnie Paulus rejected a coloured trade union's application for membership at its executive meeting yesterday.

The federation of Mine Associations and Unions, which recently replaced the eight-member Council of Mining Unions and three mine officials' associations, failed to get a two-thirds majority needed to admit the Federated Mining, Explosives and Chemical Workers' Union. The coloured union received only 12 of the 14 votes it needed.

The Mine Workers' Union and the Mine Surface Officials' Association were among the unions which did not support its application.

The rejection of the application of the union, which recently received the go-ahead from the Chamber of Mines to recruit black miners, drew a sharp reaction from the SA Boilermakers' Society.

Its general secretary, Mr T. van der Waal, said he gave notice to the federation that it would reconsider its position in the federation because of its rejection of the coloured union's application.

The Boilermakers' Society, which has close links with the coloured union, is one of the major affiliates of the 320,000-member Trade Union Council of South Africa (Tucsa).

Mr Paulus, the federation's chairman, could not be contacted for comment yesterday.
Gas from wood!

Farmers and industrialists who use diesel fuel to generate power could have their present energy costs by adopting a new wood-gasification system for making producer gas from wood waste.

Now being manufactured locally by Carman Industries, the new gasifiers could represent a major breakthrough in attempts to reduce reliance on petrol diesel and gas fuels.

Said to represent a major advance over World War 2 gasification methods, the system is based on technology recently patented by its American designers worldwide.

The gasifiers are expected to help farmers who rely on diesel fuels to power their machinery.

With the new system a farmer will have access to a steady 100 kilowatt supply of electricity - more than enough to meet normal power requirements for pumps, generators, and other machines including household appliances.

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Paulus to lead miners' solidarity

WHAT could emerge as the toughest miners' union yet is putting the final touches to its new constitution in Johanesburg this week.

Assured of at least 50,000 founder members, the Confederation of Mine Unions (Camu) has absorbed the 'uncompromising Council of Mining Unions' which battled tooth and nail with the Chamber of Mines this year and has already signed up several "mixed" unions in the mining industry.

Chamber of Mines officials must have looked wide-eyed across the table when Camu officials led by none other than tough man, Arnie Paulus, held their introductory meeting and announced that Camu would have mixed membership.

By Lynn Carlisle

Although Paulus is still regarded to be against anything but all-white membership he is now of ficially the chairman of Camu.

The Confederation's ranks is subject to a two thirds majority approval by its executive, and does not rest solely on his decision.

The first real test of Camu's "liberal" policy could come this week when it is expected that discussion, and possibly even a vote, will be held over an application to join from the Colourfed Chemical Explosives Workers Union.

"We should know more about it this week. This will be a fair indication of how the wind will blow," said Ben Nicholson, deputy chairman of Camu and head of several unions in other industries.

Camu, which will only consider membership of registered unions or those in the process of being granted registration, have already attracted the "mixed Mine Surface Officials Association - a founder member and hope to get its underground counterpart, the Underground Officials Association (UOA) to join.

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ELCENTRE Control Systems, the South African distributor of Sicamex recently had a visit from its principals in France.

Three seminars were held in Cape Town, Durban and Johannesburg.

This was Levy's first visit here. During seminars he was able to clarify issues of weathering capabilities of overhead insulated cable based on his world-wide experience.

The bundled overhead system has been successfully used in the mountains of South America which has similar climatic conditions to SA and in recent years in South East Asia and North America where it is extremely hot.

In this extreme heat there has been no deterioration of the cable insulation material.

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Yanni Kummel (left) of Elcentre Control Systems seen with Rene Levy general manager of Sicamex.
In-house training beats staff crisis

To overcome the acute problem of shortage of skilled manpower, and to ensure that its black staff are trained in all aspects of their work, Thomas Foundry has extended its intensive and ongoing training programmes for all personnel.

A qualified black lecturer, operating from the training centre recently built in Germiston, gives two-hourly lessons twice a day in literacy and numeracy.

Regular sessions are also held for all racial groups in skills training.

Thomas Foundry is now able to give training not only in respect of specific jobs and the advancement of workers in certain positions, but also to provide indepth lecturers on all aspects of foundry operation up to the highest level.

A spokesman for the firm, Terry Ryan, said: "We have had to provide this training ourselves, and results are already being seen in the enthusiasm of the staff at all levels.

"With the shortage of skilled manpower in SA, we need to provide our own skilled workforce in order to maintain and develop high standards."
WHAT happens to mine labour relations now the new Confederation of Mine Associations and Unions has refused to admit the (black and coloured) Federated Mining, Explosives and Chemical Workers Union?

The move is certain to create problems. But it came as no surprise to learn that CMM's National Union of Mineworkers, a newly formed black union with no links to the established mine unions, was hardly struck by the move.

NUM was worried that the confederation, if it admitted a black union, would demand the sole right to bargain for all mine workers. This would have left NUM out in the cold unless it joined the new body and it is likely to reject joining at its first conference this coming weekend.

The decision to veto FMÉCWU sources in the union argue, now leaves it free to work out a deal with the mines independently of the white-led unions.

Meanwhile, NUM is reported to be making steady progress in its recruitment drive and will begin seeking recognition at some mines fairly early in the New Year.
Mine unions may face split

By Tony Davis,
Labour Reporter

The 53 000 strong SA
Boilermakers Society
will decide next week
whether it will con-
tinue its membership in
the new mining union
confederation.

Last week the Con-
federation of Associa-
tions and Mining
Unions refused to ad-
mis the black and
coloured members
of the Federation of
Chemical and Explor-
ers Workers Union
into its ranks.

Mr van der Watt,
the general secretary
of the Boilermakers
Society, also refused
the request of the FMCEWU and
he told an Anglo-
American seminar in
Johannesburg yester-
day that the confedera-
tion's decision had
created difficulties for
the Boilermakers.

An executive commit-
tee meeting of the
union next week would
decide on its future
association with the
confederation, he said.

Mr van der Watt
said he had hoped the
confederation would
create an opportunity
to form a labour ca-
cus made up of all
workers in the mining
industry.

Whatever next
week's executive meet-
ing of the Boilermakers
Society decided, he
said he would continue
to work towards estab-
lishing such a caucus.

The reason for the
current dispute was the
"inability on the part
of some of the people
involved to abandon
existing structures" and
to accept new prin-
ciples which were basic
to sound labour rela-
tions and democratic
trade unionism, Mr van
der Watt said.

Freedom of associa-
tion was essential and
many closed shop and
allocation of occupation
agreements would have
to fall away, he said.

The dispute had
created a situation in
which many unions in
the mining industry had
to reassess their tradi-
tional roles in terms of
labour relations.

Although racial
differences did exist, the
Boilermakers adhered
to a policy of non-
differentiation.

"We will not recog-
nise any differentiation
when it comes to pay,
conditions of em-
ployment, trade union
rights or democratic
rights with a trade
union," Mr van der
Watt said.
Key black mine union conference at weekend

Labour Correspondent

DECISIONS which are expected to have a vital bearing on labour relations on the mines will be taken at the first conference of the National Union of Mineworkers in Klerksdorp at the weekend.

And, in a statement announcing the meeting yesterday, the NUM, a recently-formed union for black miners, said it had already recruited 14,000 workers on the mines since it began seeking members only four months ago.

The NUM is affiliated to the Council of Unions of SA.

The conference is expected to provide a vital early indication of the attitude of unaffiliated black miners to key labour issues in the industry.

At the conference the NUM is to take decisions on whether it will register with the Government and on whether it will attempt to join the newly-formed Confederation of Associations and Mining Unions.

It will also decide on its relations with other mine unions, its attitude to job reservation and the Chamber of Mines' criteria for union recognition and its views on a future bargaining system for the mines, including moves to form an industrial council in the industry.

The Chamber of Mines granted the NUM access to mine property to recruit workers two months ago.

Two other unions with black members have also been granted access and one has been recognised by the chamber.

In its statement, the union says it has embarked on an "intensive recruiting campaign" and had already established contact with black mine workers before being granted access by the chamber.

The NUM says it has begun "consolidating membership" on each of the mines on which it is recruiting.

Union members had begun electing shaft and branch committees and delegates from four regions would be attending the conference.

The meeting is likely to be closely watched as the union's decisions will have a vital bearing on attempts to hammer out a new bargaining structure on the mines for all races.

It is expected to reject moves to form an industrial council at this stage and to decide not to attempt to join the new confederation.
Union to make key statement today

Labour Correspondent
THE SA Boilermakers’ Society is expected to announce today whether it will quit a new Confederation of Associations and Mining Unions (CAMU) — a move which could herald the new body’s collapse.

Boilermakers’ general secretary Mr Ike van der Watt threatened to quit CAMU after it refused admission to the black and coloured Federated Mining, Explosives and Chemical Workers Union (FMECWU), which was established by the Boilermakers.

Yesterday, the union’s executive met to discuss whether to quit CAMU, but no statement was issued after the meeting.

It is understood that an announcement was delayed until today when FMECWU’s executive meet in Kimberley to discuss the move.

Mr Van der Watt flew to Kimberley last night and it is believed he will inform FMECWU’s executive of the Boilermakers’ decision in the hope of arriving at a joint stance.

Informed sources say Mr Van der Watt has been at work “behind the scenes” since the confederation refused to admit CAMU in an attempt to “patch up” the dispute and revive prospects of all mine unions co-operating in one body, regardless of race.

Meanwhile, the Chamber of Mines also met yesterday to discuss its attitude to recent labour relations developments on the mines. It will reveal its views today.
Black unions on the march in the mines

By Tony Davis, Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions.

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

This year, the Chamber of Mines granted access to three new unions to recruit members at the group's mines.

- The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14,000 membership and growing ranks in Free State and Transvaal mines.
- The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently.
- The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unions.

HOSTELS

In the mining industry, the right-wing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership.

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450,000 men working in mines across the country.

These unions face additional problems in organising black mineworkers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch.

Organising members hinges on gaining access to the mine hostels. The Chamber of Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more.

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject.

The CWA-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply.

It is still unclear at what level the black trade unions could represent their membership.

"RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month selected the membership of the FMECU, in what the NUM described as a "racist" action.

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely.

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year.

ARRESTS

More than 1,000 miners were dismissed and hundreds arrested, and several died during the unrest.

Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once.

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task.

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions.
New union deal on mines

Own Correspondent DURBAN — The Chamber of Mines announced yesterday that it was prepared to recognize unregistered black trade unions.

The announcement opens the way for unregistered black unions to represent the 480,000 black mineworkers.

It follows a decision not to register by the National Union of Mineworkers, the only black union which has been granted access to the mines.

A statement released yesterday said the chamber's executive committee had agreed that registration should no longer be a criterion for the formal recognition of the union as a "partner" in the collective bargaining process.

However, the unregistered union will be required to submit an "acceptable" constitution and must prove it has recruited a "significant" proportion of employees in the occupations it seeks to represent.

It will also be required to enter into a "formal recognition agreement" which will define the categories of employees to be represented and lay down procedural rules for the "regulation" of the relationship between the union and the chamber.

The chamber said the decision would considerably "simplify" procedures leading to full recognition of unions.

Mr. Phirosh Crawf, general secretary of the Council of Unions of South Africa, to which the National Union of Mineworkers is affiliated, said, "We are very glad that the chamber has revised its guidelines and become more pragmatic."

He said the union remained opposed to the chamber's insistence on the number of members in a particular job category as a basis for recognition, but he was sure the chamber would attend to this.
New era as mines face black unions

By PHILLIP VAN NIEKERK
Labour Reporter

AFTER 1982 labour relations on the mines — South Africa’s key industry — will never be the same again.
In July an estimated 70,000 black mine workers went on strike against low wage increases. A week of unrest and violence, the most widespread since 1946, led to thousands of dismissals, hundreds of arrests and at least 10 deaths.
Many saw the unrest as a result of the absence of trade unions among black mineworkers and the lack of genuine bargaining channels with management.

In contrast to the sophisticated negotiating machinery for white mineworkers (and there was nearly a legal strike by white workers about wages this year), black mineworkers have never had a say in their wages or conditions of work.
But since July, the face of organized labour on the mines, which has lagged behind the manufacturing sector in the post-Wiehahn era, has rapidly changed.
Last week, the first emerging black union to organize on the mines, the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), claimed it already had 14,000 members after only four months.

Criteria rejected

In a hard-hitting statement at its inaugural conference in Klerksdorp, the NUM said it would not register and rejected the Chamber of Mines’ criteria for union recognition.

In a major policy change a few days later, the chamber announced that representative unions which refused to register could still win recognition on the mines, a distinct possibility in the next few months.

In another sign of change, the all-white union negotiating body, the Council of Mining Unions (CMU), has been disbanded and replaced by a new Confederation of Mine Associations and Unions (CMAU).
However, the CMAU — which includes Mr Arrie Paulus’s right-wing Mine Workers’ Union (MWU) — has refused to admit a multiracial union, the Federated Mining, Chemical and Explosives Workers’ Union, and its future as a body representing all mineworkers is seriously in doubt.

Mr Paulus says his union exists to protect the white worker.

“Only a blind man cannot see that by accepting the Wiehahn Commission report and scrapping job reservation the government has sold the white worker down the drain,” Mr Paulus said on Friday.

The MWU is now organizing white metal workers as well, with the aim of forming one big union for white workers.

Polarizing

Labour on the mines seems set to become polarized.

On the one hand, the black NUM is against joining the new confederation — which it sees as a “collective bargaining front for white racist unions” — and, on the other hand, the white unions have prevented a mixed union from becoming a member of the CMAU.

In the middle is Mr Ike van der Watt, general secretary of the 86,000 strong SA Boilermakers’ Society, the biggest union in the country.

While some would argue that getting the white MWU and the black NUM into the same caucus is far-fetched, Mr Van der Watt, who is determined to bring all mine unions together into a single bargaining group, believes it will be “possible, though admittedly difficult”.

He believes that if the black unions are not party to the creation of a new bargaining structure on the mines from the beginning, then that structure will never be acceptable to them.

Mr Van der Watt foresees the eventual emergence of a number of black unions on the mines, all jockeying for the support of the 480,000 odd workers who have never before been unionized.

Judging by the NUM’s rapid recruitment of workers, the main problem of the new unions will not be getting members, but winning concrete victories such as improving the pay and conditions of black mineworkers.

Mining bosses

Meanwhile, the mining bosses are watching developments with interest as well as trepidation. Several, such as Anglo American’s Mr Bobby Godsell, have adopted an enlightened attitude and welcomed the emergence of black unions.

But it is no secret that everyone concerned may be in for a harrowing time as the mining industry, which has a volatile history, faces far-reaching and possibly tumultuous change.
EAST LONDON — Ciskei security police raided the homes of a number of union leaders and arrested at least one union member. Unions in Ciskei have been the target of several raids since the beginning of the week.
This year in the Labour relations was marked by the death of union leader Dr. Neil Asgett. His body was discovered in his cell in the police lock-up, and a police inquiry was opened. Dr. Asgett was a prominent figure in the trade union movement, and his death was a blow to the union movement.

In other news, the South African Transport Workers Union (SATWU) and the National Union of Metalworkers of South Africa (NUMSA) reached a deal to end their strike. The strike had lasted for several weeks and had caused widespread disruption to the transport sector.

Wage disputes were widespread throughout industry, with workers demanding higher wages and better working conditions. The government announced new laws to control wage increases, but many workers were unhappy with the changes.

It was another active year in labour relations, with several strikes and protests taking place across the country. The Labour Review reported on these events, and there was a special edition for the 100th anniversary of the Labour movement in South Africa.

This year was the year of the reforms. The Labour Act was passed, giving workers more rights and protections. The government also introduced new laws to control wages and improve working conditions.

The year ended with a sense of optimism, as workers and unions looked forward to a brighter future.
More labour unrest on cards for 1983

The conference adopted the National Executive Council's recommendation for a code of conduct for dealers and the Security Police in the industry.

Several labour unrests were awarded in the industry during the year.

Some ill terms and fines were imposed on unions after their general strike in February.

Fosatu's National Automobile Workers' Union threatened a boycott of the auto industry from September, but the industry union's members were involved in disputes in the Johannesburg area with the OK Basuto, the Central News Agency and Woolworths.

The wage grievance was central to those disputes and showed the growing militancy of industrial workers. These disputes led to the establishment of the Auto Industry Council (AIC).

Barlow's Wharf and Allied Workers' Union was engaged in a dispute over the protection of the port of Durban.

The dispute was heightened by the replacement of several workers at the Durban port.

The government response was to introduce new labour legislation, which would have a major impact on the industry.

The new Labour Relations Act was introduced in Parliament, but it was met with wide opposition from the trade unions.

The act was eventually passed, but it was met with widespread protests from the workers.

The government responded with a series of new laws, including the 'Draft Labour Relations Bill', which was expected to be promulgated next year.

The law, which is designed to regulate the conduct of trade unions, was met with widespread protests from both the workers and the employers.

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Ideology splits trade unions in South Africa

THE LABOUR movement in South Africa is split by divisions of race and ideology.

According to a booklet, a Guide to Business in South Africa, organised labour can be divided between unions registered under the Industrial Conciliation Act and those unregistered.

A further division is caused by 91 unions affiliated with one of four main umbrella bodies and those which are not and unions which are exclusively white, exclusively black or multiracial.

The booklet, an economic profile produced by the Economic Research of Standard Bank, says the situation is extremely fluid with changes taking place continually in affiliation and status.

These bodies are the Trade Union Council of South Africa (Tusca — 60 unions), the South African Confederation of Labour (Sacla — 13 unions), the Federation of South African Trade Unions (Fosatu — 10 unions) and the Confederation of Union of South Africa (Cusa — 8 unions). The other 110 are not affiliated.

The most conservative part of the trade union movement is the all-white Sacla which is committed to furthering the interests of white workers.

The multiracial Tusca is the largest union federation, according to the booklet.

At present, there are over 25 black or predominantly black unions. Approximately one third of these are affiliated to Cusa. Currently, the majority of Cusa unions are black and run by blacks, with no mention of extending membership to other races.

Another third is affiliated to Fosatu which is run by whites but which is technically multiracial.

In reality, their membership is largely black but a growing number of Asian, coloured and white workers have joined. The remaining black unions are unregistered and unaffiliated.

According to the booklet, labour relations are generally good, although the number of strikes and other work stoppages in South Africa has increased rapidly (342 during 1981 compared to 101 during 1979). This reflects changes in the legal framework affecting labour matters.

The liberation of this legislation encouraged the airing of grievances that previously were hidden. As the machinery for settling disputes had not been brought in line with modern international standards, this led to use of the strike to a greater degree than might otherwise have occurred.

The proposed amendments to the Labour Relations Act may increase the capacity and scope of the dispute-setting machinery and mitigate the tendency to use the strike as a weapon rather than negotiation.

The basic legal instrument for the negotiation of employment conditions and the prevention and settlement of disputes is the 1956 Industrial Conciliation Act, the Labour Relations Amendment Act (no 57), the Wage Agreement Act (no 48) and the Second Wage Amendment Act (no 58) all of 1981, embodied some of the Wilmot report recommendations.
Staff Reporter
ARMED troops of the Ciskei para-military forces swooped on homes in Mdantsane township near East London early yesterday, detaining one man, questioning at least three others and seizing an undisclosed quantity of literature.

The commander-general of Ciskei State Security, Lieutenant-General Charles Sebe, confirmed that an official of the Border Council of Churches, Mr Miwandrelo Msoki, had been detained in the Iam raids.

People questioned
He alleged the raids were aimed at "ANC cells" and was "not prepared to give details" beyond that "a number of homes were raided and many people questioned."

Mr Msoki was previously detained in June this year, and was later released without being charged.

The Eastern Cape branch secretary of the African Food and Canning Workers' Union, Mr Bonisile Norushe, said yesterday that he was woken about 1am by a hammering on his door.

"A jeep-load of soldiers in military uniform surrounded my house and entered. They questioned me, my mother and Ma

Zodwa Mapela of the United Women's Organization, demanding to know what organizations we belonged to, and insisting I was a member of the ANC."

The general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said yesterday that it seemed as if Ciskei was "intent on conducting a reign of terror against trade unions."

"Statements by Lieutenant-General Sebe that the unions are ANC front organizations are utterly ludicrous smears and without any truth," he said.

Cheap labour
The union would consider "any means we have to expose the actions of Ciskei against the unions, including approaching international finance which Sebe is trying to attract through his offers of cheap labour."

Mr Norushe was released from prison in April this year after 12 months' imprisonment for refusing to give evidence in a security trial.

Before his imprisonment he was detained for more than six months under Section six of the Terrorism Act, detained for almost a month in June this year, and his house was raided this month.
INDUSTRIAL RELATIONS-
WORKERS' ORGANISATION—GENERAL
1983

JAN. — DEC.
the CS, on balance its retention will probably have more advantages than disadvantages.

Government accepted the NMC recommendation that the CS should be retained and agreed that a post-entry clause should be introduced into the Labour Relations Act (LRA) as an additional safeguard to prevent abuses. In practice this means that in a company or industry where a CS agreement exists, an employee is given 90 days in which to join a union.

The NMC did, however, foresee the need to investigate further safeguards. In the document it is now making available, it focuses on three main questions:

☐ Is it desirable that CS agreements concluded outside the ambit of the LRA should also be subject to safeguards contained in the Act? There are, for example, agreements in the mining industry, in government services and in certain in-house agreements in the iron and steel industry, which are not covered by the LRA.

☐ Should the LRA require a secret ballot among workers to establish whether they are for or against the CS if a significant proportion of workers petition the Minister of Manpower for such a ballot, and

☐ If it is impossible or undesirable to make all CS agreements subject to the LRA should provisions of the Maintenance and Promotion of Competition Act, 1979, be made applicable to CS arrangements not subject to the LRA?

Bearing in mind the strong feelings that exist about the CS, the NMC has given the assurance that all comments made about the document will be dealt with in the strictest confidence.

Closed shop queries

Additional safeguards to prevent the abuse of the closed shop (CS) in SA are discussed in a working document being distributed by the National Manpower Commission (NMC).

The CS — which compels employees in a particular occupation, company or industry to belong to a specific union — is a controversial labour issue in SA. The document points out that by restricting the occupational mobility of an important part of the workforce, the CS can hamper the effective operation of the labour market.

At the same time, many emerging unions claim that some established unions have used the CS to gain a large, and possibly unwilling, black membership with a minimum of effort.

The document is being made available to all interested parties for comment. The NMC has emphasised that it should not be interpreted as a reflection of the NMC’s views. Rather, it should be seen “simply as a document containing arguments, points of view, evaluations and suggestions that have been brought to the notice of the NMC in some way or another.”

However, it is significant that the point of departure of the document is that the CS should continue to exist, subject to existing and certain additional safeguards. This is in line with the conclusion reached by the NMC in 1981 that although there are strong philosophical and practical objections to
W Cape firms ‘unprepared’ for unions

The management of most large firms in the Western Cape are totally unprepared to deal with the upsurge of union demands they will face in the coming year, says Mr Hugh Brown, managing director of Integrated Productivity Systems.

He has come to this conclusion as a result of a survey carried out among 383 companies all over the country, of which 73 were in the Western Cape.

It was carried out among firms employing 200 or more people and with turnovers of R1.5 million or more, in preparation for a course on industrial relations run by Mr Brown and Professor Blackie Swart of the Graduate School of Business at Stellenbosch University.

The results, said Mr Brown, showed that although top management in Johannesburg was innovate with unrecognized unions.

“Only 14 percent said they would be prepared to talk, to defuse the situation at least, and eight percent said they would not have any idea what to do.”

TRAINING CUTS

Other results that shocked Mr Brown were that 25 percent of local firms thought cutting down on training budgets was a good way of saving on overheads, and only 37 percent thought industrial relations an important factor which should concern the board, like finance and marketing.

“Union involvement is going to come and these firms are going to have a shock,” said Mr Brown.

SLEEPINESS

“It is almost a sleepiness that prevails in business attitudes in Cape Town and it is going to have a marked effect on their ability to deal with

Continued on Page 3

Top firms not ready

From Page 1

an increasing amount of union activity.”

He emphasised that

this criticism did not apply to all local firms and

some industries were better than others.

“The canning industry is reasonably well organised because it has a good relationship with the union in the Western Cape.

“The chemical industry is well organised and has a reasonably good relationship with the union.

“But in the clothing industry the relationship is not as good as it could be because of its incredibly erratic economic situation.”

Another problem facing local industry was that although wages had gone up by 20 percent in real terms since 1975, average output had actually gone down by three percent for each man-hour, according to figures issued by the National Productivity Institute.

Management should make better use of this more expensive labour by increasing efficiency.

Instead of being overstaffed in times of prosperity and retrenching labour when conditions got worse, it should make use of industrial engineering to achieve maximum efficiency throughout the firm and should be constantly updating operations and techniques.

“We must learn to work smarter, rather than harder.”

Mr Brown and Professor Swart will run an industrial relations workshop at the Bellville Holiday Inn in March.

Audrey d’Angelo
LABOUR

Appeal for Unity

A strong appeal for trade union unity has been made by Tom Neethling, general secretary of the Amalgamated Engineering Union (AEU). This appeal is significant because it comes from a leader of one of the country's major established unions at a time when relations between many established unions and emerging unions are still very strained.

In an editorial in the latest edition of the AEU's official journal, Neethling calls for bridges to be built between the two groups of unions. He says there is a need for them to re-examine their thinking and try to agree on a common approach.

"There will inevitably be areas where we differ, but we need to seek out the points of co-operation," he says. He adds that open discussion around the conference table can eliminate the distrust that exists between the unions.

Neethling points out that greater unity will enable unions to present a united front to employers. As more new unions are recognised, more employers will insist that they be included in negotiations. He says his union has no objection to this if it benefits all the parties concerned.

"The fact is that recognition of black trade unions has resulted in a revolution in labour relations in this country comparable to the industrial revolution in England."

Neethling expresses support for government plans to streamline official dispute-settling procedures. "For many years, while we objected to employers abusing the system and taking advantage of the delays it permitted, we supported it, believing that its provisions were responsible for maintaining labour peace."

"And so they were. But having observed the manner in which employers have backed down quickly in the face of strike action by emergent unions, we have come to realise that the system... was, in fact, weakening our bargaining power."
Union condemns new 'racist' labour bill

Allan Ling

Labour Reporter

A NEW bill regulating conditions of employment in the South African Transport Services (Sats) was condemned yesterday by the General Workers Union (GWU) as "racist" and a "denial of the principle of freedom of association."

If it becomes law, the proposed Conditions of Employment (Sats) Bill, a new version of the Railways and Harbours Service Act, will govern labour relations on the railways.

Mr. David Lewis, general secretary of the GWU, which has been involved in a lengthy dispute with Sats, said the bill had laid the ground for a similar dispute. He said the provision that non-citizens of South Africa be excluded from the provisions of the bill was blatant discrimination against African workers, many of whom were regarded as citizens of the "independent" homelands.

"The provisions allowing the Sats general manager to classify the status of workers is virtually unchanged from the old Act. This means no black railways workers are permanent employees. There is no freedom of association. Only internal staff associations recognized by Sats management can have access to labour relations machinery.

"The so-called third party in disputes will be none other than the Minister of Transport. Quite clearly, the boss rules." Mr. Lewis said Sats workers were still excluded from the government's labour reforms as contained in the Labour Relations Act.

"The irony is that the minister has issued new legislation at the same time that a committee of inquiry is supposed to be investigating Sats' labour relations. This merely shows that the committee was never intended to look seriously into the issue."

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination room.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Govt prepared to negotiate with unregistered trade unions

Mercury Reporter

PROPOSED changes relating to conditions of employment in industry meant the Government was now prepared to negotiate with unregistered trade unions, the Department of Manpower's director of labour relations, Mr Mike van Noordwyk, said yesterday.

Promulgation of the new legislation expected around mid-year would make it possible for unregistered unions to have full access to the Conciliation Board as a means of settling disputes.

Mr van Noordwyk was addressing a Durban Chamber of Industries symposium yesterday.

Shops Act

The department was aware of 53 current unregistered trade unions and, after communicating with each, only one had "told us to go to hell — so far", Mr van Noordwyk said.

He described the scrapping of the Shops and Offices Act and the Factories, Machinery and Building Works Act, which will be substituted by the Machinery and Occupational Safety Act and the Basic Conditions of Employment Act, as a "wider rationalisation programme".

But he warned that problems could be anticipated in bringing about the new legislation — notwithstanding the improvements it heralded for employers and employees.

Consensus among the more than 250 delegates appeared to be that the changes were welcomed.

A point raised by Mr Van Noordwyk was that a number of 'labour brokers' — some of whom operated from the backs of trucks — had started appearing around industrial sites and that it was proving difficult to control the numbers and categories of workers they recruited.

Medical aid

The new legislation was also aimed at improving medical aid, sick leave and pension fund benefits for such employees, for example.

Another provision was that all employees would have to be provided with certificates of service once they left a place of employment.

The only sexually discriminatory legislation was a stipulation that pregnant women could not be required to work "four weeks before or eight weeks after the occasion".
Injustice to blacks at Sats

HOUSE OF ASSEMBLY — It was "basically unjust" to deny over one-third of the South African Transport Services' black labour force permanent employment status, Mr Graham McIntosh (FFP Pietermaritzburg North) said yesterday.

He was speaking in the Committee Stage debate on a clause of the Conditions of Employment Bill which states that no person shall be appointed in a permanent capacity, or on probation, or in a temporary capacity unless he has — among other qualifications — SA citizenship.

Such persons may only be employed in a casual or regular capacity, according to the clause.

Referring to the Sats 1981/82 Annual Report tabled in Parliament yesterday, Mr McIntosh said more than one-third of the services' black labour force or about 50,000 people, did not have SA citizenship, having been "stripped" of it by the coming of independence to the national states.

"To deny them permanent employment status, even though they may have been born in South Africa, is basically unjust," Mr McIntosh said.

Other people could come from overseas countries, work for five years and then become permanent employees, he said.

Mr McIntosh proposed two amendments to the clause.

● That citizens of the black homelands and independent states created by the government should be allowed to become permanent employees.

● That employees should be able to apply for permanent status after two years.

Labour

Mr Ron Miller (NRP Durban North) said the FFP was missing the whole point and that the bill had nothing to do with citizenship.

"The prime consideration should be the conditions of service of the migrant labourers, and not their citizenship.

Migrant labourers came to fulfill an economic need and not to take out citizenship, he said.

Replying to the debate on this clause, the Minister of Transport Affairs, Mr Hendrik Schoeman, said no employees had lost their permanent status — they had not had it originally.

Mr Schoeman said he could not accept the amendments proposed by Mr McIntosh in the present circumstances.

"I have already explained the difficulties.

The clause was passed without amendments — Sapa."
Management and labour appear to be heading for extremely tough wage bargaining this year. Some major employers have begun to press for wage negotiations, which are usually held within the next two months, to be delayed until October. This would effectively result in a six-month wage freeze.

The Steel and Engineering Industries Federation of SA (Seifisa), whose members employ about 500,000 people, and Escom have been among the first to propose the delay in negotiations. However, they may set a trend which will be followed by some other employers and industries as well.

Not surprisingly, union leaders are opposing this move. Ben Nicholson, director of the Confederation of Metal and Building Unions, says unions are determined to obtain at least some compensation for their members for rises in the cost of living. He appears to be unfazed by Seifisa's opposition to pay talks taking place next month. "This is a disease for which we have our antidotes," he declares. He says union leaders will meet soon to formulate their pay demands.

Seifisa has asked unions on the metal industries' industrial council to agree to an extension of the industries' present agreement for six months. Seifisa director Sam van Coller points to the extremely difficult period that the metal industries are going through due to the downturn in South African and Western economies. He says Seifisa's major priorities are the preservation of the viability of companies in the industries and their ability to maintain current levels of employment.

Some observers are asking whether the attempt to delay pay talks is merely a strategy to induce unions to make modest pay demands next month. If this is so, it may be a useful tactic to moderate the kind of demands that unions have made in recent years. Employers have complained that some of these demands have created high expectations, especially among black workers, which have been impossible to fulfill.

Implications

However, if employers are really serious about delaying the talks, they will obviously have to consider implications which could result from a delay.

One possibility (which is feared by established unions) is that it could lead to an increase in shopfloor bargaining by emerging unions — and hamper efforts to persuade them to join industrial councils. Should emerging unions make significant gains in shopfloor bargaining during the next few months, those unions which agree to a delay could suffer a severe loss of credibility — especially among black workers.

Some observers claim that if employers want to bring about a six-month wage freeze they will have to present an extremely well-motivated case. This means they will have to make disclosures about their financial position that they may have been unwilling to make in the past.

Van Coller's response is that the published results of companies in the metals industries provide a clear indication of the problems facing employers. "The next round of results will probably be even worse," he adds.

Many employers are insisting that emerging unions will have to accept that higher pay will inevitably result in higher levels of unemployment. However, leaders of some of these unions deny that there is necessarily such a direct trade-off.

Employers in most industries will be making extremely low wage offers this year. But some union leaders say that the rising cost of living and an inflation rate of about 14% are creating strong pressures from the shopfloor for higher pay. Some unions also believe that even in a recession they do have considerable clout and that employers are still wary of a confrontation.

Says Taffy Adler, a senior official in the National Automobile and Allied Workers' Union: "There is enormous competition between companies for orders at the moment and no-one wants to lose production."

Industrial relations consultant Andrew Levy says such pressures are evident at a time when some white workers are being retrenched, or are feeling threatened by black advancement. He is probably correct in predicting that employers are in for a torrid time.
HOUSE OF ASSEMBLY

Black staff associations in the South African Transport Services (Sats) should be enabled to forge links with outside trade unions, but the initiative had to come from Sats workers, Mr Ron Miller (NRP Durban North) said yesterday.

Speaking in the Third Reading debate on the Conditions of Employment (Sats) Bill, Mr Miller said circumstances surrounding migrant labour should not only be investigated within Sats but in all industries.

If a worker could come from England and eventually take out SA citizenship, then the same should apply to workers from the black national states, Mr Miller said.

"If a man is good enough to come and work in South Africa, then he should be able to take out citizenship if he meets the normal requirements."

The NRF supported the Third Reading of the Bill.

Replying to the debate, the Minister of Transport Affairs, Mr Hendrik Schoeman, agreed with Mr Miller that the problems of migrant labour should be investigated.

The bill was read for a third-time over the objection of the PFP — Sapa
AFTER 10 years at the vortex of an extraordinary economic and political upheaval, South Africa's trade unions seem to have entered a more tranquil period.

Some unions describe it as "a time for consolidation", others as "a process of stock-taking" but, whatever the terminology, they mean the same thing: fewer strikes, less acrimonious confrontation and a more conciliatory tone in wage negotiations.

All agree that the recession is the reason for the transformation. And as it bites deeper, union leaders and labour specialists think that the labour scene will — with inevitable exceptions, some probably bountiful — become even calmer.

Independents

Not that it will stop unorganised workers from joining independent unions. Local trade unionists have described the conditions of many of these workers as so vulnerable during the recession that they have little to lose by joining organisations which they control and can identify with.

It is at the ununised factories, though, where the recession tests the collective strength of the workers.

"There will be fewer strikes in 1983, a general cooling down," says an industrial sociologist at the University of the Witwatersrand.

"Many unions have undergone phenomenal growth in recent years and they need time to consolidate. The recession is giving it to them."

Retrenching

The biggest single problem facing unions at the moment is opportunistic employers, says Johnny Copelyn of the Durban-based National Union of Textile Workers, which has seen more than 1,000 members retrenched in the past six months.

"We are now involved in more legal tussles with employers than at any other time and I gather that this is a fairly common experience.

The recession has made some employers more aggressive. They're taking chances, especially by reneging on informal agreements reached during the boom.

"In a recession, strike action is obviously a far less viable option and it is difficult for unions to do much more than fight this out through litigation."

A Johannesburg labour consultant confirmed the trend, but described it as "dangerously shortsighted" and the typical response of employers who lack experience in dealing with organised labour.

"Labour relations are built on trust and mutual confidence. When the economy picks up again, those employers who are now trying to turn the clock back will find out that there is a price tag to their lack of foresight."

Ten years of hard work by the unions have established a new working relationship with employers in some instances, a situation where management treat their workforce with a new type of respect.

In many factories, workers have been forced to resign to win the right to be consulted on certain decisions which previously would have been taken by management alone.

Negotiation

The General Workers' Union in Cape Town, the FOSATU-affiliated Metal and Allied Workers' Union and National Automobile and Allied Workers' Union, are some of the unions that have negotiated detailed retrenchment procedures with management.

At two Cape Town engineering factories, organised by the General Workers' Union, workers have volunteered to either give up their jobs or take long unpaid leave in cycles to protect contract workers who would have to return to the homeland if they were left jobless.

"It's been a remarkable exercise in worker-management co-operation, an impressive display of worker solidarity," says the managing director of a Cape Town company where workers have offered to work half-time and at half their wages in order to spread available jobs and funds more widely.

But at wage negotiations in the past year, factory committees have often had to "fight for every cent" according to some unionists.

"The recession has not brought any relaxation in Security Police harassment, according to union leaders, consultants and industrial sociologists. They went so far as to describe the Security Police as one of the biggest obstacles to sound labour relations.

Harassment

Union leaders accuse the Security Police not only of harassment by way of detentions, questioning and threats but also of seeking to undermine the union movement in the eyes of management.

"They go on the childlike assumption that anyone challenging authority is a communist or at best an agitator," says a union leader who has been detained but who does not wish to be identified.

"They go to management and try to denounce this or that leader as a troublemaker though they have not a shred of evidence."

Security Police activity in the labour field is beginning to prove counter-productive, according to some union leaders and consultants.

"It has given enormous credibility to radical union leaders. It has enhanced the status of independent unions in the eyes of the workers."

Tomorrow. The major federations.
Unions facing hard bargaining

By PHILLIP VAN NIEKERK
Labour Reporter

WITH the Steel and Engineering Industries Federation of South Africa (Seifs) advocating a six-month wage freeze, employers and unions in the recession-hit metal industry are gearing up for a tough round of bargaining.

And the decision by the Metal and Allied Workers Union (Mawu) to apply for membership to the metal industry’s industrial council could further focus attention on the body which negotiates wages and working conditions for some 500,000 workers.

Mawu’s decision makes it the first affiliate of the largest independent black union grouping, the Federation of South African Trade Unions (Fosatu), to apply to join an industrial council since the government’s new labour dispensation was introduced.

Industrial councils, the official negotiating machinery, are a major issue among emerging black unions and have been severely criticized by black workers.

Mawu, which represents 200 organized factories, was at the centre of a wave of strikes on the East Rand last year which saw individual plants, as opposed to the industry-wide industrial council, emerge as the main industrial relations arena for black workers.

Weakened by massive retrenchments and facing strong employer opposition to shop-floor wage bargaining, Mawu says its decision to join the council is tactical. It insists that participation in the council will remain secondary to shop-floor bargaining and it will withdraw if necessary.

Mr Sam van Coller, the director of Seifs, said that though employers had not yet discussed Mawu’s decision, “the more employers represented in the council, the better.”

Explaining the employer’s call for an effective six-month wage freeze Mr Van Coller said “in the light of very serious economic conditions in our own industry, in South Africa as a whole and among our main trading partners, it is essential to avoid cost increases which could jeopardize the viability of companies and the jobs of employees.”

He said there had already been a major reduction of employees in the industry.

However, the biggest white union on the council, the South African Iron, Steel and Allied Workers Union, and the multi-racial South African Boilermakers Society have rejected the call for a wage freeze.

‘Sensitive situation’

In a union newsletter, the Boilermakers Society said it did not believe that postponing wage negotiations would reduce costs.

“Any delay in compensating workers for the loss in the value of the rand will only aggravate a sensitive situation.” The rapidly rising cost of foodstuffs, which the drought is sure to bring, will hit workers hardest.

“Freezing wages will only lead to labour unrest which is a major contributor to inflation, increased unemployment and a further recession.”
Two SAP men on assault charge

By Themba Molefe

Soweto was a dangerous place on June 16, 1976 because police shot people at random. A Kempten Park Regional Court magistrate told yesterday.

Mr Mthuthuzeli Madalane (24) of Soweto, one of four charged under the Terrorism Act, told Mr J J Luther that he supported the grievances which sparked the 1976 pupils' unrest.

However, he did not support the violence that ensued and did not take part in the burning and looting because his Roman Catholic school treated Afrikaans as a subject and not as the medium of instruction, he said.

He admitted that he was a member of the Azanian Student Movement (Azasm) and said it adhered to the black consciousness philosophy, which advocated self-reliance among black people.

He said the organisation accepted the term "Azania" as an alternative name for South Africa.

He had kept a pamphlet, exhibited in court to show his parents, he claimed.

The pamphlet entitled "The Struggle Goes On: Support the Media Workers Strike", was one of many distributed by the Media Workers Association of South Africa (Mwasa) during the Mwasa strike in 1980, he said.
The Bophuthatswana government is preparing labour legislation which will grant formal recognition to trade unions and help shape relationships between the fledgling nation's employers and employees.

Unions are regarded with enormous hostility by the governments of other independent homelands — and many states elsewhere in Africa. But a basic point of departure in the thinking of the Bophuthatswana government is that unions have a vital role.

"Trade unions are a basic essential," says Bophuthatswana Manpower Minister Roman Cronjé. Given that he is a former Rhodesian Manpower Minister, it is perhaps not surprising that Bophuthatswana's Industrial Conciliation Bill is largely based on that country's labour legislation.

The Bill will go before the territory's legislators this year. In very broad terms it contains the following elements:

- The Bill would require the government to consult unions on a regular basis.
- The government would ensure that the registrar is satisfied that a union is sufficiently representative of the workers in the industry or category in which it is proposed to register.
- The registrar would not support or be represented by a political party.
- No form of racial discrimination would be tolerated.
- Collective bargaining would take place at industry level, with agreements being extended to non-parties. In industries where unions and employer organisations exist, wage negotiations would take place at an industrial level, either on a regional basis or national basis. "We will not have a system where unions sign agreements with individual factories," says Cronjé.
- South African unions would be prohibited from taking part in such negotiations — and indeed would be barred from operating in Bophuthatswana. Cronjé says the Bophuthatswana government will not prevent unions within its territory from having discussions with unions in SA. It will even encourage links with international union federations. But says Cronjé, leaders of unions in Bophuthatswana must work and live in the territory.

One implication of this is that the conservative white Mineworkers' Union will no longer be able to represent its members who work on mines in Bophuthatswana. Cronjé says this is a delicate issue and emphasises that his government is trying to deal with it sensibly. He says it may be possible for MWU members to retain their union membership, but for them to be represented by another union.

Industrial Tribunal

An important role in resolving disputes which are not settled by mediation will be an Industrial Tribunal. This body would be headed by a judge, or someone of similar stature, and employes and labour will be represented on it. In addition there will be an Industrial Court to which parties can appeal against decisions of the industrial registrar — for example, a decision by him not to register a union or to deregister it.

Cronjé vows that the government will help and encourage new unions to get going. He is confident that unions will not become involved in politics because Bophuthatswana's citizens have ample opportunities to exercise political rights through the ballot box.

Although government will create the structures within which industrial relations will be conducted, Cronjé says there will be a minimum of government interference in collective bargaining. This sentiment is underlined by President Lucas Mangope, who says "I firmly believe we should have trade unions because that way we can ensure the protection of the interests of workers by themselves."

**Charter for unions**

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Industrial councils 'must be extended'  
The industrial council system would have to be improved and extended, the Minister of Manpower, Mr Fanie Botha, said in Durban yesterday.

Opening the conference of the South African Association of Municipal Employees, he said local authority employees not belonging to unions, and inexperienced in industrial council or conciliation board negotiations, would increasingly seek union membership.

It was not possible to register more than one industrial board for the same local authority. The industrial council system had also been queried by employers and employees. There was a tendency to deal with employers rather than on an industrial basis.

"The first question to which an answer must be found is how these newcomers to the trade union movement at local management level can be included in the statutory negotiating machinery — taking into account the principles of union autonomy, freedom of choice and maximum self-government."

Equally important was how to set up a uniform system for negotiating working conditions in local government — acceptable to employer and employee.

Mr Botha invited the Association of Municipal Employees and local authorities to present his department with concrete suggestions. — Sapa
Joint pay talks not accepted by mines

Labour Reporter

Despite a recent alignment in the ranks of mine unions and officials' associations, the Chamber of Mines yesterday refused to hold joint wage talks.

The Chamber told the Confederation of Associations and Mining Unions (Camu) that it would not negotiate next year's wages in the same style as it had in the past — separate negotiations with the three mine officials' associations, and separate talks with the unions.

Camu was formed last year in place of the Council of Mining Unions which did not include the Mine Surface, Technical and Underground Officials' Associations in its ranks. Two of the associations subsequently joined Camu.

The 1993 negotiations are due to start at the end of this month. The unions are looking for a 13 percent salary rise.
Unions fail to reach accord

Representatives of the Confederation of Metal and Building Unions and the Iron Steel and Allied Industries Union failed to come to an agreement at a meeting held recently on when negotiations for new wage agreements should be held.

According to the South African Boilermakers’ Society, unions asked that negotiations should begin before Monday, March 28. The employers felt they needed until May 12 before they could fix an actual date on which negotiations could begin.

The employers, represented by the Steel and Engineering Industries of South Africa (Seisa), had to consult all their members before a date could be set. The unions felt this was unacceptable.

A statement by the boilermakers’ society said “It will be remembered that Seisa suggested that the existing agreement should be extended until the end of the year and that negotiations should begin in October, and cover only the first six months of 1984. The society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual.”

“We are now waiting until March 28 for a reply from the employers on the timing of the negotiations. A specific wage increase has been calculated to roughly 12.6 percent. That is well below the current inflation rate which is probably 15 percent by now.”
Managers told to accept black mining unions

By BRENDAN RYAN

JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change.

That is the opinion of Mr. R. P. C. Steyn, outgoing president of the Association of Mine Managers of South Africa.

Addressing the association's general meeting in Johannesburg, he said five unions are presently recruiting black, coloured and Asian employees on the mines. If South Africa follows international trends there is a great deal of unionization ahead of which will happen in the mining industry.

New moves

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad," he said.

"There will certainly be problems to start with, but inevitably a certain amount of shows of power will be necessary," he said.

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 percent of white workers are unionized compared with a level of 12 percent for black workers. Black workers in the mining industry were 11 percent unionized compared with 38 percent in the motor industry and 30 percent in the metal, pulp and paper industries.

Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere.

"We are going to have to move and make changes, to keep abreast of changing circumstances," he said.

Turning to the question of skilled manpower, Mr. Steyn said the expansion of the South African economy had resulted in a turnover of staff. On the mines for 1981/82 there was an average turnover of 45.2 percent for union men and 37.4 percent for officials.

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team," he said.

The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines.

"However, it is doubtful whether we are getting an adequate return on this investment when various parasitic organizations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back," he said.

Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy.

"In spite of a non-racial training policy and enabling legislation in the form of the manpower training act, the shortage of skilled artisans remains acute."

Figures released by the Department of Manpower show a shortage of 27,562 people which is an increase of 151 percent since 1979 in the professional, semi-professional and technical occupations. There is a shortage of 37,590 people, an increase of 73.4 percent since 1979.

Mr. W. W. Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees.

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks,

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2,000 one million jobs, traditionally done by whites, will have to be done by blacks."

"In all our deliberations on ways and means of overcoming our skilled manpower shortage we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said.
Unions unite to oppose detentions

By Tony Davis, Labour Reporter

A number of trade unions and union federations met in Johannesburg this week and founded a committee in protest against the recent detention of unionists in Ciskei.

The United Against Detentions Committee (UADC) was founded as a joint protest against the continuing harassment of trade unionists in the Ciskei and elsewhere, a committee spokesman said.

The committee was concerned that lives could be lost, the spokesman said.

The Federation of South African Trade Unions, the Commercial, Catering and Allied Workers Union, the South African Allied Workers Union, the Motor Assemblers and Component Workers Union of SA, the General and Allied Workers Union and the National General Workers Union of SA make up the membership of the UADC. Also involved is the national Detainees' Parents Support Committee.

The UADC called on the international labour movement to assist it to combat the "monster" called detention without trial, a committee statement said.

*See Page 7 of the World section*
UNIONS unite over detentions

INTERNATIONAL labour movements and other organisations have been called upon to engage in a common struggle of combating "the monstrous detention without trial legislation in South Africa."

This call has been made by the newly-formed Unite Against Detention Committee consisting of several trade unions and the Detainees' Support Committee. The committee was formed in Johannesburg this week.

The trade unions involved are the Federation of South African Trade Unions (Fosatu), General and Allied Workers' Union (Gawu), Munipalities and General Workers' Union of S.A. (Mgmu), South African Allied Workers' Union (Saawu) and the Commercial, Catering and Allied Workers' Union (Cawa).

The meeting was called in the wake of the detention of six unionists, including the president of Saawu, Mr Thozamile Gwewa, Mr Sisa Njikelana, vice-president, and Mr Sydney Mafumudzi, general secretary, of the Ciskei Security Police last week.

A statement released after the meeting says the committee protests against detention of trade unionists by the Ciskei republic.

"We are aware that the surrogates of the South African Government are perpetrating their masters' end and objectives to crush and enslave the emerging independent trade unions in South Africa. We are united with our brothers in the solitary cells."

"Section 60 of the Treason Act and internal security laws have claimed so many lives that we fear we might mourn again. We wish to make it clear to the Sebe brothers that the anger and the courage of the workers is mounting and their courage shall not be daunted."

Sasawu's national organiser, Mr H Barnabas told The SOWETAN yesterday that the union has instructed an attorney to act on behalf of the detainees.

"The Ciskei Government has not as yet informed us under which law the unionists detained. No charges have been prepared so far, according to the attorney-general," Mr Barnabas said.

He said several meetings are being planned to discuss the detention of the unionists in Natal, Cape and Transvaal.

MANDRAK clampdown

POLICE confiscated about 32 000 mandrax tablets valued at R320 000 at a roadblock in Cape Town this week.

The men were arrested after the tablets were discovered in the glove compartment and the canopy of the panel van. They are expected to appear in the Alberton Magistrate's Court.

Rand, Colonel Martin "Cowboy", said the man was shot after he failed to stop at a police signal.

Shots were fired at the fleeing car and the car stopped. On checking the police found the driver slumped over the steering wheel. He was taken to hospital where he died from his injuries.

ROADBLOCK delayed workers

SCORES of commuters were left stranded and others were late for work after a roadblock blitz on illegal vehicles, a few kilometres from the entrance into Atteridgeville/Saulsville yesterday morning.

A spokesman for the police in Pretoria said the roadblock blitz was mounted in accordance with regular checking.
(a) How many persons were in detention in each detention centre of the South African Defence Force as at the latest specified date for which figures are available and (b) for what offence each of them detained at that date?

The MINISTER OF DEFENCE

(a) On 22 March 1983 the position was as follows:

<table>
<thead>
<tr>
<th>Location</th>
<th>Number Detained</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voortrekkerhooge</td>
<td>473</td>
</tr>
<tr>
<td>Wynberg</td>
<td>58</td>
</tr>
<tr>
<td>Grooifontein</td>
<td>26</td>
</tr>
<tr>
<td>Bloemfontein</td>
<td>21</td>
</tr>
<tr>
<td>Simon's Town</td>
<td>4</td>
</tr>
<tr>
<td>King's Rest</td>
<td>5</td>
</tr>
</tbody>
</table>

(b) Description of Offence

<table>
<thead>
<tr>
<th>Offence</th>
<th>Number of Members Detained</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offences in connection with conduct in action</td>
<td>14</td>
</tr>
<tr>
<td>Assault without leave</td>
<td>185</td>
</tr>
<tr>
<td>Assaulting a superior officer</td>
<td>8</td>
</tr>
<tr>
<td>Driving lawful command or orders</td>
<td>4</td>
</tr>
<tr>
<td>Theft of government property or property belonging to a comrade</td>
<td>10</td>
</tr>
<tr>
<td>Negligent loss of kit, weapons etc</td>
<td>2</td>
</tr>
<tr>
<td>Using or taking an article issued to or under control of another person</td>
<td>4</td>
</tr>
<tr>
<td>Drunkeness</td>
<td></td>
</tr>
<tr>
<td>Offence of military discipline</td>
<td></td>
</tr>
<tr>
<td>Refusal to undergo military training in the Citizen Force or command</td>
<td>355</td>
</tr>
<tr>
<td>Common assault</td>
<td>2</td>
</tr>
</tbody>
</table>

Defence Force: persons died/seriously injured

600 Mr P A MYBURGH asked the Minister of Defence

<table>
<thead>
<tr>
<th>Year</th>
<th>Violations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td>8</td>
</tr>
<tr>
<td>1980</td>
<td>39</td>
</tr>
<tr>
<td>1981</td>
<td>39</td>
</tr>
<tr>
<td>1982</td>
<td>41</td>
</tr>
</tbody>
</table>

Force personnel members died as a result of accidents in 1982.

(2) how many such members (a) died or (b) were seriously injured as a result of other causes, excluding enemy action, in that year?

The MINISTER OF DEFENCE

(1) 259

(a) 149

(b) 72

Krugers Rand coins

631 Mr T AARONSON asked the Minister of Finance

(a) What was the total number of Krugers Rand coins sold in 1982 and (b) what was the amount obtained from the sale of such coins?

The MINISTER OF FINANCE

(a) Krugers Rand (1 oz) 2179200

(b) Krugers Rand (1/2 oz) 4480

R

(b) (i) Krugers Rand (1 oz) 865203588.52

(ii) Krugers Rand (1/2 oz) 46968462.74

The MINISTER OF COMMUNITY DEVELOPMENT

644 Mr G B D MINTOSH asked the Minister of Community Development

The MINISTER OF COMMUNITY DEVELOPMENT

Whether any open areas have been proclaimed in municipal areas in terms of section 19 of the Group Areas Act since February 1982, if so (a) in which municipal areas and (b) when?

661 Mr M S BARNARD asked the Minister of Defence

(a) Poetsfellow

(b) Cape Town

(c) Springs

(b) 19 May 1982, 1 October 1982, 29 October 1982

The MINISTER OF JUSTICE

As the hon. member knows, people are not prosecuted in the Republic of South Africa on account of hoolie trade union activities. The requirements of the law of the land are not observed in such cases, and if the person is not present in the Republic of South Africa, the charges will be dropped.

Whether any such person was convicted in any of these years, if so, how many in each such year?

The MINISTER OF JUSTICE

(a) Vacant

(b) Filled

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1979</td>
<td>8</td>
</tr>
<tr>
<td>1980</td>
<td>39</td>
</tr>
<tr>
<td>1981</td>
<td>39</td>
</tr>
<tr>
<td>1982</td>
<td>41</td>
</tr>
</tbody>
</table>

1 person was prosecuted in terms of section 24(1) of the Terrorism Act 1987 (Act 83 of 1987) and was acquitted 1 person was prosecuted for high treason and was convicted on the charge.

Reference to previous control.

The MINISTER OF JUSTICE
Union boss calls for private UIF

By Lynn Carlisle

1983 will be higher than last year but there are certain to be fairly substantial fluctuations about the rising mean, he added. World bullion markets continued to be influenced primarily by the state of the US economy, the Western economies in general, the volume of Soviet gold sales and the gold supply-demand relationship.

"A further consideration of great importance is a fear of major default occurring in the international banking sector," he explained. The declining oil price has emerged as a factor capable of exerting significant influence on Western economies and the banking sector said Watt.

He added that confusion about the future price of oil appeared to be one of the underlying reasons for the dramatic fall in the gold price.

PLAGUED by a host of shortcoming the State-run Unemployment Insurance Fund (UIF) should be revamped and even administered by the private sector. This is the view of several sources, including Amalgamated Engineers Union general secretary Tommy Neethling.

After several months of the UIF's inability to cope with the growing number of applications concerning over the "inadequacy of benefits" being paid out is worsening.

The UIF is still suffering serious staff shortages and other problems. But through its contributions and increasing the payouts significantly.

Both Dr.don Burns, executive director of the Manufacturing Management Foundation, and Ben Nicholson, director of the Confederation of Metal and Engineering Unions understand the problems.

From their enquiries they already foresee the need for greater participation by the private sector in unemployment insurance.

But Neethling has asked whether the metals industry should not operate its own "unemployment scheme" to which the "medical aid" was not attached.

The industry, he said, has exhausted controls and administration. "Pointing out that benefits are not only payable for a maximum period of only 26 weeks, he said through the UIF scheme a "relatively generous" system, Neethling has suggested that contributions by employer and employee to the fund be increased.

An out of work contributor can only receive 45% of what he earned in his job, with the maximum being R300 a month. Right now he may wait several months for his first payment.

"The employer outlays 0.5% of his earnings each month and the employer only matches about 50% of that. It is possible to double the worker's contribution to 0.8% and have the employer pay on a rand for rand basis," he said Neethling.

In the past three months has been awarded contract is seen plugging for two blocks at Pretoria Portland C, a R54 000 sub-contractor maximum diameter to below terrace level.

M & R-ads technikon

Bert Badenhorst (second from left), human resources manager of Murray & Roberts Engineering (Ty) is seen presenting a donation to Dr. Dennis van Reensburg, director of the Pretoria Technikon. Also pictured are Dr. Holfie Koen (left), Pretoria Technikon and Llew von Essen, Murray & Roberts.

save up to 90% of the cost of a new part
Prospects of a new pact after union summit

Labour Reporter

REPRESENTATIVES of South Africa’s leading independent trade unions will attend a summit meeting in Cape Town this weekend from which could emerge a new trade union federation.

The meeting has been specifically called to discuss the formation of a new body and follows the unity talks in Port Elizabeth last year which ended in dissonance.

‘Too delicate’

Among the union groupings which will be attending are the federation of South African trade unions (Fosatu), the Congress of South African Unions (Casa), the General Workers’ Union (Gwu), the South African Allied Workers’ Union (Sawu), the National Food and Canning Workers’ Union, the Commercial Catering and Allied Workers’ Union (Cowa), the Motor and Assembly Component Workers’ Union (Macwu).

Some other unions are also expected to attend.

Union leaders have refused to speculate publicly on the chances of forming a new federation as they believe the matter is “too delicate.” Privately, several of the major unions believe that an alliance of at least some of the unions is possible.

The editorial says that the breakdown of the unity talks in Port Elizabeth last year, there had been much more rank-and-file discussion in the union movement, and in many cases a better understanding had developed between the unions.

They say that the Elizabeth-based Macwu will be sending a delegation, even though it holds its annual conference this weekend.

Sawu said in a statement released yesterday that “many false allegations had been levelled against it because of the stand it had adopted at previous unity meetings.

However, because it was bound to a decision taken at the meetings that individual unions should not comment to the press, it would not respond.

“We only hope that the gag will be removed in this coming meeting so we will be free to put our side of the picture to the public.”

Police rip page from reporter

POLICE yesterday tore a page from the notebook of a Cape Times reporter, Mr Phillip Van Niekerk, and Western Cape Administration Board (WCAB) officials confiscated the permit of photographer Mr Dan Bosman, while the two were covering the destruction of shelters at the KTC camp.

Later in the day, police told Mr Van Niekerk they had information that his entry permit to the black townships was invalid, but the Chief Director of the Western Cape Administration Board (WCAB) Mr I Esterhazy denied it.

The police gave him a fine as “it was usual” of the police to fine people for entering the blacks towns.

The police also reportedly have given him a fine as “it was usual” of the police to fine people for entering the blacks townships.

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Labour union meets, plans to push for unity

A major union meeting is set for tomorrow, the third in a series of meetings aimed at promoting unity among trade unionists. The meeting is to be held in Cape Town, and is expected to be attended by representatives from various unions, including the Congress of South African Trade Unions (COSATU), the National Union of Metalworkers of South Africa (NUMSA), and the Confederation of South African Trade Unions (COSATU).

The meeting is being held in response to a call by the Congress of South African Trade Unions (COSATU) for a national conference of trade unionists to be held in June. The conference is expected to discuss issues such as the need for unity among trade unionists, the need to address the problems facing the country, and the need to put aside differences in order to discuss common problems.
Unions head for key unity summit

Labour Correspondent

All the country's emerging union groups are expected to attend a key meeting on union unity in Cape Town this weekend to explore the formation of a closer working alliance between them.

While the meeting is certain not to lead to an alliance of all emergent union groups, it could see three major groups — the Federation of SA Trade Unions, the General Workers Union and the two food and canning workers unions — decide to cement a closer alliance, although even this is not certain.

The meeting was called by the General Workers Union, which told unions in its invitation that the meeting would be to form a new union federation.

Fosatu, the food and canning unions and several other unions quickly accepted the invitation, but it appeared at first that unregistered unions which have adopted a tough stance against registration with the Government and forming official industrial councils, might boycott the meeting.

These unions, led by the SA Allied Workers Union and Motor Assemblers and Components Workers Union (MACWUSA), have now indicated that they will attend.

But observers believe the meeting may see a confrontation between them and groups like Fosatu, the General Workers Union and the food and canning unions.

The SAAWU/MACWUSA group is likely to accuse Fosatu of not honouring resolutions at earlier union summits to boycott industrial councils and registration, while the Fosatu/GWU group is likely to accuse its opponents of giving little practical support to grassroots union unity efforts.
Labour Reporter

A MOVE has been made in the Transvaal to unionise school teachers in spite of them being excluded from the provisions of the Labour Relations Act.

The secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, is right behind the movement and has offered teachers his advice and guidance if they elect to form a union.

At the annual conference of the Transvaal Educators Society, a suggestion was made that the country's 22 teacher organisations should hold a meeting with a view to forming an organisation which, through collective action, could work towards improving teachers' salaries and working conditions.

Yesterday Mr Grobbelaar said the Transvaal Educators Society wanted to form a bona fide trade union although this would depend on the consensus of other teacher organisations.

There is a pressing need for teachers to try to improve their lot - forming a union would not be easy in the face of the present labour dispensation but they could butile against this legislation and have it changed.

Mr Grobbelaar quoted as an example the success of the struggle before 1979 of many black trade unions to become legitimate organisations.

A meeting of all teacher bodies is being organised and depending on the outcome of that, a union might be formed. At this stage all Tusca can do is offer teachers advice, he said.
COMPLAINTS that workers rendered jobless by the recession are having to wait long periods for Unemployment Insurance Fund benefits are continuing.

What makes the latest complaint more significant, however, is that it comes not from a black worker spokesman but from a white unionist, whose members are generally less affected by recession.

Mr. Tom Needling of the Amalgamated Engineering Union says staff problems in the UIF are prompting long delays before workers receive benefits.

Mr. Neethling points out that workers are compelled by law to pay into the fund and that the least they can expect is that the fund pays them when they are deprived of income.

He also urges a major overhaul of the fund. While officials insist UIF bottlenecks are being eliminated, worker leaders and advice bureaux increasingly appear to disagree.
Unions set to form new federation

Own Correspondent

CAPE TOWN — In what could prove a historic move, seven major independent trade unions, representing more than 200,000 workers, have agreed to form a new federation.

The decision follows a summit meeting between 13 unions and union federations in Athlone at the weekend.

A feasibility committee, convened by the Cape Town-based General Workers’ Union, will be set up to discuss the mechanics of the federation.

The unions that have agreed to join the new federation are the General Workers’ Union, the Food and Canning Workers’ Union, the Federation of South African Trade Unions, the General and Allied Workers’ Union, the South African Allied Workers’ Union, the Commercial, Catering and Allied Workers’ Union and the Cape Town Municipal Workers’ Association.

Six other unions which attended the talks have made no commitment towards the federation.

Most were not available for comment but the largest of the groupings left outside, the Council of Unions, is believed to have said it had no mandate to enter into a federation.

The Motor Component and Allied Workers’ Union, which has walked out of the last two unity conferences, said it still had a positive attitude towards unity although it had not formally committed itself to the new federation.

Several hundred trade unionists and workers attended the weekend meeting from which the Press and non-trade union observers were barred.

No official Press statement was issued.

Mr Jan Theron, general secretary of the Food and Canning Workers’ Union, said the time for a federation was long overdue.

Mrs Emma Mashum, of the Commercial, Catering and Allied Workers’ Union, said her union favoured “unity without pre-conditions”.

Last year seven unions walked out of an inter-union summit after laying down seven non-negotiable principles which other unions were unable to meet.
7 unions plan new federation

By PHILIP VAN NIEKERK
Labour Reporter

SEVEN independent trade union groupings, representing about 200,000 workers, have voted to set up a feasibility committee which will lead to the formation of a major new trade union federation.

The decision was taken at an informal trade union summit meeting in Athlone at the weekend which was attended by several hundred delegates representing virtually the entire emerging Black trade union movement.

Groupings

The groupings, which agreed to work towards a new federation were the Federation of South African Trade Unions (Fosatu), the General Workers’ Union (GWT), the African Food and Canning Workers Union (AFCWU), the South African World Workers Union (SAWWU), the General and Allied Workers’ Union (GAWU), the Cape Town Municipal Workers Association and the Commercial, Catering and Allied Workers’ Union (Cawusa).

These groupings represent the majority of organized workers within the independent trade union movement.

Union groupings which did not vote in favour of the federation were the Council of Unions of South Africa (Cusa) the Motor Assemblers and Component Workers Union (Macwusa), the Orange Vaal General Workers’ Union and the Municipal and General Workers’ Union (MGWU), which hosted the talks last night. The reason they gave for not joining was that they had no mandate from their members.

They could still join the new federation.

Mr. Jan Theron, general secretary of the MGCWU and FCAWU said the formation of a federation was wanted by the union members.

He said “The time is long overdue for the formation of a new federation which can speak for the workers of this country and tackle the task of properly organizing workers.”

The local and international press and non-union observers were barred from the meeting which continued through Saturday and Sunday.

Internal poll on cards in SWA

From KOOS COETZEE
WINDHOEK — An internal election in SWA/Namibia, which could lead to a major clash between the United States and South Africa and could rule out an international settlement for years, is now underway.

The Administrator-General of SWA/Namibia Dr. Willie van Niekirk confirmed yesterday that his current talks with political parties which started on Friday and continue today could lead back to their members before issuing any statement.

Mr. Emile Mashinini, general secretary of Cawusa said they were backing the new federation “to form a united front against capital and state repression.”

‘No mandate’

Spokesmen for Cusa, the largest union body to remain out of the feasibility committee were not available for comment last night. The reason they gave for not joining was that they had no mandate from their members.

They could still join the new federation.

Mr. Jan Theron, general secretary of the AFCWU and FCAWU said the formation of a federation was wanted by union members.

He said “The time is long overdue for the formation of a new federation which can speak for the workers of this country and tackle the task of properly organizing workers.”

The local and international press and non-union observers were barred from the meeting which continued through Saturday and Sunday.

Four Swapo men shot

WINDHOEK — Security forces in SWA/Namibia had shot dead four armed Swapo insurgents in western Ovamboland on Friday, the SWA Territorial Force announced in Windhoek yesterday.

Some of those killed were also wounded and captured.

A hang-glider drifts over
Unity moves in unions

By MONO BADELA

A NEW trade union federation which will comprise the majority of independent trade unions in South Africa is on the cards following the trade unions' summit meeting held in Cape Town at the weekend.

In what could prove a historic move, seven major trade unions representing more than 200,000 workers in South Africa committed themselves to forming a new federation. The secretary of the Cape Town-based General Workers' Union (GWU) who initiated the unity talks, Mr Dave Lewis, said yesterday his union had agreed to convene and participate in a Feasibility Committee representing several unions present at the meeting whose aim was to discuss the need for the formation of a new trade union federation.

He said "I am confident that within a short time a federation will be formed." He added that he was happy with the outcome of the meeting in Cape Town.

The unions that have said they will join the new federation are GWU, the Food and Canning Workers' Union (FCWU), the General and Allied Workers' Union (Gawu), the Federation of South African Trade Unions (Fosatu), the South African Allied Workers' Union (Sawu), the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) and the Cape Town Municipal Workers' Union (CTMWA).

Five other unions which attended the talks have made no comment on the federation. Most were unavailable for comment yesterday the general secretary of the largest grouping, the Council of Unions of South Africa (Cusa), Mr Piroslo Camay, told The SOWETAN that Cusa would take a stand concerning the federation at the Joint Executive Council meeting to be held at the end of the month.

Several hundred trade unionists and workers attended the weekend meeting, from which the Press and non-trade union observers were barred. Workers and unionists streamed out of the meeting on Sunday night singing workers' songs. Many said they felt "very positive" about the new federation.

Mr Jan Theron, general secretary of the FCWU, said the time for a federation "was long overdue."
Unions support a united front

Mail Correspondent

DURBAN — The proposed new national trade union federation, the subject of a union summit meeting in Cape Town last weekend, could have wider support than earlier reports suggested.

Seven independent trade union groups, representing about 200,000 workers, voted to set up a feasibility committee to consider the formation of the new federation.

The summit included the initiator, the General Worker's Union, and the Federation of South African Trade Unions.

Four union groups did not vote, but according to spokesmen that was simply because they wanted to report back to their member unions and obtain a mandate.

If just one of these union groups, the Council of Unions of South Africa (CUSA), does decide to join, the proposed federation will represent the vast majority of organised workers in the independent trade union movement.

CUSA general secretary Mr Prashaw Camay said yesterday his organisation would have to obtain a mandate from member unions before a decision could be taken.

He said the matter would be decided at a joint executive council meeting at the end of the month.

The general secretary of the Motor Assembly and Component Workers' Union (MACWUSA), Mr Dennis Neer, said his union delegation left before voting took place on Sunday because of their annual congress. A decision would be made soon, he said.

Unions which did vote for the formation of a new federation at the weekend said yesterday they were pleased with the result of the meeting as a united workers' organisation was badly needed in the South African labour movement.
Unions condemn Press

TWO non-racial trade unions, the South African Allied Workers' Union (Saawu) and the General Allied Workers Union (Gawu), yesterday strongly condemned the commercial Press, especially the Rand Daily Mail, of "becoming part and parcel of a total strategy which is aimed at subverting the workers' struggle in this country".

The unions claimed that the Press made statements which were "presumptuous". It accused the Press of adjusting public opinion to "its own wishful thinking".

It also accused the Press of alleging that there were trade unions which were hostile to the formation of a new federation of trade unions, and others which were for the federation. "Our experience is that all unions which participated in the unity talks are committed to the formation of a federation though they may understandably differ on how to work towards the formation of that federation," the two unions contended.

The unions refuted as "a blatant lie" a statement made in a morning daily following the deadlock in the Port Elizabeth talks that resulted in seven unions staging a walk-out. The unions contended that the Press portrayed the seven unions "as destructive" and having attended the talks "with preconceived ideas". It claimed, at a previous meeting held in Johannesburg earlier last year, that unions were asked to bring forth proposals to be considered, when examining the feasibility of forming a new federation.

The unions made it very clear that they were not only working towards the formation of a new federation of trade unions but remained equally committed to the implementation of powerful regional solidarity committees.
Mine wage talks in bid to end deadlock

By STEVEN FRIEDMAN

Labour Correspondent

EMPLOYERS and white unions in the mining industry will meet tomorrow in a final attempt to reach a wage deal to prevent unions calling a dispute with the Chamber of Mines.

A dispute is the first step towards a legal strike.

Meanwhile, unions and employers in the non-metal industries have agreed to meet on April 25 to formally begin negotiations on pay.

Employers, represented by the Steel and Engineering Industries Federation, are against any increases at all and established unions want a 14% rise. Emerging unions are still formulating their demands.

On the mines, unions and employers reached deadlock at a meeting held at the end of last month when the Chamber of Mines said it would not make a formal wage offer unless unions moderated their demands.

Unions say they have asked for a 13.1% rise, but employers say the unions' total demands, including fringe benefits, are over 30%.

"We hope Friday's meeting is able to settle the wage issue. We don't believe that, in the present climate, the country can afford a confrontation in the industry," a mine unionist said yesterday.

Meanwhile the SA Boiler-makers Union has attacked employer calls for unions to forgo wage rises because of the recession and drought.

An article entitled "Rex, recession and drought are not our doing" in the union's journal "The Crucible" says that the drought was making the lives of union members harder as well as affecting the economy.

It adds unions are often unable to assess whether employers are able to pay increases because unions are not given "factual information on which the employers' claims rest."

"Very little" compensation was provided for retrenched workers at present and the negotiations should be aimed at helping and protecting them.
New bid for union unity

A MAJOR new federation of trade unions is on the cards following a trade union unity summit in Athlone at the weekend.

Seven independent trade union groupings, representing over 200,000 workers agreed to establish a Feasibility Committee to investigate the form the new federation will take.

They were the Federation of South African Trade Unions (Fosatu), General Workers' Union (Gwu), South African Allied Workers' Union (Sanwu), Food and Canning Workers' Union (FCWU)/African Food and Canning Workers' Union (AFCWU), Cape Town Municipal Workers' Association (CTMWA), General and Allied Workers' Union (Gawu) and the Commercial, Catering and Allied Workers' Union (Comwu).

The seven represent most of the organised workers within the independent black trade union movement.

The Athlone summit, initiated by the General Workers' Union, followed an abortive attempt in Port Elizabeth last year to form a new federation.

PRECONDITIONS

Four union groupings did not commit themselves to participating in the Feasibility Committee. Most said they did not have mandates to form a new federation. They may join at a later stage.

The Athlone summit will determine for itself what its policies would be. The mechanics of the federation will now be investigated by the Feasibility Committee, which is due to meet soon.

The breakthrough apparently came through a realisation that, with the pending constitutional changes and tougher influx control laws, there was now an even greater need for unions to unite.
The South African Press Association is working hard to ensure that black journalists in South Africa have a voice and are represented in the press. The National Union of Journalists in South Africa has expressed its support of the 80th anniversary of the establishment of the association.

"We are happy to see how journalists are standing up for their rights, despite the challenges they face," said the association's president.

"This is a testament to the dedication and determination of our members, who are working to ensure that black journalists have a voice in the industry."

The association has called on the government to take action to protect the rights of journalists, and to support their efforts to build a more inclusive and diverse press in South Africa.
STEFAN FRIEDMAN

LABOUR WEEK

TALKS MAY LEAD TO SA'S BIGGEST MOVEMENT
THE South African Allied Workers' Union (Sawwu) and the General and Allied Workers' Union (Gawa) have accused the press of "adjusting public opinion" and "subverting the workers' struggle" by its reporting on the moves towards trade union unity.

In a joint statement issued on Friday, the unions said reports that seven trade unions had walked out of the unity talks in Port Elizabeth last year were lies.

The statement said that between the Port Elizabeth talks and the recent talks in Athlone, a lot of "prejudiced and divisive statements" had appeared.

"It is unbecoming for the press to adjust public opinion into its own wishful thinking by stating that there are unions hostile to the formation of the envisaged trade union federation and others for the federation.

"That is not our experience. All unions which participated in the unity talks were committed to the formation of a federation though they may, understandably, differ on how to work towards it."
Talks may lead to SA’s biggest movement

STEVEN FRIEDMAN

Labour Week

LAST week’s union unity meeting could be a watershed for emerging unions, groups with a combined membership of more than 100,000 — Posatu, the General Workers Union, the Food and Canning unions, the Communicators — Catering and Allied Workers Union and the Cape Municipal Workers Association — have agreed to form a committee to work out details of a new federation.

Thrashing out how this body will operate should take several months at least and there could be hiccoughs along the way.

But the unions insist it will emerge Food and Canning, for example, says the unions have no option but to form the new body if they want to tackle “intransigent employers” nationally.

In other words, most major emerging unions believe they have reached a stage where the costs of not uniting are so great that old rivalries will not stand in the way of the new body.

When it is formed, it could be the biggest black union body in the country’s history.

It also could see a merging of unions in key industries and a streamlining of black union operations in the factories.

Who will join is still unclear. It is still conceivable, but unlikely, that some groups listed above could drop out.

The SA Allied Workers Union and General and Allied Workers Union have also joined the committee planning the new body.

But they have not publicly committed themselves to it as the others have and it will still be a surprise if they join.

Several groups which did not join the committee insist they may yet join.

The 160,000-member Cusa will discuss the issue on April 20. It stresses it needs a mandate from members to decide.

Even the Motor Assemblers and Components Workers Union (Macwusa), which walked out of past unity summits, says it still needs to decide on its attitude.

Perhaps But Posatu, GWU, Food and Canning, Cwusa, and the Cape municipal union are still far from the highest starters.

More than the present minimum — and an R18 a week across the board rise. It also wants an overtime ban and a 40-hour week to reduce retrenchments.

Another MAWU proposal is that the council no longer bar “stop orders” to unions who have a majority or represent 500 workers in a plant.

Most of these demands will be fiercely resisted by employers who want a temporary wage “freeze” because of the recession.

But a key issue could be the metal pension fund.

The agreement setting it up is due for renewal this year and MAWU wants its rules changed to give workers a majority on its board.

Both employers and established unions are against this and some industry sources say the fund’s existence is in danger — at least temporarily.

HERE’S one for those who feel the Mail’s labour coverage is madly radical.

Two unions, the SA Allied Workers and Allied Workers Union, this week held a Press conference. We did not attend — it is our policy only to cover conferences if we are told where they are being held.

There they issued a statement attacking our coverage of union unity talks and charging we were “prejudiced and derisive” in our labour reporting.

The two claim the Mail incorrectly portrayed them as opponents of union unity and say we are “becoming part of a total strategy aimed at subverting the workers’ struggle.”

Attempts to obtain confirmation of our report from General Magnus Malan have thus far proved unsuccessful.
run, er’

...the (29) who died in a speeding car on Tembisa main but the victim of a
...with his girlfriend. The girl walked wade her outside and a car and dragged...the of his family said of his body that...sions that Mr M...moving car and found We spoke to neigh...vices in which taken place but they...continuing

arts to pay

...mothers to bring children in for mme...was paying off...said a stream of...had been destroyed throughout the...es in the...able to facilitate access medication for those...ne disease has recent...spread to the North few

council R3 million and has total annua interest repayments of R3 million. The city council undertook, after a meeting between officials from the TRFU and the management committee but legislation prevents it from doing so.

"We want to borrow money on the overseas market at a lower interest rate than the TRFU could negotiate but the Government must service the loan," we have asked the Government to change legislation which prevents us from doing so, and the ball is now in...explained the management committee chairman Mr Francois Oberholzer.

He said that the council had a duty to help the TRFU because it had lent the union R3 million of ratepayers' money.

"Ellis Park is not used to capacity and I feel it would be wise to delay building the Stadium's proposed soccer stadium at Crown Mines because saving Ellis Park is the sensible thing to do," said Mr Oberholzer.

The Progressive Federal Party's council leader, Mr Sam Moss, said the TRFU could not meet its interest repayments, let alone repay loans. However, Ellis Park was and integral part of Johannesburg and should remain so in future.

"Ellis Park belongs to the City of Johannesburg, Volkskas Bank, as the householder, must not be allowed to take control. The council cannot wipe its hands of the problem," Mr Moss said that a Crown Mines soccer stadium would reduce the chances of Ellis Park becoming viable and said that the council should accept responsibility for the stadium so it could be used for more activities.

Mr Oberholzer rejected this suggestion, saying that the residents of Johannesburg could not afford such a milestone around their necks.

UK firms slow to recognise SA unions

Labour Reporter

Slow progress was being made by British subsidiaries in South Africa towards either formal or informal recognition of trade unions representing black workers, a British Department of Trade survey has reported.

The survey covering a period from July 1981 to June 1982 analyses wages and working conditions of about 180 subsidiaries.

Out of 150 companies, 41 had not held wage negotiations for black workers, and in 34 cases the workers were not represented in wage negotiations, the survey says.

These companies are expected to submit information to the Department of Trade under a voluntary code of conduct. However, some 13 firms declined to do so.

Companies which had submitted reports affected about 134 000 black workers in South Africa, and about 10 000 of these were migrant workers.

A number of companies noted restraints on implementing the code which were either the result of laws or local Government policy, and some firms had also made contributions to community affairs.

The survey was recently tabbed in the British House of Commons.

The voluntary code of conduct concerns issues such as equal pay for equal work, desegregated facilities, and recognition of unions with majority worker membership.

Court acts on estate of attorney

By Rashid Chopda

The estate of a former attorney Mr Michael Sasins of Sandton, who was struck off the roll for running his financial affairs negligently, was today placed under provisional sequestration in the Rand Supreme Court.

The application was brought by Mr Sassin's attorney, Mr Paul Snai who in court documents said he was owed R1 500 in legal fees which Mr Sassin was unable to pay.

Mr Snai said that by August 1981 Mr Sassin had found himself in severe financial difficulties.

There was a deficit of about R200 000 in Mr Sassin's trust account and he was unable to pay debts.

Mr Snai said in March 1982 Mr Sassin was struck off the roll by the Incorporated Law Society of South Africa.

Mr Snai said that although the application was deemed appropriate and necessary by the law society, it was accepted to this day that Mr Sassin...

Soldier stole to swap for a
eapparent report said Page's 
he and had previous convictions for the

The magistrate, in his judgement, was serious, and although Page had his personal circumstances account.

...a group of Sego dancers and musicians arrived from the island of Mauritius. They are here to promote a hotel on the island and will travel around South Africa for three weeks. Claudine Dupuy and yes -- entertain dancing, centre to
Unions unite

THE National General Workers' Union (NGWU) has agreed to join a proposed federation of unions.

A spokesman for the union, Mr Donnie Khumalo, said: "Representation by one body could go a long way in solving labour disputes. The step may also create a sense of togetherness among workers."

Unions that have so far agreed to form a committee to work out details of a new federation are: FOSATU, Gwusa, the Food and Canning Unions, Commercial Catering and Allied Workers' Union and the Cape Municipal Workers' Association.
Black unions 'vigorou8'

NEW YORK — South Africa's emerging black trade-union movement is showing "surprising vigour" in spite of the worst recession since World War 2. This is the picture of the movement given to readers in a report in the Influential Boston-based Christian Science Monitor.

The international newspaper reports from Johannesburg that trade unions led the country to a record 394 strikes in 1982.

The number of strikes was a surprise for two reasons:

The unions were expected to lose muscle under the burdens of the economic recession.

Commerce took the strikes in its stride without the exaggerated fears it once held on black bargaining power.

A labour specialist quoted in the report says: "The major union bodies have established themselves and are here to stay."

Black unions are estimated by most analysts to be holding their own, if not making gains in membership. They are also making "dramatic" inroads into the mining industry. — The Star's Foreign News Service.
A new audience

South African novelist J M Coetzee may soon be reaching an international audience through a film version of his acclaimed book, "The Heart of the Country".

In a surprise move, Professor Coetzee has granted the film rights to a little-known Belgian director, Werner Marcon Hensel, who is currently in South Africa to raise some of the production money. See Tonight.

Praise for Kalli

West Indian and Transvaal batsman Alvin Kallicharran (above) has been named by Wisden as one of its five Cricketers of the Year.

In a show of encouraging support for South Africa's return to the international cricket arena, Wisden's editor, John Woodcock, devotes considerable space to both the English and Sri Lankan "rebel" tours of South Africa in the latest edition of the cricketer's bible.

Kallicharran earned the award through his magnificent performance for Warwickshire last season when he was the only batsman in the English County Championship to score 2,000 runs. See Page 20.

Murder accused 'hates all blacks'

 Pietersburg - A man charged with the murder of three black men and the attempted murder of two others said yesterday that he hated everything that was black.

Appearing before Mr DP Pienaar in the Pietersburg Magistrate's Court were Mr Pieter William de Beer (21) and his brother Mr Zacharius Hendrick de Beer (18), who have pleaded guilty to both charges.

The two allegedly opened fire on a passenger train about to leave Pietersburg for Pretoria on Sunday night, killing three men and wounding two.

The dead were Mr Patrick Paps (29) and Mr Phaneas Sebelebele (27), and Mr Nelson Somo (24). The wounded men, Mr Frans Mamanhela and Mr Alpheus Raphela, are recovering at the Pietersburg Hospital.

NOT DRUNK

"I hate everything that is black and if I had been given an opportunity I would shoot a few more blacks," Mr Pieter de Beer said.

When asked by Mr Pienaar if he shot the men because he was drunk, he replied that he was fully aware of what he was doing.

The case has been referred to the Attorney-General - Sapa.

Cattle starved in SAR 'oven'

Komatipoort - In blistering heat, and without food or water, 25 head of cattle spent 77 hours in a suffocating railway truck at the Tenbosch siding near here last week.

When the truck was opened, the animals, each of which had lost about 60 kg, were so weak and exhausted that they were unable to walk to a nearby drinking trough.

Some of the animals have recovered, but three cows are unable to eat without help — four days after the ordeal.

The distressed owner has laid a charge of cruelty to animals. The Komatipoort Railways Police are investigating. A cattle farmer Mr Piet Stassen,

Top boss challenges Etheridge

CAPE TOWN - Pick 'n Pay chairman, Mr Raymond Ackerman, has challenged Anglo American's Mr Dennis Etheridge to ensure his own corporation is blameless before accusing the rest of South African business of corruption.

Last month Mr Etheridge accused controversy.
Labour Reporter

MR JOHNSTON Mpukumpa is a confident, articulate man slightly built, with a winning smile. He says he is proud to be in the union movement.

A worker in a local engineering firm, Mr Mpukumpa is national chairman of one of the most powerful of the independent unions -- the Cape Town-based General Workers' Union, which now has more than 11,000 members. Because he is elected, he receives no payment from the union.

Mr Mpukumpa recently chaired the historic inter-union meeting in Cape Town out of which has come a federation comprising seven of the major independent unions.

Living apart

Like thousands of other black workers in Cape Town, Mr Mpukumpa is forced to live apart from his family. For the past 15 years he has shared, with another man, a "kitchen room" in the overcrowded men's hostels in Nyanga East.

"I would like to have a room of my own, but so far I've had no luck. We've had to make our own alterations — put up partitions, paint the place and so on," said Mr Mpukumpa, who is also chairman of the Nyanga East hostels.

He believes firmly that he is nothing without the support of the workers he represents. Some of that support was evident recently when he received an enthusiastic welcome from hundreds of workers at the airport and at the hostels on his return from a week-long trip to London where he attended an International Transport Workers' Federation (ITF) meeting. ITF is the international body to which the GWU is affiliated.

Mr Johnson Mpukumpa

"I wanted to be a man of money," he says with a laugh.

Factory floor

Instead, he carried on working in a factory and when he was offered an office job in the personnel department, he turned it down, saying he would learn more about "the situation" if he stayed on the factory floor.

Mr Mpukumpa's wife and four children live in Iddywa. He sees them twice a year, at Easter and at Christmas.

Most of the R67 a week he earns in wages goes towards supporting his family.

The duty

"Each and every worker would like to stay with his family, but many cannot."

So it is the duty of the union to take up the KTC, like the thousands of people with no houses.

"The KTC issue, where people are fighting for houses, has touched the workers deeply."

Tension

The year ahead will be one of "tension", according to Mr Mpukumpa.

"We have to fight repressions now every day. The recession doesn't help union activities.

Born in Transkei, Mr Mpukumpa has worked in various engineering factories in Cape Town for the past 20 years.

"When I first came to Cape Town as a young man I went to night school to study commerce."

"But workers are still trying to pull themselves up. Management are beginning to realize they must deal with unions which represent the workers. We want change through negotiation rather than through conflict."

"Workers get upset when the security police detain unionists. They feel if the Government would hear what they have to say instead of locking them up it would lead us all to a better future."
Unions to join hands

SEVEN trade unions have re-established a South African Co-ordinating Council to promote co-operation and understanding between unions in the metal industry, and to represent the interests of their members jointly on a national and international basis.

The unions, all affiliates of the International Metalworkers' Federation (IMF), are the Metal and Allied Workers' Union, the South African Tin Workers' Union, the SA Boilermakers' Society, the National Automobile and Allied Workers' Union, the Radio and Television Workers' Union, the Engineering Industrial Workers' Union and the Engineering and Allied Workers' Union.

Mr Ike van der Watt, the general secretary of the SA Boilermakers' Society, was elected president, with Mr David Sebabi of the Metal and Allied Workers' Union, and Mr Arche Pool of the Engineering Industrial Workers' Union, as first and second-presidents respectively.

Mr Brian Fredericks of the National Automobile and Allied Workers' Union was chosen secretary-treasurer.

At its meeting this week the council decided to support the application of two more unions for affiliation to the IMF. These are the Steel, Engineering and Allied Workers' Union and the Federated Mining Union. The applications will be considered by the central committee of the IMF when it meets in Zurich, Germany in June.

The IMF, with headquarters in Geneva, represents more than 14 million metal workers in the non-communist world.

The South African Co-ordinating Council of the IMF ceased being operative two years ago because of a lack of agreement in its ranks.
The SAMDC yesterday agreed unanimously to investigate the situation and might even decide to extend its powers to enable it to examine doctors' books.

Mr. J. D. van Zyl, managing director of a large pharmaceutical wholesaler in Cape Town, a member of the SAMDC and vice-president of the SA Pharmacy Board, told a meeting of the council that it would be surprising to know how many doctors were involved in drug dispensing and purchasing for profit.

The council has proof of about 328 dispensing doctors in the country. Mr. van Zyl has estimated that there were between 1,000 and 2,000 doctors who could buy large quantities of drugs from drug manufacturers at lower prices than were available to pharmaceutical wholesalers, he said.

The doctors were assured of a market for their drug supplies because they prescribed the drugs they had in stock.

"We must speak to the drug manufacturers who are charging frightful prices for medicines. At the moment, with up to five members involved in drug marketing, medicines are greatly overpriced," Mr. van Zyl said.

In smash-and-grab raids a large quantity of glass was stolen from the Rosebank Mall. The thieves used rocks to break the windows of the shoppers. It is not yet known what the thieves used to break the glass. They made one hole a little larger than a man's fist and another hole a few millimetres wider. It is believed they used some sort of device to scoop the watches out of the window. The whole operation took only a few minutes.

A security guard at the nearby Rosebank Mall saw the gang speeding off in a getaway car. Mr. Smith said that there had been three previous attempts to smash the thick security glass.

In another theft from Smith's Jewellers about 18 months ago, a gang broke in and took jewellery valued at R40,000. Police are investigating.

44 arrested in Cape Town raid on squatter site.

Wife in danger, court told

Tinkler's mental condition, said the psychiatrist, one of a three-man panel appointed by the court to report on Mr. Tinkler's mental condition, said he disagreed with the findings of the others.

Mr. Tinkler, a former director of a Johannesburg engineering firm, has pleaded not guilty to murder, claiming he was suffering from paranoia at the time and so was not capable of appreciating the wrongfulness of his actions.

The psychiatrist said Mr. Tinkler suffered from morbid jealousy and paranoid delusions about his wife's alleged infidelity with a Mr. Morris Burger.

His wife and Mr. Burger would be in serious danger, the psychiatrist said.

At the time of the shooting, Mr. Tinkler was suffering from depression, anxiety and the harmful cumulative effects of being an extremely heavy drinker.

In addition to the strain of his marital problems, the psychiatrist said, Mr. Tinkler was subject to many other stresses. After an emotionally stressful childhood, his process of mental disintegration had intensified with the death of his deeply loved mother, he said.

"I believe there was no way he could stop himself from acting as he did," the psychiatrist said.

The hearing is continuing.

Wiretapped death

Radio and a radio were found wiretapped in Mr. McDougall's homestead yesterday. The police were called.

Man convicted of murdering wife

CAPE TOWN - McCarthy (27) was convicted of murdering his wife. The jury found him guilty of the charge.
Fosatu praises court race ruling

Labour Reporter

The Federation of South African Trade Unions (Fosatu) has hailed as a "crucial victory" the decision by the Natal Supreme Court to set aside the racist qualification placed on the registration of four unions by the Industrial Registrar.

The court held that race could no longer be considered an industrial interest.

The four unions involved were the Metal and Allied Workers Union, the Chemical Workers' Industrial Union, the Transport and General Workers' Union and the National Union of Textile Workers, all affiliates of Fosatu.

The unions were appealing against the decision by the Industrial Registrar to place a racial qualification on their registration when they registered in 1960, a decision which was supported by Mr Fanie Botha, the Minister of Manpower.

Fosatu said the judgment marked a crucial victory in their two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race. This was against Fosatu's policy of non-racialism.

In papers filed to the industrial court, Fosatu's National Union of Textile Workers (NUTW) has charged that the Frame textile group threatened to fire members who did not join the Cape-based Textile Workers' Industrial Union (TWIU) and that management actively recruited members for this union.

The NUTW is to ask the court to restrain the company from recognizing the TWIU, an affiliate of the Trade Union Council of South Africa (Tucsa), or extending facilities to it.
companiespression

packaging market once held by tin plate, has undermined the use of zinc in die-casting and continues to be a strong competitor to copper for certain electrical applications.

Plastics

"Meanwhile plastic has made an impact on roads directly and indirectly into most of the base metal end uses. It has displaced lead in cable sheathing, pipes and corrosive chemical containers. It remains the major threat to copper in pipe and domestic construction materials. It has taken a large share of the packaging market at a cost to tin and finally plastic has been a direct substitute of zinc in die-castings, though indirectly as a replacement for brass." "Looking to the future, copper faces a potential major competitor from electronic fibres in the telecommunications end-use market."

"It is too early to assess accurately the extent of this threat but it is real enough. It has been variously estimated at displacing 100,000 tons to 1,000 tons per annum of mine copper production by 1980."

"It is my personal opinion that real metal prices will remain, by post-war comparison, for most of this decade".

Industrial relations improved — Wiehahn

Mr Martin Rippen has been appointed manager, property administration, at the head office of The Southern Life Association.

Samstel profits up

JOHANNESBURG — Sam Steele Holdings (Samtel) increased attributable profit by 11 percent to R64 700 (R63 500) in the first six months of this financial year. The interim dividend has been raised to 63 pence per share (4.25c).

Profit before taxation was R2 400 000 (R2 170 000) and after tax profit amounted to R2 275 000 (R1 645 000).

Earnings per share rose from 15.6c to 16.5c.

The directors comment that the continued profitable growth of the group is most pleasing, considering the extremely difficult conditions and high interest rates.

The chairman of Samtel, Mr Hugh McNeil, says that barring any unforeseen circumstances, he feels that an increase in the previous year's record profit can be expected for the full financial year ending August 31, 1983.

Three new stores are scheduled to be added to the retail network in the second half of the year — Sapa.

Joint announcement

Kohler Limited

DRG (S.A.) Limited

Scheme of arrangement to constitute DRG SA a wholly-owned subsidiary of Kohler ("the scheme")

Approval of the scheme

At the meetings of shareholders of DRG SA held on April 12, 1983, the scheme was agreed to and the special and ordinary resolutions necessary to give effect to the scheme were duly passed by the requisite majorities of the shareholders of DRG SA.

The scheme was sanctioned by the Supreme Court of South Africa (Cape of Good Hope Provincial Division) on April 15, 1983. The Order of Court and the special resolutions referred to above were registered by the Registrar of Companies on April 22, 1983 and the scheme accordingly became operative on that date.

Stock exchange listing

The listing of DRG SA shares on the Johannesburg Stock Exchange terminated at the close of business on Friday, April 22, 1983. The listing of the ordinary shares in Kohler SA is to be issued
Unions, avenue of reform in SA

Labour Reporter

POLITICS and trade unionism could not be completely separated, Mr Bobby Godsell, an industrial relations consultant for Anglo American said at Stellenbosch University last night.

He said unions could become an avenue of reform in a divided society such as South Africa.

Mr Godsell was speaking at a Stellenbosch Aktuele Aangeleentheidskong seminar on trade unions and change in South Africa. He said the fear that black unions would become political was mainly responsible for their being excluded from bargaining processes.

"Black workers do have power," he said. "They can by actions passive and active disrupt and obstruct the normal and necessary functioning of society."

Mr Godsell said the collective bargaining process — "the habit and practice of compromise" — could be a source of growing racial unity.

Mr Jaap Colbers, former director-general of Manpower, said the new labour dispensation, which had become an "island of non-discrimination in a sea of discrimination", had created expectations of change.

"It is unfortunate that the experience of these workers is that between 8am and 5pm they live in 1983, but when they leave their places of work they find themselves back in times long past."
Workplace ‘a model for society at large’

Labour Reporter

THE new patterns of interaction, compromise and partnership in the workplace that were emerging in South Africa could provide a model for co-operation in society at large, according to a top industrial relations consultant.

Mr Bobby Godsell, Anglo-American industrial relations consultant and chairman of the Federated Chamber of Industries’ labour affairs committee, was speaking at a conference on Trade Unions and Change organised by the Stellenbosch Akutele Aangeleentheidskring (SAAK) at Stellenbosch University last month.

Unions were public organisations and had been and should be concerned with public affairs. He was optimistic that unions would be avenues of reform rather than “agents of the apocalypse”.

“Good sense”

“In part, I draw my hope for the future from the fundamental good sense and wisdom that is displayed daily at the working places of this nation.”

Speaking earlier, Mr Jaap Cilliers, former Director-General of Manpower, said the State recognised the importance of freedom of association as a basis of trade union membership.

The State’s perspective was that sound labour relations could be achieved by all parties “making full use of all the possibilities provided by the new legislative and institutional framework”.

“Whether we like it or not, the more we integrate into society the trade union movement and accept it as a legitimate partner for economic development, the lesser the chances are of labour unrest.”

Wepcos slams City Engineer’s sports plan

Staff Reporter

THE Western Province Council of Sport has condemned a recommendation by the City Engineer, Mr Jan Brand, as “dictatorial”.

He has recommended to the Executive Committee that the City Council refuse to lease sports facilities to organisations affiliated to the South African Council on Sport.

Wepcos president Mr Yusuf Ebrahim said today: “Wepcos totally condemns the dictatorial stand of this municipal employee and his open and unashamed attempts to support the Government’s multinationals sports policy.”

Wepcos is the largest national affiliate of Sasco.

VICTIMISATION

Mr Ebrahim said: “The recommendation by Mr Brand is blatant racial discrimination and political victimisation against the majority of our members.”

Record number of plans passed

First

Mr Jeff Lever, a lecturer in the Sociology Department at UCT, said the independent, emergent unions were “setting the pace” for other, more established unions.

The strength of the independent unions lay in the fact that they were the first to “wholeheartedly commit themselves to the organisation of the mass of African workers”.

Mr Chris du Toit, chairman of the South African Co-ordinating Committee on Labour Affairs (SACCOLA), which represents 10 employers’ federations, said a participative society in the workplace would build the basis for a participative society in the social and political arenas.
May Day meetings planned for Sunday

By MONO BADELA

SEVERAL meetings are to be held throughout the Witwatersrand at the weekend by organisations representing trade union movements, churches and students bodies as well as political organisations to celebrate May Day, also known as Labour Day.

The Council of Unions of South Africa (Cusa), has called for support from religious, social and community groups to honour May Day which falls on a Sunday this year. An appeal has been launched to the clergy of all denominations requesting that speakers be allowed to address congregations in churches on the significance of May Day — the international day of the worker.

The appeal for support was also addressed to other unions, the South African Council of Churches (SACC), the Muslim Community and the South African Catholic Bishops Conference.

The Rev Joe Seoka of the Soweto Priest Study Group which commemorated May Day last year, said a service would be held at the St Hilda’s Anglican Church, Sebenza, Soweto on Sunday at 2pm where speakers would address a joint public meeting with Azapo.

During the morning service workers’ tools and uniforms will be blessed by the priest. It was also announced at the monthly meeting of the Azapo Soweto branch during the weekend that another May Day rally would be held at the Jowa Hall, Lenasia on Saturday at 2pm.

The Johannesburg branch of the Azanian Students Organisation (Azaso) will hold a rally at Glen Thomas near Baragwanath on Sunday at 7pm. The president of the General and Allied Workers’ Union (GAWU), Mr Samson Ndou, will address the meeting.

In an interview Mr Ndou said May Day originated from Australia in 1865 when workers fought for an eight-hour day and better working conditions.

Mr Ndou said the idea reached the United States in 1886. At the international Workers’ Conference in 1890, May 1 was recognised as a workers’ day. Workers regarded the day as one of demonstrations against all forms of harassment imposed on workers by employers. He said to date May Day was celebrated by all progressive trade unions the world over in South Africa the day was first celebrated by workers in 1926.

"Even today we are waging such a struggle," he said, "in particular security guards throughout the country work no less than 12 hours a day. This is illegal." He said in South Africa May Day was curbed by the Nationalist Government in 1961.

In Port Elizabeth the Motor Components Workers’ Union of South Africa (Macwusa) General Workers’ Union of South Africa (Gwuusa) and Azapo will stage a rally at the Centenary Great Hall, New Brighton, to commemorate the day.

"Trade union movements have extended an invitation to all workers in Pretoria to attend May Day cele-
Unions demand bigger voice in pension fund

Three unions want workers to have a bigger say in the management of the metal industry’s pension fund.

At a recent meeting of the industrial council for the industry, the General Workers Union, the Metal and Allied Workers Union and the Chemical Workers Industrial Union opposed the fund’s renewal.

Also at the meeting were members of the Confederation of Metal and Building Unions and other unions as well as representatives of the employers’ organisation, the Steel and Engineering Industries Federation of South Africa and, despite the objections of the three unions, the CMBU and Seifsa agreed that the fund helped workers and should continue.

The three dissenting unions argued that unions with more members in the fund should have more representation on the fund’s board of management and that Seifsa should have fewer than 50 seats on the board.

But Seifsa rejected this, stating that they contributed half the fund. The CMBU said the fund needed Seifsa’s management expertise.

Mawu said that the funds came from the workers and should be controlled by them.

A further meeting between the three dissenting unions and the fund’s board of management has been scheduled for May 27.
Mine pay talks end in stalemate

Labour Correspondent

WHITE mine unions will meet today to decide on whether to declare a dispute with the Chamber of Mines after rejecting its 8% pay offer at a negotiation meeting yesterday.

The unions met the chamber yesterday to continue talks on this year's wage increase for white miners.

The chamber has offered white union members an 8% increase on standard pay rates and a 1% rate in employer contributions to the Mine Employees' Pension Fund.

The unions are demanding a 12.1% increase with fringe benefit improvements which mine employers say bring the total demand to nearly 23%.

The unions have withdrawn some of these demands.

At yesterday's meeting the unions rejected the 8% and the chamber refused to increase its offer.

Declaring a dispute with the chamber is one option the unions will consider at today's meeting.

"The unions argue the 8% doesn't come near to compensate members for rises in the cost of living and that the chamber can afford to pay more," a unionist said yesterday.

He said a key issue which unions would have to discuss was that declaring a dispute would take time and would delay increases.

"We may decide to ask members whether they want to accept this delay," he said.

Another unionist said unions would be better able to accept the offer if the chamber agreed to a demand for a week's extra leave for union men.

"This is a burning issue among our members who find it very difficult to accumulate leave," he said.

Informed sources believe that even if a dispute is declared, it is unlikely that the negotiations will end in confrontation.

A spokesman for the chamber said yesterday the chamber preferred not to comment on the negotiations until it had received a reply to its offer from the unions.
Miners' union flags on dispute

Weekly meeting of the Executive Board of the Miners' Union which is the largest trade union of mining workers has been completed. The union's representatives have announced that they will hold a strike vote on Wednesday to decide whether to declare a strike or to accept the company's offer of a 5% wage increase. Some members of the union have expressed doubts about the company's诚意, saying that the offer is not enough to compensate for the rising cost of living.

The company has rejected the union's demand for a 10% wage increase, stating that the current economic climate is unfavorable for such a large increase. The union's yesterday's offer of a 5% increase met with some resistance from the company, but it has agreed to further discussions to find a compromise.

Many workers, however, feel that the union is not doing enough to protect their rights, and some have threatened to go on strike if their demands are not met. The situation remains tense, and the outcome of the strike vote is uncertain.
Services celebrate day of worker

A service will be held at the St Hilda's Anglican Church in Soweto, Soweto, at 2 pm.

Speakers will include a representative from the Commercial and Catering Allied Workers Union (CCAWUSA), the Reverend Joe Seoka of the Soweto Priests' Study Group, Mr Sipho Radebe of the Council of Unions of South Africa (Cusa), a representative from the Urban Foundation and Mr Chris Mokodita, a member of Azapo's National Legal Secretariat.

The Workers Support Committee (WSC) will hold a service at the Methodist Youth Centre in Jabavu, Soweto, at 10 am tomorrow.

In a statement, the WSC said: "The workers should build up power so that they don't only improve their working conditions but also learn about their struggle and exactly how they are exploited."

In Port Elizabeth, the Motor Components Workers' Union of South Africa, the General Workers Union of South Africa and Azapo will stage a rally at the Centenary Hall, New Bright.
May Day clashes threaten to Poland's new calm

WARSAW — May Day clashes between Polish police and Solidarity supporters have shattered the relative calm which began here with the lifting of martial law in December.

Official reports said police dealt decisively with the rallies called by Solidarity's underground leaders, often using tear gas and water cannon to scatter demonstrators marching under the union's flag in 20 cities and towns.

The demonstrations, which often ran parallel to the routes taken by the official communist marches, were the most widespread Poland has seen for eight months.

Polish TV said 40,000 people took part in the opposition marches while 6.5-million attended the government's May Day celebrations.

Former Solidarity leader Mr. Lech Walesa, who endorsed the call for street protests, said the turnout was far beyond that expected.

However, one political analyst described them as political theatre saying they were unlikely to produce a radical change in approach by any of the main players in the complex Polish political scene.

Authorities dismissed the opposition rallies as failed attempts by groups of Western-backed agitators to disrupt the stabilisation programme started since the military crackdown in December 1981.

State TV said the turnout for the official marches supported the government view that most Poles respect the need for peace and hard work to pull the country out of its economic and social crisis.

Underground leaders made no immediate response but their bulletins usually take several days to filter through to Western reporters.

They are expected to echo Mr. Walesa's view that the response was a success, particularly in the face of the massive strength of the security forces.

Most of the demonstrations started after church services. People had been instructed to gather outside Warsaw Cathedral before the rally in the capital and a Solidarity banner was hung from the pulpit.

Although parish churches have played a major role in supporting Solidarity, the hierarchy sees its role as more detached and more long-term.

Church leaders are also having delicate talks with the communist government over Pope John Paul's June visit. He has asked the authorities to free all political prisoners. — Reuters
Miners' pay talks go on.

A DECISION will be made tomorrow by the powerful Council of Mining Unions with regard to the acceptance or rejection of a Chamber of Mines offer to increase miners' pay packets by eight percent, writes Lynn Carkale.

Mike Paulus, chairman of the Council, said following a meeting with members of the Chamber on Friday that the matter would be thoroughly discussed tomorrow and a decision made.

Earlier last month it was believed that miners were hoping for an offer more in line with the consumer price index—nearly 15%.

"We met today but did not arrive at a decision. The matter will be put before a Council executive meeting on May 4," said Paulus.

The Chamber, in its annual review of mining pay rates, has also offered to increase the employer's share of contributions to the Miners' Employees' Pension Fund by one percent.

Earlier the Council announced that it would consider the offer and hoped to have come up with a decision last Friday.
8 pc for miners

Labour Reporter

The Chamber of Mines and mining unions agreed yesterday on an eight percent wage increase. A joint statement said the employers had also agreed to increase their contributions to the Mine Employees' Pension Fund from 10½ to 11½ percent.

The unions had asked for a 13.1 percent pay rise. The chamber refused to budge from eight percent and said union demands amounted to an 'effective 22 percent.'

"We have made a sacrifice in accepting the increase," a union spokesman said.
**Testing the bargaining level**

The first phase of the black union battle for recognition in the Seventies and early Eighties took place at plant and enterprise level, as emerging unions fought to establish an enduring shopfloor power-base. Their success in achieving this is reflected by the more than 250 recognition agreements negotiated with companies during the past few years. Phase two seems likely to centre on their efforts to make industrial councils (ICs) more responsive to their needs, interests and priorities.

Almost since their inception, a lively debate has been waged within the emerging unions about whether they should join ICs -- the officially sanctioned forums for collective bargaining at industry level. This debate about the respective merits of plant and industry-level bargaining has largely run its course and a growing number of these unions have decided to join ICs.

In the past ICs have tended to cater well for the needs of craft and racially-based unions, representing skilled workers. It is not surprising that the industrially-based emerging unions -- representing less skilled workers -- want to reform the councils. Employers and established unions -- the traditional membership of ICs -- now have to contend with new demands by emerging unions wishing to join.

These demands differ from one industry to another, and ICs vary considerably in size, and in the attitude of their members to emerging unions. In addition, emerging unions have differing motives for wanting to join. Some are attracted to the advantages of industry-level bargaining, while others are being prodded towards councils by economic realities and pressures from employers. However, it seems likely that at least some of the following items will appear on negotiating agendas in the future:

- A demand by emerging unions for speedy exit from a council should they decide that membership is no longer in their interests. Not surprisingly, this kind of demand is coming from unions such as the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu). Many Mawu members are suspicious of the metalworkers' industrial council. Although they have decided to join the council, they want the option of getting out of it as soon as possible if it is felt to be in their interests.
- A demand that industry-wide bargaining supplement, though never replace, plant-level bargaining. Some employer spokesmen, such as Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Seifsa), maintain that formal collective bargaining cannot be sustained at two levels. Bargaining at one of the levels will ultimately become irrelevant, they say. However, unions argue that industry-level pay rises are often deterred by the increases that can be afforded by the least profitable companies. The ability of the profitable companies to pay more cannot be tested at IC level, they say. They contend that an acceptable formula can be devised to allow plant-level bargaining to complement industry-wide minimums laid down in IC agreements.
- A demand for the unions to have greater control over IC assets. Three emerging unions have, for example, argued that worker representatives should comprise more than half of the members of the board that administers the metals industries' group pension fund. Employers are, naturally, opposing this.
- Established unions are concerned about some emerging unions' demand that unions' representation at IC negotiations should be in proportion to their membership. They have good reason to be alarmed. If proportional representation is introduced, it will result in emerging unions, which represent large numbers of black workers, being allocated more seats at IC meetings than some smaller, established unions. Such a demand has been made in the knitting industry by Fosatu's National Union of Textile Workers (NUTW).

Emerging unions have placed great emphasis on the development of their shop stewards as a crucial leadership corps. It is logical, therefore, that they should demand that shop stewards play a role in the IC system and should be involved in the negotiation and administration of agreements.

Much of the effort to make the councils more responsive to emerging unions' needs will be focused on making the councils less slow and cumbersome in dealing with matters such as grievances and dispute resolution. Phiroshaw Carnay, general secretary of the Council of Unions of SA (Cusa), says Cusa affiliates have generally had a "negative experience with ICs so far." He describes some councils as "petty and bureaucratic," and in some industries it seems likely that practices such as the closed shop will become controversial. Emerging unions claim that some established unions are abusing this practice and restricting the right of workers to decide which union they should join.

A crucial problem for both employers and the emerging unions is the ability of the unions to obtain a coherent mandate from their members within the framework of the IC collective bargaining process. To understand this problem, one has to appreciate the fundamental importance that most emerging unions have attached to the democratic processes of election, representation and mandate in the running of their affairs. It would be foolish to understi-
Talks to stagger pay days likely to be held shortly

By Michael Chester

Talks are likely to be held soon between employers and trade unions on the feasibility of introducing staggered pay days for millions of wage-earners and so ease the month-end shopping and traffic chaos.

Initial talks have been held by the labour affairs committee of the Johannesburg Chamber of Commerce.

The issue has now been referred to the Commercial Employers Association for its view, and the attitude of unions in the retail and distributive trades will be tested.

Protagonists believe that most people would benefit if salaries and wages were paid in a staggered pattern.

Supermarkets are expected to be among the first to back the proposals, because of the prospect of a more even flow of sales rather than the present month-end crush.

Banks and building societies are also likely to support the proposals because of the advantages of unblocking pay-day congestions when customers all try to deposit or withdraw cash at the same time.

Much merit

Mr Marius de Jager, chief executive of the Johannesburg Chamber of Commerce, confirmed today that talks were under way.

"The idea has lots of merit," he said, "but there are numerous snags that will have to be disentangled. Not least is the way black families at the moment need to pay rent within a set period near month-end."
(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available.

(2) (a) how many racially mixed registered trade unions were there at that date, and (b) how many (i) White, (ii) Coloured and Asian, and (iii) Black

19 MAY 1983

The MINISTER OF MANPOWER

(1) (a) 57
(b) 13
(c) 21

(2) (a) 78
(b) (i) 132 465
   (ii) 268 881
   (iii) 183 972

NOTA (1) Figures as at 31 December 1982

(2) Figures furnished at 2(b)(i)
(ii) and (iii) represent the total for each population group concerned. Information regarding individual trade unions is treated in confidence in order to maintain the mutual trust established between my Department and the trade unions. It is therefore not deemed advisable to disclose such information. I prefer to leave it to the trade unions themselves or their representatives to disclose whatever information is paid to their internal affairs which they themselves in their discretion may decide upon.
STRIKES FM 205/83

Fewer this year

A drastic decline in labour unrest this year is revealed by statistics gathered by the Department of Manpower. The department recorded only 26 strikes and stoppages during the first quarter — compared with 72 for the same period in 1982.

If this trend continues, the steady increase in the number of strikes occurring annually in the post-Wiehahn era will be reversed. The department recorded 101 strikes and stoppages in 1979, 207 in 1980, 342 in 1981 and 384 last year. Very few white workers were involved.

This year's decline appears to suggest that a sense of realism may have filtered down to many factories where black workers have had high expectations. Although the recession has not discouraged union growth in several industries, it seems that large numbers of black workers are accepting that the downturn has eroded their bargaining power for the moment. It is obviously possible that strikes could become more frequent when the recession ends and unions perceive themselves to be in a stronger position.

Manpower Director-General Piet van der Merwe believes there are a number of reasons for the decline. He says the recession has been an important factor in discouraging strikes but adds: "I think employers and employees are also becoming better skilled and equipped in dealing with their differences."

Some observers believe the Industrial Court may also be playing an important role. They say unions' recent successes at the court have resulted in legal action becoming a more attractive option than strike action to some aggrieved employees. In addition, the threat of legal action has spurred some employers to refrain from practices which previously may have sparked off strikes.

In an interview with the FM, Van der Merwe revealed official statistics which show just how rapidly black workers have been unionised, in officially registered unions in recent years. In 1980, about 24 000 black workers were members of registered trade unions. By the end of 1982 this figure had risen to 395 000. By the end of 1982 there were 76 registered unions which represented 577 000 workers of all race groups, compared with 42 such unions representing 216 000 workers of all races at the end of 1980.
The other key industry where the next week or two should be vital is the mines.

If a recognition agreement between the Chamber of Mines and the National Union of Mineworkers is signed soon, NUM will this year become the first union to negotiate black mine wages with the Chamber.

Last week it called on the Chamber to sign this week so that wage talks could commence at the beginning of next month.
Trade unions ‘still divided’

Staff Reporter

INTENSE competition for leadership of South Africa’s labour movement — especially for control of established multi-racial unions with moderate policies — was inevitable, Tucsa president Dr Anna Scheepers said today.

Addressing the Afrikaanse Handelsinstituut’s junior congress in Cape Town she said although the trade union movement was considerably larger than 30 years ago, it was no less divided.

And it could take “decades” before the country had a truly unified trade union movement.

For many years there would be a union movement restricted to blacks — “the fruit of more than 30 years of apartheid”.

Grievances

Although all labour unions had a uniform goal in relation to wages and working conditions, black unions had many more grievances in “secondary areas of dispute” than the privileged whites and even the coloureds.

Dr Scheepers predicted that Tucsa would continue as the main co-ordinating body for all labour groups in the country.

Tucsa was an honourable, realistic union movement which fought hard for every worker.

“Bitter fruits”

She warned employers not to become involved in the struggle between unions.

“Divide and rule” was “the oldest trick in the employer’s book” but if employers encouraged dissension they would reap “bitter fruits”.

She said the security police condemned all trade unions, irrespective of their policies, but unions which had decided not to register because of their opposition to the system became targets of security police attention.

Tucsa would not “let its members down by giving attention to organisations which put ideology before the interests of the workers”.

Tucsa would continue to strive for social, economic and “every other form of justice” for its members and had the ability to produce results because its member unions were well organised, democratic and comprised “paid-up” worker members.

She said Tucsa owed its independence to being financially self-reliant.
Mine officials agree on pay rise

Labour Correspondent

MINE officials will receive an 8% pay rise in terms of an agreement between the three unions representing officials and the Chamber of Mines. The agreement was announced yesterday by the unions and the Chamber.

This marks the first pay rise for officials in line with the agreement reached between the white mine unions and the Chamber recently.

The three unions representing officials are: the Mine-Surface Officials Association, the Underground Officials Association and SA Technical Officials Association. They represent about 30 000 workers.

Yesterdays statement said the agreement would mean that minimum salaries would be increased to 8% from the June pay month on this occasion it added that officials had been given assurance that no employee will receive an increase lower than the monetary equivalent of 8% on his or her job category.

The officials associations do not negotiate actual pay with the chamber they bargain minimum rates for each job category and it is then left to the mines to set actual rates.

Yesterdays agreement means that each official is guaranteed at least a 8% rise in his or her pay.

The statement was made following the past mine management have the discretion to grant merit increases to individual officials above those agreed between the association and the chamber.
The challenge to the "closed shop" by Natal furniture firm Grafton Everest is not dead.

Last year the company took a Tucsa union and the furniture industrial council to the industrial court because the council wanted it to fire some of its workers for refusing to join the union.

The case was seen as a key test of the closed shop, but the court ruled it could not decide on it because it had not been referred to the council first.

Grafton is still trying to get the case back to the court, but its efforts are being delayed by a Byzantine legal wrangle about whether the Minister of Manpower has the right to exempt workers from the "closed shop".

So the case may not return to the court for a good while yet.
They are the Federation of SA Trade Unions (Fosatu), the General Workers Union, the Food and Canning and African Food and Canning Workers unions, the Commercial, Catering and Allied Workers Union, the SA Allied Workers Union, the General and Allied Workers Union, the Cape Municipal Workers Association and the Council of Unions of SA (CUSA).

Leading figures in the unity effort are reluctant to predict how long it will take for the new federation to be formed. Some labour observers believe it will take a year or more for the various parties to achieve consensus on sensitive issues confronting them. For example, if the new federation is to function properly, the activities of affiliates will have to be rationalised. This implies that member unions operating in the same industries may either have to merge or at least agree on a clear demarcation of operation to prevent rivalry.

In addition, the unions can be expected to attach great importance to keeping their members well-informed on the unity talks and on reporting back to them at all important stages in the negotiation process.

Employers whose labour practices give them reason to fear the kind of influence that can be wielded by a new emerging union federation can draw little comfort from the fact that this process may be a lengthy one. It seems inevitable that they will soon have to contend with increasing cooperation between unions involved in the unity effort.

Continued on 13/4
Union help for SA blacks

By PATRICIA CHENEY
Washington

THE AFL-CIO, the world's largest trade union organisation, will soon begin a new programme to help black South African trade unions.

The focus of the programme, the result of a visit by a US trade union delegation to South Africa last September, will be on teaching black trade unionists collective bargaining skills and matters concerning occupational health and safety.

"Multinationals are going into South Africa and exploiting workers who know nothing about the bargaining process," an AFL-CIO spokesman said.

"We want to help create a viable black labour movement."

The American Federation of Labour and the Congress of Industrial Organisations (AFL-CIO) is an affiliation of 58 American unions and represents almost 14-million workers.

Through its African-American Labour Centre (AALC), it is establishing a unit to run its activities in South Africa.

It will be headed by Nana Mabono, a banned South African who has worked for the labour organisation for about two years.

This unit will administer a special labour fund, accumulated from union dues.

The money will be used to send AFL-CIO personnel to South Africa to train black workers in labour relations skills and also for other union activities.

Part of the fund will be spent on defending trade union members who might be detained by the South African Police or who might have a legal dispute with their employers.

The AALC also intends establishing:

- Work/study programmes for South African black trade union members in the United States.
- Union-to-union training in the US.
- Seminars and training programmes in South Africa.
Phenomenal growth

A year ago there were predictions that as the recession deepened, trade unions would face slow, and possibly even declining, growth. However, statistics gathered by the Department of Manpower show a massive rise in black membership of registered unions during 1982.

At the end of 1981, there were 2,483,862 black members of registered unions. By the end of last year this figure had risen to 3,943,461 — a remarkable increase of about 55%. Although the department's statistics cover only the 198 registered unions in SA, there are signs that about a dozen well-organised, unregistered black unions have also achieved substantial growth.

The department's figures contradict the conventional wisdom that unions struggle to grow during an economic downturn. After all, it is during an upturn that the balance of power in many industries shifts more in their favour and they are able to offer tangible benefits to potential new members.

The official statistics therefore pose the question of black union membership growth so swiftly during a recession will there be even more remarkable growth during the next upturn in the business cycle?

It seems likely that this will happen. But, to put matters into perspective it is worth examining some of the reasons for the strong growth during 1982.

Firstly, it was perhaps inevitable that black union membership would recover sharply in the period immediately following government's first major reforms about three years ago. There was obviously enormous scope for such growth once blacks had been granted statutory bargaining rights. While coloured and Asian workers have for long enjoyed such rights, not surprisingly, therefore, the department calculates that white membership of registered unions grew by only 4% last year, while coloured and Asian membership rose by only 5%.

Secondly, as General Workers Union (GWT) general secretary, David Lewis has pointed out (Current Affairs May 13), the unionisation of unorganised workers in SA has not been significantly retarded by the recession — and in fact may have even been enhanced. He says that white workers in advanced industrialised societies might be cautious of joining a union struggle in a recession this is not so in SA. Black workers, he says, have much less to lose.

Lewis argues that black unemployment was so high during the last boom that black workers do not perceive the threat of unemployment as being substantially greater now than in the immediate past. In addition, there is a strong political imperative tied to a black worker's decision to join a union. Lewis says there is no reason to expect this imperative to abate.

There are other reasons in recent years many established unions have begun to open their doors to blacks — and have attracted a large black membership. The department says membership of registered unions is increasing people of all races rose by nearly 115,000 last year from 265,835 at the end of 1981 to 380,829 by the end of 1982.

Some like the SA Builders Society, appear to be making sincere and successful efforts to cater for the needs, interests and priorities of their new black members. However, there are indications that the rapid rise in black membership of some others has resulted more from the extension of closed shop agreements to cover black workers than from any genuine attraction they may have had for blacks.

One question which may be answered during the next upturn is whether established unions can retain their black members in the face of competition from emerging unions. As one respected industrial relations practitioner puts it, "It has been relatively easy for these unions to gain a large black membership because many black workers have joined the first union which has sought to recruit them. But whether they can retain these workers' loyality is another question."
The department's figures show that there are now 206,510 black workers who belong to registered unions.

The reason the figures must be treated with some caution is that they include black members of established unions who are forced to belong to them by 'closed shop' agreements. Registered unions do, of course, include members of leading emerging union groups such as Fosatu and Cusa.

But Fosatu claimed only a 10% membership rate last year and, if the unregistered NUM is excluded, Cusa claimed about a 30% rate.

What all the figures do agree on is that black membership of unions has not dropped as a result of the recession, a trend which indicates a continuing strengthening of the black union movement.
Oscar greets Mr. Mpetsha, who is found guilty of terrorism.
By Tony Davis, Labour Reporter

In the wake of last month’s metal industries wage negotiations, various trade unions are seeking further increases from individual employers.

Unions were highly critical of the negotiations, which resulted in increases of between five and seven percent — well below union demands.

The unions told employers they would continue to press for their demands from individual employers.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said several letters had been sent out to employers requesting further wage talks on behalf of his electrical union members.

He said it was likely that employers had budgeted beyond the negotiated minimums and could pay more.

The general secretary of the SA Boilermakers’ Society, Mr Ike van der Watt, said his union felt it was important that trade unions adopt a joint approach to employers for higher wages.

“It is fine to negotiate with employers where there is only one union but there is a problem where there are more unions involved,” he said.

The Metal and Allied Workers’ Union, which was not a signatory to the talks because it said it had no worker mandate to accept the employers’ low offer, is still to meet the Steel and Engineering Industries Federation of SA to discuss their concept of a “living wage” for workers.

Mawu still expects to enter into some individual company negotiations for higher wages.

About 500,000 workers across the country were affected by last month’s negotiations.
Closed shop clause suffers a setback

By STEVAN FRIEDMAN
Labour Correspondent

THE controversial “closed shop” clause — which forces workers to belong to a union — has suffered a setback in the printing and newspaper industry.

Black workers at three Indeas plants owned by the giant Nampak group have been granted the Nampak’s request that they be exempted from the “closed shop” clause.

According to Nampak, this is only the second time the council has granted an exemption from the “closed shop” for black workers.

A letter to Nampak by the council says workers who have resigned from the SATU at a plant will be permitted to do so. It adds, however, that new workers will still have to join SATU in terms of the “closed shop” clause.

It says the exemption must be seen as a formal exemption from the “closed shop”.

Most industrial council agreements have “closed shop” clauses forcing workers to belong to a union on the council. In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not.

Exemptions from the “closed shop” are rarely granted.

A statement by PWAWU yesterday hailed the exemptions and said they applied to three Nampak plants — Cencal, Sacks, and Core and Tubes. It said the workers prefer to belong to PWAWU rather than SATU.

PWAWU said workers alleged they had only had one meeting with SATU — when they joined it. “Since then we have never had a single meeting until we called them to tell them we wanted to resign”, they added.

The union said workers had also charged that SATU “forced itself on them”, had “done nothing for them”, and that they encountered rudeness and helpfulness when they visited SATU’s offices.

It said workers had begun joining PWAWU late last year. When the union achieved majority support at the plant and shop stewards were elected, they approached management and ‘immediately raised their opposition to SATU’.

According to PWAWU, Nampak said it was bound by the “closed shop” agreement and could do nothing about this issue. But workers had continued to raise the issue and had signed a petition requesting from SATU.

The exemption had been granted on May 17 “provided the council was certain workers were opposed to SATU.” Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said.

Nampak’s spokesman confirmed that an exemption had been granted.

“Whenever a majority of employees in a company in the Nampak group indicates their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement”, he added.

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Indeas plants, he added.

Repeated attempts to obtain SATU comment failed yesterday.
Black unions and 'change'

Staff Reporter

RADICAL change in South Africa was highly likely to cause black trade unions to demand better wages and conditions of employment, even if they were in conflict with the government's aims, Mr. McIlwaine said yesterday at the University of Cape Town. In his address, the former Trade and Industry Minister said that black trade unions were in a 'unique position' to negotiate changes that would benefit both black workers and the country as a whole.

'Need each other'

However, businesses were now being forced to work with black unions, as the government's policies forced them to accommodate each other. This necessitated a new kind of relationship between unions and management, one that was characterized by mutual respect and cooperation. The article suggests that such a partnership was crucial for economic development and social stability.

Few organized

It was suggested that new trade unions could fill the gap in the 'growing gap' between the interests of black workers and the government's policies. A new kind of union movement, one that could speak for black workers, would be necessary to ensure that the needs of black workers were taken into account in any future negotiations.
More strikes predicted

New and unprecedented levels of strike action can be expected when the economy emerges from the recession, says a report which analyses trends in industrial action in SA.

Useful insights into strike trends are provided in a report compiled by industrial relations consultants, Andrew Levy and Associates. It has been published at a time when many managements have been heartened by government statistics which show a decline in industrial action in the first quarter this year (Current Affairs May 20).

The report, however, examines long-term strike trends. It challenges the belief that unions are incapable of striking in a recession and it makes a confident prediction of rising industrial action during the next boom: “Employees are still going on strike, and those strikes are getting longer, harder and deeper.” It adds that even if there is a decline in the actual number of strikes in the year ahead, for those employers “who face the reality of a strike, the event will be more difficult and compelling.”

Conclusions

The report is based on statistics gathered from a number of sources, including government strike figures, and information gathered by the consultancy itself. Conclusions reached in the report include:

- Strike incidence fluctuates from year to year, but the increasing trend in man-days lost is strong and steady. Strikes are lasting longer and involve larger numbers of workers. There also appears to be a tendency for more strikes to take place in the second and third quarters of the year;
- The strike trigger in about 80% of observed cases, during the last four years, has involved wages, grievances and issues involving discipline/demissal. “As these lie within the ambit of managerial decision one way or the other, companies should ask whether or not their awareness and handling of these issues is adequate,” says the report.

The economic downturn has had an important impact on strike triggers. During the past year the proportion of strikes provoked by wages has decreased substantially, while there has been a sharp rise in strikes resulting from disciplinary and dismissal issues.

- Federation of SA Trade Unions (Fosatu) affiliates tend to be involved in significantly more strikes than unions from any other grouping. From information they have gathered, the compilers of the report have found that in 1981-82 unions affiliated to Fosatu were involved in 46% of strikes. Independent unions — such as the SA Allied Workers’ Union (Saawu), the General Workers’ Union, and the Commercial, Catering and Allied Workers’ Union (Ccawusa) — were active in 27% Affiliates of the Council of Unions of SA (Cusa) were involved in about only 8%; and

- Union presence tends to increase the length of strike action. However, the report emphasises that this does not necessarily mean that unions cause strikes. The extra length of the strike may be due to the time-consuming process of negotiation with the union — which can ultimately result in a better level of settlement for all the parties.
Harassment of unions has industrialist worried

By Sheryl Raine
Pretoria Bureau

Despite Government policies guaranteeing the freedom of association to trade unionsists, Security Police harassment of union officials continued to make trade union activity highly risky for those involved, a labour seminar heard in Pretoria yesterday.

"White ignorance is causing problems in labour relations" 134

Pretoria Bureau

The need to educate predominantly white supervisors and foremen about the legal implications of South Africa's new labour laws and industrial relations policies was pointed out at a seminar yesterday.

Labour relations experts at the seminar on labour issues at Unasa noted with concern the frequency with which legal problems arose in the industrial relations field because of illegal or incorrect action taken by ill-informed supervisors and foremen.

Dramatic changes had occurred in the labour relations field in the past 12 years, said Professor Johan Piron of the Unasa School of Business Leadership.

New laws had attempted to remove race criteria from the country's labour legislation. As a result, white workers had become fearful and resentful and blacks were increasingly expressing their aspirations.

Deprived of the political rights to achieve change and recognition, black workers had inevitably turned to their only means of expressing their growing political aspirations and to achieve change, the professor said.

Both black and white worker attitudes, however, had to be taken into account when managing a business.

A new need had been created by emergent black trade unions for coherent in-company industrial relations which included the lowest levels of management.

"In South Africa we have tended to think that it was not necessary to concentrate on in-company relations for white employees. This will have to change," Professor Piron said.

Whites had a number of attitudes which had considerable impact on management and which determined labour climates.

Due to sensational and negative publicity in the media, Professor Piron believed the majority of unskilled, skilful and foreman-level whites believed that most emergent trade unions were "big, black and bad."

He did not believe this image was accurate.

Whites, he said, also tended to resent management's readiness to accommodate black workers and tended to put pressure on management to take a hard line on trade union action.

They also feared unemployment and losing their jobs to blacks. One of the white attitudes which raised the most concern was the refusal by lower and middle management to support top management labour initiatives. In some cases lower and middle management had refused to implement labour relations procedures.

However, judging by widespread Security Police harassment of trade unionsists there appeared to be a contradiction within the Government.

Mr Heffer questioned whether the Government in general had accepted the Department of Manpower's assurances on the freedom to associate.

The Government, he said, was quick to publicly condemn unionists who had allegedly engaged in non-union activity.

Nineteen such unionists were simultaneously detained in 1981, with Government denouncements of their behaviour.

"Finally," said Mr Heffer, "of the 19 detained, 10 were released without charge, four were released and then banned without any recourse to the courts, three had charges brought against them which were later dropped, one was charged and acquitted and one died in detention."

Mr Heffer stressed that it was not possible to have a system of industrial relations without freedom of association.

He believed that the Department of Manpower had recognised this but that general Government policy did not encompass the department's policies on the issue.

Mr Heffer also voiced concern about the confusion being generated by the various divergent policies adopted by the independent homelands.

He predicted that with the gradual independence of more of the self-governing homelands, the confusion would become worse.

The Ciskei, for example, had adopted labour policies which in principle clashed violently with those professed by South Africa.

The homeland had gone so far as to suggest the use of military-type disciplinary camps to correct the behaviour of workers who broke their employment contracts with trade union action.

Mr Heffer urged employers to support the Department of Manpower in its efforts to bring about labour reform.
Printers oppose 'closed shop'

By STEVEN FRIEDMAN

This "closed shop", which forces workers to belong to a particular union, has suffered another setback in the printing and newspaper industry.

In a secret ballot at Kohler Corrugated Cases in Brakpan this week, black workers voted to be represented by the Paper, Wood and Allied Workers Union, rather than by the SA Typographical Union, which has a "closed shop" at the plant.

The company is now likely to approach the industry's industrial council with a request that it be exempted from the "closed shop" provision.

A PWAUW spokesman said yesterday the union had approached the company for recognition and was turned down - apparently because of the closed shop.

The company held the secret ballot after a brief work stoppage earlier this week when workers downed tools, demanding the recognition of PWAUW.

A union spokesman said 94% of those who had voted had backed the PWAUW.

A spokesman for Kohler Limited, which owns Kohler Corrugated Cases, said the company was bound by the closed shop clause, but that, where a new union appeared on the scene, policy was to apply for an exemption from the clause if the new union represented a majority of workers.

Kohler had already written to PWAUW suggesting talks and was waiting for the union's response.
Pretoria — The removal of discrimination from South Africa's labour laws has not softened the fanatical hostility to South Africa's apartheid policy among members of the International Labour Organisation.

The chairman of the South African Federation of Staff Associations, Mr. Jimmy Zurich, has just returned from the ILO meeting in Geneva, where he said, South Africa's apartheid policy got its usual battering.

He stressed the intensity of hostility against South Africa had not changed, even although the colour bar and race discrimination had been eliminated from the country's labour legislation.

Virtually every speaker at the plenary sessions of the organisation took a swipe at South Africa, and attacked the government's discriminatory policies.

However informal discussions, Mr. Zurich said, he found support and even admiration, for the big changes which had taken place in the field of labour legislation and labour relations.

It was acknowledged privately that the barriers had been lifted as far as trade unionism was concerned.

However it was clear that South Africa had absolutely no hope of re-admission to the organisation. — DDC
Unions warned by Le Grange

Own Correspondent

PRETORIA — The Minister of Police, Mr. Louis le Grange, warned last night of tough action to combat the increasing politicization of certain areas of the trade union movement.

Speaking at an Iscor function in Vanderbijlpark, the minister also warned of the machinations of the ANC/SA Congress of Trade Union Alliance.

What he asked should the police do when confronted by the real danger of subversion infiltration and manipulation of some cases, yet unsophisticated trade unions?

Urgent attention was being given to the danger.

The aim was clear — to seriously disturb the economy through unrest to an extent that it collapsed, and that the government would be forced to its knees.

The ANC/SACTU claimed to alert the total workforce as an important component, and unfortunately some people and organizations however well-meaning, played directly into the hands of the alliance.

The minister referred to the outcry over the "so-called" detention and harassment of trade union members, while the fact that the detentions and interrogations without exception had to do with the country's security was lost sight of.

The trade unions were being seized on by the communist-oriented ANC as an instrument of incitement.

Significant was that local trade unions and trade union umbrella organizations were similarly busy with unity initiatives and it could only be hoped they would be alert to a possible ANC/SACTU combination and the serious danger of revolutionary manipulation.

One of the primary cornerstones of ANC/SACTU propaganda was the mobilization of the work force in South Africa against the existing order.

There were already examples of certain overseas organizations and trade unions making common cause with the ANC and SACTU.

The International Labour Organization was one of these, and its support of the ANC/SACTU was well-known.

The government was aware, however, of the scheming behind the scenes.
Unions move closer together

IN another step towards the formation of a major new federation of emerging, mainly-black trade unions, representatives of 11 union groupings held talks in the City at the weekend.

It was the first meeting of the feasibility committee set up at the historic union unity talks in Athlone in April, and was attended by representatives of nearly the entire independent union movement.

A statement issued yesterday by the Federation of South African Trade Unions (Fasatu), on behalf of the feasibility committee, said the talks had been "successful". It said delegates would be reporting back to their members before the next feasibility committee meeting in October. No further details were disclosed.
Unions moot plan for unity

MAJOR efforts to forge greater unity between emerging trade unions representing about 300,000 workers gathered momentum at a summit held in Cape Town at the weekend.

Union sources said the two-day meeting had agreed to continue to investigate the establishment of a new union federation through a feasibility committee representative of 12 unions.

The unions are: The Federation of South African Trade Unions (Fsatu), Council of Unions of South Africa (Cusa), General Workers' Union, African Food and Canning Workers' Union, South African Allied Workers' Union, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union of South Africa, Motor Assembles and Component Workers' Union of South Africa, General Workers' Union of South Africa, General and Allied Workers' Union and Municipal and General Workers' Union.
Trade union talks could have major impact on society

By PHILLIP VAN NIEKERK, Labour Reporter

The creation of a new super-union of South Africa's black workers came a step closer to reality at the weekend when representatives of 11 emerging trade unions and federations, representing some 300,000 workers, held talks in Cape Town.

The emergence of such a federation — potentially the biggest and most powerful workers' organization in South African history — is likely to have a major impact on the country's industrial and political scene.

Unions which were present were the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the SA Allied Workers' Union (Saawu), the African Food and Canning Workers Union (AFCWU), the Food and Canning Workers' Unions (FCWU), the General Workers' Union (Gwu), the General and Allied Workers' Union (Gawu), the Commercial, Catering and Allied Workers' Union (Cawu), the Cape Town Municipal Workers' Association, the Motor Assembly and Components Workers' Union (Macwu) and the General Workers' Union of SA (Gwu).

Moves towards federation among the emerging, mainly black unions have been afoot for nearly two years, but have been impeded by major policy differences between the unions in April this year, however, eight out of the 13 union groupings present at the historic Athlone unity talks decided to go ahead and form a feasibility committee leading to a federation.

Last weekend's talks were the first meeting of this committee. Press and observers were barred, and only a brief statement saying that the talks were "successful" and that the next meeting would be in October — was issued.

But there were several indications that the talks had been more amicable than previous attempts at unity. For a start, no-one withdrew and an agreement was issued on behalf of all those present. This was the first time this had been possible since the abortive Port Elizabeth talks last year when a brief statement saying that "no mutiny for unity exists at present" was issued.

Secondly, there were more unions present than had originally opted to serve on the feasibility committee. Those unions which came in and have explained this by saying they first had to get a mandate from their members to serve on the committee.

But the presence of union groupings such as Cusa and Macwu is a sign of a much deeper commitment to broader unity. Cusa, for instance, is committed to "black leadership" in the union movement and has previously had reservations about uniting with groups such as Fosatu, Gwu and the AFCWU, which have white officials in key leadership positions.

Macwu's attendance signifies an even greater shift in position. Along with its sister union, Gwu, Macwu has in the past taken a strong line against working with unions which are registered or serve on industrial councils.

It was precisely over such issues that the emerging union movement seemed irreversibly split only a few months ago. That unregistered unions such as Macwu, Gwu, Saawu and Gawu are now working towards a federation with registered unions is a sign that worker unity has become a more compelling issue than the policies of individual unions.

It is also a sign that the registration debate, which dominated union politics after the Industrial Conciliation Act was amended in 1979 to allow black unions to register in the wake of the Wiehahn Commission report, is effectively a dead issue. In fact, this was recognized by the Department of Manpower 18 months ago.

It is clear that no union federation will work without the participation of Fosatu, the largest and most powerful of the union groupings, claiming well over 100,000 members in eight affiliated unions. So while other unions might not agree with Fosatu policies or their political style they seem prepared to work alongside Fosatu in the interests of worker unity.

Another issue which seems to have faded was the establishment of union "regional solidarity committees" as opposed to a tightly-knit federation. This option was the subject of hot debate at the unity talks in April, but it now seems inevitable that union unity will take the form of a federation.

As things stand, the unions who are poised to go into the federation represent only a fraction of the country's black workforce. In terms of numbers, in fact, they probably have less members than the establishment union grouping, the Trade Union Council of South Africa (Tusca).

But the majority of Tusca's African and coloured members belong to unions which have closed shop agreements with employers. Workers thus have no choice whether they want to belong to these unions or not. And while it has been Tusca's tendency to sneer at the newer unions, there is little doubt that the future of black worker unionization lies with the emerging unions.

The future development of these unions will be greatly enhanced by the formation of a federation, the aim of which, union leaders say, will be to prevent emerging unions competing against each other for members, as has sometimes been the case up to now, and to provide a united worker front against employers and the state.

An equally crucial consideration will be the role of organized workers. Millions of black workers particularly on the mines, on the railways, on farms, in the public service and in domestic service are unorganized and therefore outside the collective bargaining structures.

In the long run, the new federation could grow into the largest mass-based organization of blacks in South African history. As such, it should play a leading role in reshaping South African society.
JOHANNESBURG — Trade union officials warned yesterday there could be serious repercussions if railway workers, whose living standards have already declined because of inflation, were not given wage increases soon.

The officials were reacting to conflicting assurances recently by the Minister of Transport Affairs Mr Hendrik Schoeman, that railway workers would not get pay rises this year but wages would be reviewed later this year.

The issue is so serious that the Federal Council of SA Transport Services Staff Associations which represents more than 250 000 workers had decided to meet Mr Schoeman next month to demand pay hikes.

The Minister had told union leaders in March there would be no routine pay rises this year, but gave them an assurance he would reopen the pay issue with them in August.

Yesterday, Mr Msokoli Gotole, a spokesman for the General Workers Union (Gwu), said in Cape Town, "It is totally unacceptable and inexcusable for a Minister to just say there would be no increases this year and that is that, take it or leave it."

Mr Jimmy Zurich president of the Artisan Staff Association and chairman of the Sats Federal Council, also reacted strongly to the conflicting ministerial statements.

Unless adjustments were made, he warned, the worsening situation could result in an "explosion of big disruptive wage demands" when the economy began to emerge from the recession.

Yesterday Mr Jan Havenga, public relations spokesman for Sats said his department had not yet received official notice the status quo had changed since the beginning of the year.

"As far as we're concerned, nothing has changed since the Minister briefed us at the beginning of the year. He has not approached us again and, in any case, it's his prerogative to decide on whatever he wants to," said Mr Havenga.

--DCC

Doctors to meet in SA

CAPE TOWN — The assembly of the World Medical Association is to be held for the first time in South Africa in 1985.
Anglo review assesses union growth

Labour Reporter

In their 1983 review, Anglo American directors have blamed the shortage of skilled black workers on the quality of black education and said the further recruitment of mineworkers into black trade unions was the most important development in the mining industry's union affairs.

The Anglo American Corporation was committed to workers' freedom of association, industrial council systems for negotiations and non-racial manning and recruitment, the review said.

Black trade union development over the past year saw several unions being allowed to recruit members at various mines and also to participate in the recent annual wage talks.

Increased union membership of all races in secondary industries was also a factor and Anglo welcomed the decision by the Metal and Allied Workers Union to apply to join the metal industry's council.

Managements in the corporation were concerned with worker consultation and attending to grievance and disciplinary procedures, said the report.

Wage talks with the unions were restricted by prevailing economic circumstances.

Wages for less skilled workers had risen dramatically over the past 10 years, and it was important that all parties recognised that increased efficiency at work was a shared responsibility, the report said.

While the corporation had taken steps to alleviate the skills shortage, few black apprentices met the educational training requirements. This was not surprising in view of the quality of black education.

The industry had to recruit artisans and experienced miners overseas as a result of skilled manpower shortages.

The situation had, however, later improved and black and coloured artisans had been indentured, the report went on.

The Chairman's Fund was actively involved in education schemes and the Chamber of Mines was involved in talks with the Underground Officials' Association, with the intention of cancelling the remaining job reservation on the mines.

'Blacklist' allegations are denied

Labour Reporter

Union allegations that the Chamber of Mines operates a system of blacklisting former employees from being re-engaged in the industry have been denied.

The National Union of Mineworkers last week accused the Chamber of victimising black mineworkers by a system of blacklisting and various other penalties. This amounted to an unfair labour practice and was well-documented, the union claimed.

A Chamber of Mines spokesman said mines had previously kept track of former workers who had broken their work contracts — but this practice had recently been discontinued.

It was the right of mine management to refuse to employ workers they thought unsuitable, he said.

Workers who felt they had been victimised had recourse to the Labour Relations Act.

The NUM claimed that workers were blacklisted for striking, absenteeism and excessive drinking.
Arms of SA labour ‘tied’ - Relly

Staff Reporter

FREE market forces could not be expected to work effectively if labour had its arms tied behind its back, according to the chairman of the Anglo American Corporation, Mr. Gavin Relly.

In his annual statement, Mr. Relly said it would be "self-destructive" to throw open South African industry to international competition while the productivity of our own labour force continued to be impaired by a wide range of restrictions and a failure to provide adequate support and incentives.

"The South African economy is at a stage of evolution where the growth of black earnings is not only not at the expense of whites, but where there can be little real growth in white earnings without further material gains in black.

"The essential point is that the rates at which both move up is partly a function of productivity - in other words, the wise and proper development of our human resources.

Deleterious

Mr. Relly said formal restrictions on the mobility of black labour were deleterious to productivity.

So too were the informal restrictions on the mobility of Indian and coloured workers, where lack of housing made it impossible for them to offer their skills in the best market.

"Thus the Group Areas Act becomes, in effect, a form of influx control further restricting labour mobility, individual advancement and economic growth."

Shrank

The Government had taken some steps towards allowing black people to compete in industrial society, but it shrank from allowing them to enjoy the fruits of their labour and improve their life-styles.

Increasing opportunity for personal industrial success must be accompanied by demonstrable social success within the totality of South African society, unencumbered by the restrictions of the Group Areas Act and the inhibiting psychology which flows from it.

"If we can get on with this task, difficult and complex though it is, I see no reason why South Africa should not be capable of competing effectively with international industry both at home and abroad," Mr. Relly said.

‘Avoid strife’ - warning by NGK

Religion Reporter

The National Government of King (now) President Hendrik Verwoerd has deployed "the weapons of internal strife, bitterness and possible schism" among Afrikaners.

The Anglican executive committee referred specifically to the Government’s constitutional proposals as the subject of Afrikaner concern.

The Church, whose propagation of the apartheid doctrine resulted in its suspension from the World Alliance of Reformed Churches last year, has not referred to divisions in other population groups.

ACT

But it has called on its members to act against divisions within Afrikanerdom.

De Klerk, the official was editor of the NGK, today quoted a front page report headed "Vernon Bredenhof’s "Resistance"

(Avoid Fraternal Strife and Bitterness), containing the text of a statement by the NGK national executive committee of the General Moderamen notes with concern the serious problems and divisions in the ranks of the Afrikaner people about the Government’s Constitution Bill.

CAMPS

"Although the church may not be directly involved in the conflict which is taking place..."
Unions 'here to stay'

EMPLOYERS must learn to live with organised labour in a more constructive manner, says the President of Cape Chamber of Commerce, Mr R W Stern.

He was commenting on an important industrial court ruling last week in terms of which Foden's (SA) was found to have committed several unfair labour practices.

The company has been ordered to compensate three workers, refrain from using derogatory words such as 'boy' and 'baffy' and to meet the terms of a settlement with the United African and Allied Workers Union.

The application was brought by the three workers and the union, an affiliate of the Council of Unions of South Africa (Cosatu).

"Despite labour legislation, relations between employer and staff need to be regularised so that retrenchment procedures, grievance and disciplinary procedures should become standard practice for any firm whether there is a union involved or not.

"It is against the law to victimise someone because he belongs to a union and, equally so, someone who does not belong to a union.

"Retrenchment must be an acceptable procedure with employees," Mr Stern said.
Workers' vote a new blow to 'closed shop'

By STEVEN FRIEDMAN
Labour Correspondent

The "closed shop" in the printing and packaging industry, which forces workers to belong to the SA Typographical Union, has suffered a new blow — this time at a Brakpan firm, Kohler Corrugated.

In a secret ballot on Monday, workers at the plant voted overwhelmingly to be represented by the Paper, Wood and Allied Workers Union, rather than SATU. Kohler will now seek an exemption from the "closed shop" to enable workers to resign from SATU and will also begin recognition talks with PWAU.

The ballot was supervised by representatives of the company and both unions and follows an earlier vote in which 94% of those workers who voted chose PWAU ahead of SATU.

The second ballot was held because management alleged the first had been characterized by "intimidation" and because SATU complained it had not been informed of the vote in advance.

Kohler said in a statement that 238 workers had voted, of which 278 had backed PWAU. It said more than 100 workers had abstained or failed to vote.

A PWAU spokesman said 94.5% of those voting had endorsed the union. Those who had not voted were largely white workers — who PWAU had insisted be able to vote, despite objections from SATU — and workers in a new department who had recently joined the company.

A union statement said PWAU was "pleased to have now proved beyond doubt that the majority of workers want to be represented by PWAU." It hoped to begin negotiations soon on the retraining of seven workers at the plant.

PWAU said that, until an exemption from the closed shop was granted, workers would continue to have "numerous deductions" made from their pay on SATU's behalf.

"We call on SATU to concede defeat and allow any worker who wishes to, to resign," it said, adding forward to a "constructive" relationship with Kohler and a full exemption from the closed shop at the plant.

A SATU spokesman confirmed the figures, but referred all other queries to the union's general secretary, Mr. Lodi van Tonder, who is in Cape Town.

Kohler's statement said the company's policy was to recognise the organisations which represented the majority of workers at each of its plants.

It would therefore seek an exemption from the closed shop agreement with SATU and would also open recognition negotiations with PWAU.

"One of the matters to be discussed will be the fact that those workers who withdraw from SATU will lose the pension, medical aid and similar benefits provided by that union. We understand that there are no similar benefits offered by PWAU," the statement added.
Railways workers demand ‘equal pay for equal work’

PRETORIA—The Federal Council of Railways Staff Associations demanded at a meeting in Johannesburg last week that the Railways administration apply the principle of equal pay for equal work throughout the service.

The chairman of the council, Mr Jimmy Zurich, said the motion was tabled by the coloured Railways union, and was unanimously accepted by the council, which stated that neither colour, race nor creed should be a factor in determining the level of wages.

There are absolutely no grounds now — if there ever were — for discriminating against workers because of the colour of their skin, he said.

Another important issue raised at the council meeting had been the formation of an industrial council representative of all 11 Railways unions.

This would give the unions access to the conciliation machinery under labour legislation as well as the industrial court, Mr Zurich said.

We want to break away from the current clumsy routine whereby each of the 11 unions negotiates separately on wage issues, with the Minister of Transport Affairs.

The appointment of an industrial council would also end the unacceptable system in which Railways workers' pay rates were linked to those granted to Government department and Post Office workers.

**Amendment**

A committee had been appointed to study the issue and to approach Railways management.

If agreement could be reached, it would mean major amendment to the Railways and Harbours Service Act.

In what is regarded as a surprise move — it normally steers well clear of political issues — the federal council also strongly denounced the practice of detention without trial.

Mr Zurich said he had found in discussions with international trade union leaders at last month's meeting of the International Labour Organisation that detention without trial and the holding of people incommunicado and in solitary confinement was 'absolutely indefensible'.

Some criticism of South Africa is defensible, but there are no moral or other grounds for detaining someone without a fair and open trial,' he said.
PUBLIC sector workers — there are nearly a million of them — have intensified pressure on the Government for urgent interim salary increases from October at the latest.

Senior civil servants warn the Government will face "disruptive dissatisfaction" throughout the public service unless financial relief is agreed to by the Cabinet.

And worse, they say, when the expected economic upturn starts in the first half of next year, and the demand for professional and skilled workers revives in the private sector, the State departments run the risk of disastrous staff losses.

However, the Government, burdened by the crippling cost of drought, is in no position to grant anything but token relief.

The drought costs include the huge foreign exchange losses because of crop failures, imports to supplement the ruined maize crop, loss of income tax from the agricultural sector and drought aid to farmers.

According to the latest figures supplied by the Central Statistical Service, losses last year to about 500 000 workers in the State and provincial departments, South African Transport Services, and the Post Office to the tune of R30 000 employed in the State departments — including police, prisons and South African Revenue Service personnel — amounts to about R2 640 million, to the 225 000 provincial workers R1 946 million, to the 290 000 SATS workers R1 140 million and to the Post Office’s 83 000 R1 254 million.

So even a 10% interim increase — and some public sector workers emphasise this is the “acceptable minimum” — would cost nearly R1000 million.

The growing clamour for pay adjustments has been strengthened by the more than 25% rises Members of Parliament and the Cabinet have voted themselves.

This month the salaries of Cabinet Ministers will inflate to nearly R70 000 a year, including a R16 000 tax-free reimbursable allowance, according to the HNP mouthpiece Die Afrikaner.

Govt faces wage hikes crisis

By GERALD REILLY

And their luxury homes in Pretoria and Cape Town will now be freed of the nominal R5 400-a-month rental.

Deputy Ministers have also benefited substantially. Their salaries will shoot up to R19 994, including the same reimbursable allowance, Die Afrikaner reported.

MPs’ salaries will also rise by more than R38 000 of which R10 000 is tax-free.

This was in spite of repeated appeals from the Government to the private sector to moderate pay increases.

Labour leaders have condemned the MPs’ “selfish and totally unjustified action,”

The chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, and the president of the Trade Union Council of South Africa, Mr Anna Scheepers have both criticised the move.

They say the Cabinet should have set an example to the rest of the country by rejecting the agitation among MPs for pay rises.

In any case their pay — R19 994 a year plus R10 000 reimbursable allowance, should, according to Dr Scheepers, “keep them from starving.”

The Prime Minister, Mr F W de Klerk, announced during the recent Parliamentary session there were to be salary and allowance increases for MPs.

In a statement made with the approval of the opposition parties he said the link between the civil service ranks and MPs had become largely inapplicable with the current programme of “professional differentiation” in the service.

Changes in the civil service structure, he said, had affected public servants, but there had been no similar adjustments in the salaries and allowances of MPs.

Political observers say it is not worthwhile that there are virtually no major issues on which the National Party and the opposition parties agree, but on salary adjustment there is a blissful unanimity.

Earlier this year the Minister of Internal Affairs, Mr F W de Klerk, and the Minister of Finance Mr Owen Horwood, hinted at the possibility of pay adjustments later in the year for Government workers.

However, public sector workers associations are now demanding something more than the “vague under-takings” of Cabinet Ministers.

And teachers have joined the State departments, the railways and the Post Office in the agitation for immediate pay adjustments.

The chairman of the Federal Council of Teachers Associations, Mr John Stomers with members of the council, is to meet the Minister of National Education, Dr Gerrit Wolter, next month to demand financial relief.

The Minister of Posts and Telegraphs, Mr A C Louw, who rejected an appeal from the Postal and Telegraphs Association for an increase last month, in spite of the association last week made a new and urgent appeal to the Government for relief.

On August 29 the Federal Council of SATS Staff Associations will lay a demand for increases at the latest in October before the Minister of Transport Services, Mr Hendrik Schoeman.

Mr Zurich said this week “If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with By October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment.”

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 25% of the purchasing power of wages and salaries.

Public Servants Association have also made pay adjustment demands on the Commission for Administration.

Public sector workers were referred normal routine increases in April because of the worsening recession, the Government’s commitment to lifting inflation and a general lack of funds.

However political observers believe the Government will submit to pressure for interim rises — even though they may be nothing more than token gestures of 5% to 8% — because of the looming referendum on its constitutional proposals.

They stress there are more than 400 000 white workers in the State and provincial departments, the Railways and the Post Office — most of them with the vote.

And this did not take into account the voting members of their families it was further pointed out, both from its Right and Left its proposals is not likely “to leave any stone unturned” in the effort to get approval for its reforms, it was stated.
Unionists warn of pay demands

By MARTINE BARKER

TRADE unionists outside and within the public sector are astonished and angry at the announcement earlier this week that cabinet ministers are to receive a 27 percent salary increase.

Mr Jimmy Nzirich, chairman of the powerful Federated Council of Transport Services Staff Associations, has warned that if provision for a “reasonable increase” for railway employees and civil servants is made when his association meets with the Minister of Transport next month, the government will be “in for a rough time”.

His warning that such increases as those for ministers “can’t be tolerated” followed the announcement earlier this year that State employees would not receive their annual increase in April, but might receive increases in October if the economy picked up.

“If this is the example the government is setting, they can’t blame us for following it,” he said.

Mr H Groenewald, assistant secretary of the Post and Telegraph Workers’ Association, said his union expressed its extreme disappointment after meeting last week with the Minister of Posts and Telecommunications and being told that because of the difficult economic climate, no assurance could be given as to when a general salary increase might be expected.

The national chairman of the Public Servants’ League, Mr M Domingo, said the announcement of the ministers’ increase was “most alarming, particularly since the increase is so far above the rate of inflation.”

It was a matter for concern that increases of this sort were being awarded “when so many of the employees earn or below the breadline.”

Public sector employees would now expect to be awarded reasonable pay increases.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobelnar, described the increases as “absolutely disgraceful” in the light of the many calls made by the government to the unions to act responsibly in their wage demands.

The government had destroyed its own credibility and it was inevitable that civil servants would respond with demands for increases.

‘Shocking’

The general secretary of the African Food and Canning Workers Union, Mr Jan Theron, said it was “utterly shocking” that the people demanding that wage settlements in the private sector be kept at around 10 percent should be getting such increases.

Mr David Lewis, general secretary of the General Workers Union, said his union “would certainly use this increase as the benchmark in our wage negotiations.”

Mr Rod Ironside, president of the Federated Chamber of Industries, described it as “curious” that central government would award such increases while addressing its “strong appeals for restraint to that section of the economy which produces the wealth on which the country survives.”

The famous baboons of Cape Point lost one of their number yesterday when this little one was hit by a car. Its distraught mother seemed not to have come to terms with its death and cuddled the dead one protectively, picking fleas from its limp body. The motorist who knocked over the baby baboon did not stop.

* Picture: Pierre Gosthuysen
It is not only on the far Right of South African politics that tension levels are on the up. At the other end of the spectrum they're having problems of their own—at least as bitter and potentially as significant, although much less publicised. CRAIG CHARNEY explains the Wharf and the Whyn of what's going on.

WHILE white mass emigrated on the shifts in political alliances, the battle for black unionism was underway behind the scenes. Black politics were carved on the black country—where the ANC at times moved at a snail's pace and at other times was quick and decisive. A South Africa that has been described as the black community's own. The struggle is now to be won, and won it will be. There is no going back. The struggle for black political strategy between the unions and community bodies.

The community-oriented organisations are broadly "nationalist" in approach, seeking to unite blacks across class lines through a common desire for self-determination. The ANC and the CWU have a long and bitter history with each other. The ANC has long been perceived as a movement that promotes the interests of the black community, while the CWU sees itself as a movement that represents the interests of the working class.

The ANC and the CWU have a long and bitter history with each other. The ANC was the original black political party in South Africa, while the CWU was a trade union. The ANC was founded in 1912 and the CWU was founded in 1919. The two organisations have been in conflict since their inception. The ANC has been involved in a number of political campaigns, while the CWU has been involved in a number of industrial campaigns. The ANC and the CWU have been in conflict over issues such as the political role of trade unions, the relationship between the trade unions and the ANC, and the role of the trade unions in the struggle for black political strategy.

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Shaking on it

A JOHANNESBURG journalist reports an unexpected experience.

He had occasion to speak to Bishop Tutu. The only time available was at a lunchtime appointment at the Eloff Commission hearings. The journalist darts made his way to the Capitol and accepted Tutu on his way out of the hall. Tutu walked him to a nearby church where it was apparent that his habits while in Pretoria to pass the lunch-hour of alienation.

"Returning the journalist was surprised to see a round-faced black man rushing towards him. For a moment he thought a mugging attempt was afoot. But the man stopped and said: "I think I may have shaken your hand."

"Holding out his hand, the journalist encouraged him, "Because you were walking with Bishop Tutu, I want to shake the hand of a man who is a friend of the Bishop."

"Fine, but why don't you shake his own hand?"

The man averred his eyes looking bashful, "I didn't do that," he said, "I am not worthy. But I will be pleased if I can shake the hand of the man who is his friend."

THE SIMPLE matter of shaking hands is not always in South Africa, as simple as meets the eye.

A businessman tells the story of how once late one he was on his way to a black restaurant. The young man working there told him that he could not qualify for a home of his own and rented premises (unknown to the householder) from the live-in chauffeur of a wealthy industrialist.

The businessman arrived and, feeling slightly awkward, made his way to the servants' quarters. There he found Sipho sharing a dingy room with the chauffeur, who was introduced as "Edmund."

"Thinking nothing of it, he did what he normally did on being introduced to anyone who was to shake hands. He and Sipho then went about their business.

Soon afterwards, Sipho moved to other pastures. For over three years later, the businessman bumped into him by chance.

After greetings were exchanged, Sipho reminded him of that day. "Edmund is always asking after you," he said, "He's always wanting to know if I've seen you, and wanting to send his regards. What?" said the businessman. "Why, I've hardly met him."

"Yes, but you have a special place in his mind. You're the only white man who has ever shaken his hand."

THEN AGAIN, there are some people whose hands you never get to shake at all. Like the hand of one Lucas Mangope, as a recent visitor discovered.

The visitor had arranged an appointment several weeks in advance. This was confirmed in writing and then close to the Great Day again reconfirmed by telephone.

"Surely there are some people whose hands you never get to shake at all."

THE SIMPLE matter of shaking hands is not always in South Africa, as simple as meets the eye.
Unions in SA warned not to abuse power

By Stan Kennedy

Sir Michael Edwardses, yesterday warned SA union leaders and shop stewards to use their power responsibly or they could severely damage the economy.

They could slow down or even reverse the benefits of a prospering economy by pricing their members out of jobs, making industry less competitive and frightening people in authority to slow down the evolutionary process.

Opening the Kempton Park headquarters of Sapco, a leader in industrial pneumatic tools and holsa, and a major seller and hirer of aggregate screening and construction plant, Sir Michael said: "To bridge the wage gap by paying black workers more without increased productivity is suicide for company and worker. It increases national inflation, which fuels unemployment."

"South Africa is a slow starter in the trade union stakes... trade union membership here is growing rapidly. This is a growing power which, if used sensibly, can achieve enormous benefits for South Africa's millions of black workers by accelerating the pace of change without destroying the industries generating the wealth," Sir Michael said.
Unionists dismiss study about strikes

Although there has been a decrease in the number of strikes during the past 12 months it was difficult to attribute this to recession and the scarcity of jobs according to leading trade unionists.

Mr David Lewis, the general secretary of the General Workers' Union, said it was just a rough impression to attribute the decline in the number of strikes to recession and a scarcity of jobs as there were many factors at play. He said there was no set pattern followed by strikes.

Decrease

Recently the Industrial Relations Research Unit at Stellenbosch University made the claim on the decrease in the number of strikes in their monthly publication, Industrial Relations Trends. Their review was based on a sample study of strikes in the past six months.

Some of their findings included:
- a noticeable decrease in the average number of workers involved per strike,
- a significant decline in the average number of man-hours lost per strike,
- no significant increase or decrease in the average duration of strikes,
- an increase in worker consciousness and militancy.

Trade unionists said in reply that recession and scarcity of jobs have never had an influence on whether workers should go on strike or not. "If workers have a legitimate grievance they will go out on strike regardless of the consequences. If workers were to think of losing their jobs then they would never have gone on strike. In any event jobs have always been scarce for blacks at all times," said Mr Moses Mapena of the Motor Cycle and Allied Workers' Union.
THE "closed shop" in the printing industry — which forces workers to belong to the SA Typographical Union — received yet another blow yesterday.

Workers at Nampak’s Maritzburg factory voted to quit SATU, a statement by the Paper, Wood, and Allied Workers’ Union (PWAU) said yesterday.

The union said, however, workers were still compelled to pay union deductions to SATU, and warned it might take action on this issue.

PWAU said the ballot was held because Nampak, which is a member of the council, had delayed its application and the ballot, conducted by the company, had been held to “demonstrate to SATU the wishes of the workers at Nampak.”

The ballot followed two similar polls at Transvaal factories in which workers voted to quit SATU and join PWAU.

According to PWAU, 67% of the workers at the Nampak plant voted to quit SATU. It is understood almost all of those were black workers and that other races had not decided to leave the union.

It said the ballot paper had asked workers whether they wished to resign from SATU “in order to be free to join or not join any other trade union.”

PWAU also charged that SATU officials had been invited to attend the ballot and address their members, but had refused.

PWAU said workers were “furious” because the company was still deducting SATU dues from their pay.
Railways workers will demand more money

PRETORIA—The federal council of SATS Staff Associations is to demand immediate financial relief for the 250,000 Railways workers at a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, on August 29.

A senior member of the council said yesterday it would be put bluntly to Mr Schoeman that because the Prime Minister, his Cabinet and MPs could vote themselves increases, then he would have no moral grounds on which to reject the council's claim for interim rises from October.
Public sector employees in the Post Office, railways, schools and universities have already demanded pay increases.

The Minister of National Education Dr Gerrit Viljoen, the Minister of Posts and Telegraphs Dr L A P A Munnik, and the Minister of Internal Affairs Mr F W de Klerk, have so far not given a direct response to demands for pay increases.

However, according to Government sources in Pretoria, the Cabinet is concerned about the growing agitation and dissatisfaction among public sector workers and an announcement on increases is certain within the next two weeks.

They say the coming referendum on the constitutional proposals could influence the Cabinet's decision.

Staff associations have been angered by "blatant indifference" to the plight of Government workers. If politicians had refused to accept increases themselves, a refusal to grant them interim relief would have been more acceptable, they say.
SIR MICHAEL EDWARDS

Union power and reason

Former chairman and chief executive of British Leyland, Sir Michael Edwards, has had considerable experience in dealing with tough-minded trade unions. The following is an extract from a speech he delivered recently.

We have seen in the UK, and in numerous other developed countries, how the trade union movement, historically the protector of the weak and the underprivileged, has become one of the most powerful institutions in the whole of society.

The best-laid plans of far-sighted entrepreneurs, the investment of huge sums in the most modern equipment, count for nothing when unions use their power irresponsibly. I refer here to their efforts to entrench over-manning and restrictive practices, and generally delay progress, even if they do not always resort to the nuclear weapon of the industrial age, the all-out strike.

Our experience at British Leyland (BL) was that the average trade unionist is an eminently sensible person, who is ready, willing and able to put in a full day’s work in return for a fair wage which guarantees him a gradually increasing standard of living for his family.

(But) all too often, politically inspired militants are prepared to deliberately sacrifice the interests of their fellow trade union members in the hope of making what they think is a contribution to the re-structuring of society in their own image.

To this end, they deliberately encourage strikes — often in defiance of the leaders of their own unions — which cost companies huge sums in lost production and eventually lead to fewer jobs, lower income standards, and reduced expectations for the vast majority of their fellow workers.

SA is a slow starter in the trade union stakes, but at a time when union membership in countries like the UK has dropped very substantially — partly because of disillusionment but mostly because of increasing unemployment — trade union membership here is growing rapidly.

Thus is a growing power that, if used sensibly, could achieve enormous benefits for SA’s millions of black workers by accelerating the pace of change without destroying the industries which generate the wealth.

But if union leaders or shopfloor stewards use their power irresponsibly, they could cause incalculable damage to this country’s economy. They could slow down — perhaps even reverse — the benefits brought about by a prospering economy by pricing their members out of jobs, making industry less competitive and frightening people in authority into taking steps to slow the evolutionary process. I very much hope that reason will prevail.
Political Staff

AN average of 1,000 workers were on strike every day last year, according to figures released by the National Manpower Commission today.

There were 394 strikes and work-stoppages, involving 141,571 strikers which led to a loss of 363,537 man-days in 1982.

Blacks made up 86,5 percent of the striking workers, and 43 percent lasted one day or less.

Most strikes took place in the manufacturing sector, and most occurred in the PWV area, the Eastern Cape, and Durban. All the strikes were illegal in terms of the Labour Relations Act.

REPORT

The NMC report also discloses that the number of registered trade unions decreased last year but the membership of unions went up.

At the end of 1982 there were 71 registered trade unions with black members, while 166 provided for black members in the scope of their registration.

The total black membership of trade unions was 394,519 (32 percent of the membership as against 25 percent in 1981).

Unemployment figures are also dealt with in the report, with registered unemployment among whites up from 5,690 in December 1981 to 10,200 in November 1982.

UNEMPLOYMENT

Unemployment among blacks rose from 8 percent (409,000) in January 1982 to 9.2 percent (472,000) in November 1982. Among coloured people it rose from an official figure of 4.6 percent (43,000) to 6.4 (62,000).

In a statement by the Minister of Manpower, Mr. Fanie Botha, released with the report, he says there is sometimes criticism of the official unemployment figures and that some people have said there are two or three million unemployed rather than the official figure of 550,000.

"However, the number of unemployed as measured by generally accepted international standards is in fact more or less this last mentioned total."
More will be jobless, says Govt report

Mail Correspondent
CAPE TOWN — The National Manpower Commission (NMC) has reported "a marked deterioration" in unemployment among all races in South Africa last year.

The situation was expected to get worse this year, the commission warned.

Commenting on the findings of the NMC in its 1982 annual report, tabled in Parliament at the weekend, the Minister of Manpower, Mr Fanie Botha, said the unemployment situation was cause for concern.

The NMC also reported a total of 394 strikes and work stoppages involving 141,571 workers, mainly in the manufacturing sector.

Although the loss of 365,937 "man-days" was the highest figure for the past decade, the extent of this, as measured by the 2.6 lost days per striking worker, should not give rise to excessive concern, it said.

Last year also saw a 16% increase in the membership of registered trade unions — mostly black.

Registered unemployment among whites increased from about 5,600 in December 1981 to about 10,200 in November last year. Unemployment among blacks rose to 471,000 in November last year (9.2%), and in the case of coloureds to 62,000 (6.1%). The Asian figure is about 3,300 for the same period.

The unemployment problems could be combated only in the long-term by structural adjustments in the South African economy.

Interesting developments in the labour relations field were merely a continuation and consolidation of adjustments carried out in previous years, the NMC said.

It reported good progress with its investigation into aspects of the "dynamic" field such as the role and functions of the Industrial Court and the registration of trade unions and employer organisations.

At the end of last year, the paid-up membership of unregistered trade unions was estimated at more than 100,000.

The membership of registered trade unions increased from 1,064,405 in 1981 to 1,228,454 last year.

This represented about 14% of the total workforce in 1982 and roughly 22% of workers in agriculture, forestry, fisheries, central government, as well as domestic and unskilled workers, were excluded from the work force.

The NMC said the increase in the number of strikes should be seen as a long-term trend which flowed from economic development in general as well as from the development of black people and their increasing awareness of their bargaining position.

Most of the strikes — all illegal in terms of the Labour Relations Act — took place in the Reef area, the Eastern Cape and Durban.

During 1982 significant progress was made in the field of training. The number of private training centres registered with the Department of Manpower increased by 171 to 519, while the number of registered training schemes increased by 199 to 689.
10% pay rises in the pipeline for railmen

Pretoria Bureau

SOUTH AFRICAN Transport Services' 250,000 workers are to get 10% pay increases from October 1, subject to Cabinet agreement, the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, said yesterday.

And if the railways workers get an interim increase, so will the other 750,000 workers in the public sector.

At a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, at Jan Smuts Airport earlier this week, the council's advisory committee was offered 10% from October or 12.5% from January.

The advisory committee opted for the October rise — "who can tell what will happen between now and January", Mr Zurich said.

The Minister told the committee he would lay the issue before yesterday's Cabinet meeting. However, after the meeting Mr Schoeman refused to comment.

Mr Schoeman also agreed to an immediate start with negotiations to eliminate the pay backlog which has built up over the past two years.

Mr Zurich said the advisory committee would meet the general manager of SATS on Monday to discuss future pay adjustments, and on the issue of eliminating all pay discrimination from SATS.

The federal council supports a system of total wage parity in the transport services, Mr Zurich said.

Meanwhile Government sources in Pretoria said if, in fact, the Cabinet approved Mr Schoeman's request for increases, then whatever the railmen got would be given to the rest of the public sector.

This will include workers in the State and provincial departments, the Post Office and police and prison, and SADF personnel.

It would also apply to teachers and university teaching staff, and the cost to the taxpayer would be about R350-million.

It has been speculated for some time that the Government could hardly resist the temptation to soften up the 400,000 white voters working in the public sector with a pay rise announcement before the November 2 referendum.

Professor Willem Kleyman of the department of political science at the University of SA, said "The Nationalist Party will leave no stone unturned to win this one — including the granting of interim rises to its workers."
Unions give Ilo boss hope

By PHIL MTUMKULU
THE emergence of a genuine trade union movement in South Africa suggests that a trend is in motion in South Africa which could doom the policies of apartheid, the director-general of the International Labour Organisation (Ilo) said in the organisation’s bulletin published recently.
The article was based on his replies to discussions in the plenary meetings of the Ilo conference in June. He said a difficult task facing Ilo was that of helping the people of South Africa in their struggle against oppression “especially the victims of the apartheid regime in South Africa which continues to violate workers’ rights to freedom of association and collective bargaining.”
Mr Blanchard said there was no doubt in his mind that in the years to come the protection of human and trade union rights must remain a key feature of the organisation’s mission.
And warning the assembly that the promotion of freedom of association faces grave and serious obstacles, he cited the increasing number of complaints submitted to the Ilo concerning cases of dissolution of trade unions, exile or imprisonment of trade unionists as an indication of a deterioration of freedom of association throughout the world.
The director-general said he had decided to devote his report to next year’s conference to the subject of international labour standards.

URGE

THE American Newspaper Guild (ANG) has urged all its local guilds to publicize among their members the efforts of the Frontlath Foundation to raise funds for the South African Project to assist black unions.
Part of the foundation’s effort is selling “Fight Apartheid” T-shirts and buttons. The South African Project is a joint activity of Frontlath Foundation and the A Philip Randolph Institute.
Proceeds from the button and shirt sales are going to the South African Fund administered by the AFI-CIL’s African-American Labour Centre.
LABOUR RELATIONS

Multinationals under scrutiny

Some multinationals operating in SA may in future have to contend with the growing expertise and influence of international labour movements. This certainly seems to be one implication of a statement issued by the giant International Metalworkers Federation in Geneva.

The federation—which is the largest industry-bound union federation in the world—recently completed a special computer project which focused close attention on the worldwide operations of the Swedish ball-bearing multinational SKF. The federation's assistant general secretary, Karl Casserini, made it clear in an interview with the FM that the SKF project is regarded as a pilot scheme, which could be applied to other multinationals.

Information gathered about SKF has been fed into a computer, and the federation says this will permit the monitoring of the company's production, marketing, employment, wage and industrial relations policies around the world.

Unionists from Europe, the US, South America, Asia and SA examined the project at a gathering in Italy earlier this month. They discussed common strategies to be used in their dealings with the company.

Among the issues they dealt with were...

Why SKF?

It appears there are good reasons for SKF being the first company to receive such attention. Not only is there a strong union presence in its factories in many parts of the world, but the company has also been willing to disclose a great deal of information to unions. In addition, unions are worried about SKF's plans for production rationalisation in western Europe, which pose a threat to hundreds of jobs.

One high-level source within SKF in SA tells the FM that the company is not dismayed by such close scrutiny. He says the company has had a "positive experience" with unions throughout the world in the past and believes that a spirit of partnership can be created by frank disclosure.

Casserini says he is optimistic that the project can be applied to other multinationals and that it will be possible to gather information about their operations. But there are obviously some companies which will be hesitant about making such disclosure.

These developments take place at a time when the local committee of the federation in SA is being given a new lease of life. The federation, which represents about 14m workers, has taken great interest in labour matters in SA in the past—particularly in the motor industry. Unionists from such diverse groupings as the Federation of SA Trade Unions (Fosatu), the Trade Union Council of SA (Tusca), and the Council of Unions of SA (Cusa) are represented on the local committee. They are also beginning to formulate common strategies on issues affecting them.
Tools downed over seven fired workers

The workers believe the seven were unfairly dismissed. The spokesman said the workers had also protested against the closed shop that forces them to belong to the SA Typographical Union.

Late yesterday afternoon, the strike was still on and management and a worker's committee were locked in negotiation. Fosatu union representatives attended as observers, according to the spokesman. Negotiations are to continue tomorrow morning.
League slams union bannings

THE Cape Action League, an alliance of organisations opposed to the new constitution and the Koornhof Bills, has condemned the banning of the South African Allied Workers' Union (Saawu) in the Ciskei and the banning of the leadership of the Motor Assembly and Component Workers' Union of South Africa (Macwusa).

The Cape Action League said in a statement: "The banning of Saawu follows attempts by the only executive member not in detention, Mr Thozamile Qweta, to negotiate to end to the protracted boycott of buses in Mdantsane. Saawu is held directly responsible for the boycott and presumably for the enormous losses in profit suffered by the bus company, of which the Ciskei government is a 50 percent shareholder.

"The two-year banning of the Macwusa leadership follows their inhuman detention without trial for 271 days.

"INTENSIFIED"

"The CAL sees these measures as intensified efforts to crush legitimate attempts by the independent labour movement to fight for the right of the oppressed to live and work in areas of their own choice, and to band together in trade unions through which they can struggle for higher wages and better working conditions."

"In the midst of the 'reform' atmosphere, archaic curfews, beatings, extortion, bannings and arrests are timely signs to the oppressed of Botha's 'new deal'. No deal which intensifies our poverty, squalor and political oppression can be a new one."

"CAL therefore demands an end to State harassment of trade unions; the right of the oppressed to live and work where they choose; the right of the exploited to associate with unions of their own choice, and an end to exploitation and oppression."

"DETENTIONS"

The United Democratic Front is to join forces with key worker organisations to protest against the Saawu banning and the accompanying detentions.

UDF representatives held planning meetings last week with two major union federations — the Council of Unions of South Africa (Casa) and the Federation of South African Trade Unions (Fosatu) — as well as with individual unions, including Saawu, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Orange- Vaal General Workers' Union. It was reported at a UDF Transvaal council meeting at the weekend.

A small committee, comprising union, UDF and Detainees' Support Committee (Descom) representatives, had been set up to liaise with organisations and to channel aid to the Ciskei.

Details of the joint campaign against the Saawu clamp and "heavy hand of Lennox Sebe" would be announced later this week. Organisers said the campaign formed part of the UDF's anti-bantustan stand.

Saawu is an affiliate of the UDF, as are Casa and several individual unions involved in the anti-Ciskei campaign.

While Fosatu has not joined the UDF, the Saawu issue is an indication that co-operation between the two bodies is on the cards."
300 strikers will return to work

A STRIKE by more than 300 members of FOSATU’s Paper, Wood and Allied Workers Union at the industrial plant of Pruntpak (Transvaal) was settled yesterday after talks between workers and the Nampak group, which owns the plant.

The workers downed tools on Thursday to protest against the firing of seven workers and the fact that TUCSA’s SA Typographical Union has a closed shop agreement covering the plant which forces all workers to join.

One of the terms of the settlement is that the company will open recognition talks with PWAWU, which is likely to lead to another blow to SATU’s closed shop in the printing and paper industry.

A Nampak statement yesterday said the agreement meant workers would return to work “at normal time” on Monday.

According to Nampak, “one of the employees dismissed had refused to take a job in another department.” It said he had now been reinstated after agreeing to take this step.

“All written warnings in terms of the company’s procedures with regard to this employee have been removed from the records,” the company said.

It added that an inquiry would be conducted towards the end of next week to determine the fate of the other six workers who were fired.

Pruntpak had also agreed to open talks with PWAWU “with a view to concluding a recognition agreement.”

A PWAWU spokesman said yesterday the company’s decision to open recognition talks with the union meant “they have now acknowledged we are the majority union at the plant.”

He said the “underlying cause” of the dispute had been SATU’s closed shop at the plant, which had led workers to allege that Pruntpak was favouring SATU against PWAWU.

The agreement did not mean that SATU’s closed shop at the plant had ended, but attempts would be made through other channels to end it at Pruntpak, he added.
Possible Tucsa split looming

From PHILLIP VAN NIEKERK
PORT ELIZABETH — A potential split is looming in the ranks of South Africa's largest trade union body, the Trade Union Council of South Africa (Tucsa), whose annual congress opens here today.

Some observers have described it as a "make or break" conference for the organization, but Mr Arthur Grobbelaar, Tucsa's general secretary, last night brushed aside suggestions that a split may occur.

Speaking at the plush seaside hotel where the conference is to be held, Mr Grobbelaar said: "There have always been splits in Tucsa and there have always been differences of opinion, because of the very diverse nature of Tucsa."

However, Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, the country's largest trade union, said last night that there was an urgent need for Tucsa to change direction.

The Boilermakers' Society has a motion on the agenda calling for a special congress early next year to discuss the organization's future.

Mr Van der Watt believes Tucsa has failed to unite the trade union movement.

He warned that if the call for a special congress were defeated, the Boilermakers' Society would "seriously reconsider" its position within Tucsa.

Much of the tension within Tucsa has been generated by right-left ideological differences, which came to a head at last year's conference, when a motion condemning detention without trial was defeated in favour of a watered-down version demanding safeguards for detainees.

The ideological rift is likely to come to the fore again in debates over the new constitution and influx control.
Boilermakers accuse Tucsa

From PHILLIP VAN NIEKERK

PORT ELIZABETH.—The Trade Union Council of South Africa (Tucsa) was accused by an affiliate union at their annual congress here yesterday of gearing up for an inter-union war.

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, said an attempt by Tucsa to beef up its finances and services appeared to be motivated by the attitude that Tucsa had to "destroy other unions" to survive.

He was speaking during a heated debate on a document drawn up by the organization's national executive committee, proposing doubling members' affiliation fees to finance extra educational, legal, economic and public relations services.

The document, which was leaked to the press last week, makes concessions to critics.

"Tucsa and its affiliates have two options," the report notes. "To expand and grow in influence and strength—or to muddle along as at present, stagnate and die."

The debate saw a sharp division emerge between the boilermakers' and the rest of the congress.

Mr Arthur Grobelaar, Tucsa's general secretary, accused the boilermakers of breaking trust with the council by commenting on the document in their union newsletter, the Crucible.

Mr Grobelaar 'deeply disappointed'

Mr Grobelaar expressed "deep disappointment" that the "private and confidential" document had been leaked to the press.

A number of delegates rose to defend Tucsa's record, attacking other unions for trying to "destroy" Tucsa, and the media for negative reporting.

However, Mr Athol Margolis, organizing secretary of the National Union of Clothing Workers, said money could not improve Tucsa's bad press image while the council "squirmed away" from issues like squatter demolitions and deaths in detention, and failed to oppose the Ciskei banning of the SA Allied Workers' Union (Saawu).

Mr Van der Watt rejected the allegation that he had broken trust with Tucsa.

The proposal was passed by 140 votes to 14, with three abstentions.
Tucsa wants ban on unregistered trade unions

From PIPPA GREEN
Labour Reporter
PORT ELIZABETH — Further rules have developed in the Trade Union Council of South Africa (Tucsa) with a call for a ban on unregistered trade unions at its annual conference here.

The motion, described by one delegate as a sign of “weakness and panic,” is likely to be interpreted as extremely hostile to the independent unions, many of which are unregistered.

The motion was carried yesterday by 125 votes to 27.

It calls on the Government to introduce legislation to make it an offence for unregistered trade unions to operate and for employers to recognise unregistered unions.

Proposing the motion, Mr R Botha, general secretary of the Mine Surface Officials’ Association, said the unregistered union movement did not have the industrial goals of members at heart, but had become political in motivation.

“I want to warn those who collaborate with unregistered and unregistrable unions that they are nurturing an infant Frankenstein,” Mr Botha said.

Mr Botha said legislation was in the pipeline “that will eliminate registration as we know it.”

Unregistered and “unregistrable” unions had not only increased in number, but had become more active, he said.

It was an open secret that membership of unregistered unions was not restricted to paid-up members, he added.

In a veiled reference to the Cusa-affiliated National Union of Mineworkers, Mr Botha said his union was the only one fighting for workers’ rights.

OPPOSED

“We are acting in the interests of thousands of workers in the mining industry, who belong to another union whose lack of expertise and experience prevents it from representing its actual or potential membership,” he said.

The motion was strongly opposed by Mr Ike van der Watt of the SA Boilermakers’ Society, who said it was “unbelievable” to ask that all developments which had taken place since 1979 be abolished.

“If such legislation were to be introduced it would create chaos if unions which had been operating for years now made illegal,” Mr van der Watt said.

A number of union officials who supported the resolution said unregistered unions were undermining their positions by “not abiding by the rules.”

ELECTED

- Mr Des East of the Motor Industries Combined Workers’ Union was elected first vice-president.
- Mr Robbie Botha of the Mine Surface Officials’ Association was second vice-president.
- Mr L Petersen of the Western Province Garment Workers’ Union was third vice-president.

- Increased law enforcement on South Africa’s roads was not the answer to better road safety, Minister of Transport Mr Hendrik Schoeman said when he addressed delegates at the Tucsa conference.

“Unless the attitude and behaviour of each road-user in South Africa changes dramatically, the National Road Safety Council predicts an annual R4 000-million revenue loss, plus 1 190 000 accidents and 56 600 casualties and serious injuries every year by the end of the decade,” he said.
Tucsa policies under fire from affiliate

From PIPPA GREEN
Labour Reporter
PORT ELIZABETH — The controversial four-day annual conference of the Trade Union Council of South Africa has come to an end with one of the council’s largest affiliates threatening to “seriously review” its continued association.

General secretary of the 56 000-strong SA Boilermakers’ Society, Mr Ike van der Watt, made the announcement to reporters after a motion, appealing to Tucsa to have a special meeting to examine its current position, had been resoundingly defeated by 77 votes to 24.

Emotions ran high during the debate on the motion which noted that “pressures, internal and external, threaten the unity, effective operation and relevance of the council and limits both its actual and potential representativeness of all workers in South Africa.”

Introducing the motion, Mr van der Watt appealed to delegates to come together early next year “with clear and open minds to see if the policies followed and strategies adopted are still relevant for the here and now”.

“I know I am not understood very well, but listening to some of the debates here, one would think we have more eloquent speakers in our midst than good listeners.

“All I want to make clear is that the boilermakers’ society is not very happy with their position in Tucsa at the moment,” Mr van der Watt said.

Support

Making a strong plea for unity in the trade union movement, Mr van der Watt said he did not think it was possible for Tucsa to get together with the major independent trade union federations because “the gap between these organisations is too wide.”

Mr Freddie Swartz of the Leather Workers’ Union caused a stir in his own union when he came out in strong support of Mr van der Watt.

The general secretary of the union, Mr LCM Scheepers, later denied that Mr Swartz was speaking on behalf of the union.

He urged Tucsa to adapt to changes taking place outside the body.

Tucsa had lost its direction and its leaders had no grassroots support or involvement, he said.

“We should get involved in the day to day problems of our workers. We can’t just stand here and deliver smart speeches.”

Referring to the emerging unions, which have been attacked by delegates in the course of the conference, Mr Swartz said delegates should ask themselves why these unions were not affiliated to Tucsa, rather than condemning them.

Mr Robbie Botha of the Mine Surface Officials’ Association, who is also a second vice-president of Tucsa, said he took strong exception to remarks by Mr Swartz about office-bearers.

“I have come to this conference well prepared to make smart speeches and on the basis of the strength of that I am elected,” he said.

Mr L Petersen of the Western Province Garment Workers’ Union, said Tucsa deserved “bouquets” for what it had done and not criticism.

Mr Norman Daniels of the Textile Workers’ Industrial Union also came out in strong opposition to the boilermakers’ society.

“Who is leading this campaign against Tucsa and for what purpose?” he asked.

In reply, Mr van der Watt said he was not asking for a debate on Tucsa’s weaknesses at the annual conference, but for a special conference to be held without media or employer representatives present, to discuss the problems in an open forum.

After defeating what many observers regarded as the most important motion on the agenda, delegates agreed that the secretariat should send affiliates questionnaires asking them what they thought of Tucsa’s policies.
Ban on union under fire

Labour Correspondent

The South African council of the International Metalworkers Federation South African council - whose member unions include unions affiliated to Fosatu, Cusa and Tucsa - has slammed the banning of the SA Allied Workers Union by Ciskes authorities.

The IMF council is one of the few bodies to bring together workers from all these groups and the statement also means that some unions affiliated to Tucsa have condemned the ban for the first time.

It is composed of local unions who belong to the powerful Geneva-based IMF which represents metal unions throughout the West.

In a statement yesterday, the IMF council, which says it represents 145,000 workers, condemned the banning "with contempt."

"It is not surprising that the 'Ciskes Government' should look for a scapegoat to cover their own inadequacy in overcoming the problems of the bus boycott," the statement said.

But it added that there can be no excuse for these actions by the so-called Ciskes Government.

The IMF council said it was clear that "the problems being experienced in Ciskes in respect of the bus boycott are a result of government intransigence in dealing with workers."

By attempting "to put the blame on SAAWU" the Ciskes authorities "have indicated clearly their lack of support among the workers of Indus-

The IMF council said the ban as "an attack on all oppressed, exploited workers in South Africa."

Unions which belong to the council include Fosatu's National Automobile and Allied Workers' Union and Metal and Allied Workers Union and Cusa's Steel, Engineering and Allied Workers Union.

Tucsa unions include the SA Boilermakers Society, Radio Television and the Electronic and Allied Workers Union and Engineering Industries Workers Union.
Tucsa is ‘fighting for its life’

By PIPPA GREEN, Labour Reporter

Inter-union tensions come to head at PE congress

The 29th annual conference of the Trade Union Council of South Africa has ended on a low note, amid strong predictions that it is in the throes of a low death.

Held at the plushest hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers’ Society, threatening to withdraw.

The Boilermakers’ Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa’s existence as coming not from employers, but from the independent trade union movement.

Strong feature

And, indeed, the frequent attacks on the mainly black independent unions were a strong feature of the conference. Delegate after delegate accused the emerging unions of causing chaos in the labour movement.

The Boilermakers’ Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa’s existence as coming not from employers, but from the independent trade union movement.

A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

Bad Press image

It is well known in labour circles that many employers have been won over from Tucsa by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with “representative” unions, rather than those which for years have relied on closed shop agreements to keep their members.

Delegates also voted for an increase in affiliation fees to the council, to enable it to provide “more dynamic” services for members and so improve its “consistently bad press image”.

However, the 56 000-strong Boilermakers’ Society said Tucsa’s bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers’ secretary Mr Ike van der Watt said he had dealt with several unions outside Tucsa and had found “unionists just as good if not better than in the Council”.

“What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions,” he said.

Meanwhile, the Boilermakers Society has returned to its members to “seriously review” its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

“Part of a campaign”

Several delegates responded angrily to the motion, some saying it was part of a “campaign being waged against Tucsa”.

One delegate, Mr Fredzie Swartz, who broke ranks with his own Leather Workers’ Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its “glorious past”.

Mr Louis Peterse of the Western Province Garment Workers’ Union, said Tucsa deserved “bouquets” and not criticism.

“Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges,” he said.

Principles sacrificed

However, critics of the body claim that in its early years Tucsa “sacrificed every trade union principle by agreeing to exclude Africans from its unions when it was originally formed.”

Tucsa’s bar on African unions was lifted in 1983, but imposed again in 1989 after pressure from the Government and white unions. In 1974 Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body’s move to the right.

The Boilermakers’ Society, with its increasing black membership, is now being pushed farther and farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr Johan Maree said much of Tucsa’s 470 000 membership had been “built on the uncertain foundation of closed shop agreements and employer goodwill”.

“If those elements were pulled from under their feet much of their membership would collapse.”

Mr Maree said many Tucsa affiliates were out of touch with their members.

“Research on some unions has shown that they do not have any representative structures on the factory floor,” he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers’ only contact with their unions is through a monthly magazine and subscription deductions from their wages.
"This was another cause of ill-feeling," Bishop Tutu said.

Job Schoeman, PRO for the Department of Education and Training, said black universities were autonomous and chose their own governing bodies in consultation with the State President. He said the best qualified people were usually appointed to serve in the Senate.

He added, "It is not a political matter, this is purely academic."

AMERICAN intelligence agencies are helping the SA Government undermine the South African labour movement, the claim made by South African, British and American trade union experts last week in a programme broadcast by the Australian Broadcasting Commission.

The programme's producers said the US Government was using the American Federation of Labour-Congress of Industrial Organisations (AFL-CIO) to influence the trade union movement.

This started in 1964 with the establishment by the AFL-CIO of the African American Labour Centre (AALC), the producers said.

"The first director of the AALC was long-time CIA operative Irving Brown, who last year headed an AFL-CIO delegation hosted by the SA Government."

They said the AALC's South African organisation is headed by Nana Mahomo - a former PAC secretary of culture who according to the broadcasting commission, is linked to American intelligence.

The Australian programme also showed evidence that the CIA has helped the SA Government launch military raids on black South African unions in Mozambique, and used diplomats to keep tabs on members of the ANC.
A sense of panic at Tucsa conference

A SENSE of panic pervaded the Trade Union Council of South Africa's annual conference in Port Elizabeth last week.

The same faces from last year and the year before were there but somewhere it had sunk in that the world outside the plush seaside hotel where the congress was held had changed.

At Tucsa's 1981 conference in East London, the then president, Andre Malherbe, dismissed the emerging, predominantly black unions — to loud applause — as "our minuscule rivals".

This year's conference, taking them more seriously, opted to beef up Tucsa's legal, economic, research, and public relations services to wage, as Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, alleged, an "inter-union war".

Rhetoric

They also voted to ban unregistered unions and turn down a resolution calling for a change in the law to allow workers to join the unions of their choice, seeing this as an attack on the closed shop system which binds thousands of workers to Tucsa unions.

The rhetoric was reminiscent of National Party ministers warning against the total onslaught. Delegates spoke of non-Tucsa unions seeking to "destroy" Tucsa, with the backing of overseas money, and the press was critical for damaging Tucsa's image.

Holding up an editorial of the Rand Daily Mail, Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, said: "This stinks. Why this campaign against Tucsa? Who is behind it?"

Labour Reporter PHILIP VAN NIEKERK reviews the happenings at the Trade Union Council of South Africa's annual conference in Port Elizabeth last week.

Look no further than yourselves, said Mr Athol Margolis, of the National Union of Clothing Workers "No amount of money will buy a better image for Tucsa when it squirms away from such squatter demolitions and deaths in detention and fails to raise opposition to the banning of Saawu — all matters which affect workers."

Perhaps the issues which Tucsa regarded as affecting workers could best be gauged from the list of the guest speakers.

Mr Hendrik Schoeman, Minister of Transport, spoke on road safety, Mr Leon Louw, of the Free Market Foundation, spoke on the benefits of the free enterprise system for workers, and Mr Sammy Shlagman, of the Textile Federation, spoke on the benefits of import controls.

There was no mention, for instance, of the recent banning of Saawu and the continued turmoil and alleged persecution of workers in Ciskei.

And a debate on the new constitution — which has been imposed by the entire emerging union movement as well as almost every black party and the exclusion of blacks from the constitution. It ended with a majority abstention after Mr Arthur Grobeelaar, Tucsa's general secretary, asked delegates "not to create a climate of conflict over a purely political issue."

Mr Des East, general secretary of the Motor Industry Combined Workers' Union and Tucsa's newly-elected first vice-president, said that, as a "non-racial, democratic organisation", Tucsa could not afford to support the principles enshrined in the constitution.

However, apart from a few former Confederation of Labour unions on the right, the Artisan Staff Association threatened to withdraw if Tucsa took a "no" stand and a handful of mainly black unions, mostly Tucsa unions were incapable of taking a stand on the issue.

And amid serious doubts about Tucsa's continued relevancy on the labour scene (one Johannesburg newspaper had referred to them in a conference preview as a "labour dinosaur") the delegates turned down a motion calling for a special conference to examine Tucsa's future.

Mr Ike van der Watt, proposer of the special conference, found himself and his delegation of boilermakers increasingly isolated and viewed with hostility.

Appeal

Making what could be his last address at a Tucsa conference, he said the Boilermakers were "not happy with the situation we find ourselves in in Tucsa" and made a final appeal to the delegates to "get together, close the door and listen to one another to examine whether we are on the right path."

But most delegates believed there was little wrong with the path that Tucsa was on and that the problems arose from people outside trying to destroy the council.

Mr Norman Daniels was cheered when he claimed there had never been a workers' organisation in South Africa as big, as effective and as representative as Tucsa.

On that confident and cheering note the delegates rose from the comfort of the conference room and disappeared back into the real world.
SA trade unions get US support

HOLLYWOOD. — US trade unionists reaffirmed their support this week for the black trade union movement in South Africa, saying it offered "the best hope for the ultimate dismantling of the odious apartheid system."

Delegates to the biennial conference of the American Federation of Labour-Congress of Industrial Organizations (AFL-CIO) approved a resolution pledging to assist the movement "in its struggle against a government which resorts to brutal measures of repression against opponents of apartheid, including trade unionists."

"We call upon the US government to exert maximum pressure on the South African Government to give full recognition of the right of black workers to bargain collectively without government interference," the resolution said.
CAPE TOWN — Representatives of 11 independent trade unions will meet in Johannesburg to-morrow for talks which will pave the way to possibly the most significant trade union federation in South Africa, representing 300,000 workers.

While there have been attempts to unite the independent mainly black trade unions over the past two years, major differences between unions have made this difficult.

However, there are strong signs that policy differences have been set aside in favour of what most unionists describe as the more important task of uniting workers.

Unionists were tight-lipped about the impending talks, but it is believed that items likely to be discussed are the funding of the new body and demarcation between unions.
Crackdown on unions forecast

Staff Reporter

THE banning of Saawu in the Ciskei and the recommendation by Tucsa that unregistered trade unions be closed down were a forerunner to government action against the labour movements, the president of the Media Workers Association of South Africa (MWASA), Mr Zwelakhe Sisulu, said at the weekend.

Addressing MWASA's third national congress in Cape Town at the weekend, Mr Sisulu said the "South Africa Government and its bantustan satellites have embarked on a pogrom against the labour movement in the country.

Mr Sisulu said that what might today seem uncoordinated actions by the government and its proxies were a planned systematic process that sought to confuse the masses and neutralize the revolutionary effort.

"Some of these actions seem isolated and unconnected, but they are in fact part of a higher strategy of oppression."

"The banning of Saawu in Ciskei is the prime example of this pogrom, masterminded by the South African security police and their cousins, the NIS, that is about to be unleashed against our organizations."

"It is as a consequence of this that today we have the notorious constitutional proposals and the Black Local Authorities Act."

What are the constitutional proposals worth? What is the Black Local Authorities Act worth? They are worth nothing and we reject them out of hand.

"Excluded"

"There are those who say we must reject the constitutional proposals because they exclude Africans. The constitutional proposals do not exclude Africans only, they exclude everybody of whatever colour except P W Botha and the 24.

"Those who advance the sentiment argument that the proposals must be rejected because they exclude Africans must then go on to say we must fight for the inclusion of Africans in the proposals, in which they do not want to be included."

"We want a true democratic process that will select the 'true' leaders of our people and the 'true' government of the people under a 'true' system of government."

(Richard Rector, 77 Boy Street, Cape Town)

UK Gov

From IAN HOBBS

LONDON — Mrs Margaret Thatcher's Conservative government was shaken yesterday by a report claiming that the party had been infiltrated by extreme right-wing, racist and anti-semitic groups.

The Young Conservatives, the youth wing of the party, have more than a year investigating the infiltration of the party.

Their report expresses concern that a number of Conservative MPs are closely linked to racist groups, particularly the pro-apartheid and neo-Nazi National Front.

The report enjoys continuing support in the leadership of the party.

The report, however, has been published at the suggestion of a board member, Mr Alan Rank.

The Conservative press office is helpful.

Arthur Williams

Children hurt by falling post

Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzil Jacobs, 10, Jena Anders, 13, and Charles Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

Denzil's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

Mugabe threat to seize farms

Own Correspondent

HARARE — Zimbabwe's Prime Minister, Mr Robert Mugabe, has threatened to seize white-owned farms if Britain cuts aid to Zimbabwe.

In his third public outburst against Britain in a fortnight, he told rural peasants at a political rally north-east of here that "we will just take that land and not pay for it" if Britain stopped giving money to buy land for resettlement.

English cricket "rebels" Graham yesterday for their second season of matches in Britain.

Koeveret: C of fighters'

RUNDU — Field operatives of the special police counter-insurgency unit Koeveret were detached local to one specialist extermination team. Detach
Unions to continue talks on federation

Labour Reporter

TALKS to establish a federation of independent trade unions are to continue in November.

This was announced after a meeting in Johannesburg at the weekend between representatives of 11 trade unions representing about 300,000 workers.

Unions represented at the meeting were the Commercial Catering and Allied Workers' Union, the Federation of South African Trade Unions, General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, South African Allied Workers' Union, the Council of South African Unions, the General and Allied Workers' Union, the Motor Assembly and Component Workers' Union and the General Workers' Union of SA.

Although few unions were prepared to comment on the talks, it is believed much of the meeting was taken up with a discussion on demarcation.

Unions organised along industrial lines and those with strong shop-floor structures are keen to settle on some form of demarcation to prevent overlapping and poaching of members by other unions.

However, the general unions such as Saawu and Gwusa — often labelled as the more "political" — tend to organise workers regionally and are reluctant to give up factories to other unions.

An important exception to this is the Cape Town-based General Workers' Union, which, in spite of its name, agreed to restrict itself to organising in certain sectors at its 1982 national conference.

It is also believed that the larger, more industrially based unions insisted on audited membership figures from all unions at the Johannesburg meeting — something some of the general unions were unable to produce to the satisfaction of the meeting.
THE emerging unions' unity talks seem to have reached the crossroads.

Reaction to the most recent talks from key unions was universally negative and the biggest emerging union group, Fosatu, met at the weekend to discuss whether to continue taking part in the present talks.

But unions' pessimism could be misplaced. Paradoxically, the current impasse could just break the logjam and lead to a more concerted effort to forge greater unity among emerging unions.

At the talks, differences between the older unions and their "community union" rivals came to a head — at least as far as the older unions are concerned.

Prior to the meeting, there were differences between Fosatu and the Food and Canning Workers' Union, both older unions. But these paled into insignificance at the meeting.

Instead, traditional tension between older and newer unions reached such heights that the future of the current initiative is in the balance.

Older unions say they want concrete talks on details of a new union federation.

They say the "community" unions respond to this with rhetoric only.

Tension is heightened by what unionists see as a bitter campaign by the SA Alhede Workers' Union against unions like the General Workers' Union in Durban.

On the other hand, the "community" unions seem to believe their older rivals are not sufficiently committed to broader political objectives.

The schism may well boil down to this that the two groups are at different stages of development and have little common ground.

The differences are complex. But the older group, which has most members and recognition agreements, is established in key areas and sees unity as a practical matter — a means to continue building factory muscle.

The second group isn't as...
Group to attend unity talks

Labour Correspondent

The Federation of SA Trade Unions is likely to attend the next round of emerging union unity talks in November — despite earlier suggestions that it would quit the present talks.

This emerged yesterday after a meeting of FOSATU’s central committee at the weekend discussed whether to remain part of the current unity initiative.

FOSATU is the biggest of the emerging union groups.

Its president, Mr Chris Dlamini, said yesterday that the central committee had taken no firm decision on the unity issue, although he confirmed that the issue had been discussed.

Asked whether this meant FOSATU would attend the November meeting, Mr Dlamini said “It seems we will be there.”

Union sources have reported “growing frustration” within FOSATU’s ranks on the progress of the unity talks, which aim to weld emerging unions representing more than 250,000 workers into a powerful new federation.

As a result of this, FOSATU convened a seminar late last week to discuss the unity issue and its recommendations were conveyed to the central committee at its weekend meeting.

Although there have been differences of opinion between FOSATU and the Food and Canning Workers Union at previous unity talks, the key source of the federation’s “frustration” appears to be continuing differences between the older and newer emerging unions.

Older unions like those in FOSATU charge that the newer unions are unwilling to discuss details of the new federation and have instead engaged in “rhetoric” at unity meetings.

They allege that this has led to “little progress” being made.

The newer unions, however, deny suggestions that they are not fully committed to launching a new federation.
Union myths exploded by research on black labour

By Sheryl Raine, Pretoria Bureau

Trade unions contributed to only about 25 percent of all strikes last year and about 54 percent of black workers interviewed in a labour survey were not in favour of strikes, research by the Human Sciences Research Council (HSRC) has shown.

Two reports on South African labour relations were released by the HSRC in Pretoria yesterday and both exposed a number of incorrect but popularly held assumptions about trade unions, the militancy of black workers and management's ability to learn from strikes.

During 126 interviews last year with managers who had experienced strikes the HSRC found that:

- Workers had little opportunity to communicate with management;
- Management did not have a favourable image of black unions and union leaders;
- Management style in many cases was paternalistic or autocratic;
- Communication needed to be improved and a more consultative style of management could lead to more worker satisfaction and less conflict.

Most strikers lost financially and these losses could influence their bargaining power and willingness to strike. Most strikes did not last long because of financial losses suffered by workers.

URBAN WORKERS

In a second project the HSRC interviewed 1,200 black male workers in the urban areas of Port Elizabeth and Pretoria.

Sixty-five percent of those interviewed believed workers should come together to form an organisation to protect their interests.

Twenty-one percent were opposed to this idea.

Forty-seven percent said the organisation must be able to organise strikes while 45 percent disagreed.

A clear majority was opposed to people going on strike while 45 percent were in favour of strikes.

When asked if workers could get what they wanted without striking 48 percent said yes, 32 percent said no and a large percentage (30 percent) was not sure.

The HSRC noted that in many industrial areas like Rosslyn near Pretoria, 89 percent of the labour force was black.

"These workers often get talked about, get negotiated for but are usually the silent party," the report said. "Both unions and management should be aware of what these workers expect from an organisation that protects their interests."

Younger, better educated workers tended to be more radical and militant but militancy was by no means a common trait.
Concern over lack of representation on Media Council

The Journal reports that the Media Council, as an independent body for monitoring and regulating the media, has been criticized for not including enough representatives from marginalized communities and other sectors of society. The lack of diversity in the council's membership has been highlighted as a concern, with calls for more equitable representation.

The concerns have been echoed by various groups, including non-governmental organizations (NGOs) and civil society organizations. They argue that the council's structure is not reflective of the diverse needs and perspectives of the public it serves. The lack of representation, they say, undermines the council's ability to effectively monitor and regulate the media.

One of the key issues highlighted is the under-representation of women and minorities. There are calls for the council to take affirmative action to ensure a more balanced representation. The council has been urged to consider increasing the number of women and representatives from marginalized communities on its board.

The Media Council has acknowledged the concerns and has pledged to look into ways of improving its representation. However, the pledged changes have not been substantial enough to satisfy the critics. The call for more equitable representation continues, with a renewed push for change.

In a statement, the Media Council said, "We recognize the need for a more inclusive representation. Our efforts are ongoing and we are committed to ensuring that our council is representative of the diverse needs and perspectives of the public."
NUM secretary now a very public figure

By MARTINE BARKER

JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (Cusa).

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure.

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions.

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40,000 members in its first year.

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers.

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the “mercenary aspects” of private legal practice, and felt that he could serve more people as a legal adviser to Cusa.

Numerous appeals were received from mineworkers for the formation of a union “Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps.”

The union’s members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mines and hostels accommodation in which they were forced to live, he said.

One of the union’s primary challenges was to improve these.

The union’s long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union’s structure and membership would have to be consolidated, said Mr Ramaphosa.

He is does not always enjoy being a public figure. “People tend to associate me with the union. I am merely the spokesman for its decisions,” he said.

While the workers had accepted the Chamber’s pay offer last week because it would improve long-service increments, they were “getting impatient” for better wages “and not without reason”, he warned.

The Cape Times, Thursday, Oct 27, 1983
Baking union rejects new deal

THE South African Federation of Baking and Confectionary Trade Unions, representing more than 12,000 members, has rejected the new constitutional proposals for South Africa.

In a statement released yesterday, the federation pledged its support with 'democratic forces' in strengthening opposition to the triennial parliament for whites, coloureds and Indians.

It said: 'The system of apartheid has divided the workers and communities in our motherland—South Africa.'

The vast majority of South Africans rejected apartheid laws and legislation such as the Land Act, Group Areas Act, Population Registration Act and the Internal Security Act.

The federation said the proposals aimed to divide people further and that a 'selfish and representative section of the community would co-operate with the Government in forcing these plans on our people.'

It said that only strong, united action against the proposals would save the workers and the voteless majority 'from further oppression and misery.'

(Report by M. Vosser, 12 Devonshire Place, Durban)
The split in the meeting. The disagreement which has prompted disagreement between the two camps has been about the structure
promised. One group is opposed to the new federation, believed the new federation should not be allowed to
implement voting strength on the grounds federation began in
favor of those few members. The older unions believe the union
cannot accept the unity drive together.
Growth of independent unions breathtaking

The planned federation of hitherto non-aligned labour organisations could become one of the most powerful bodies representing black workers in South Africa’s history, writes PIPPA GREEN, Labour Reporter.

The trade union scene in South Africa is in a state of flux as a result of two major developments. The first of these is the planning of a new federation of independent trade unions, which will herald significant new alignments in the trade union movement. The second is that the withdrawal of one of South Africa’s largest unions from the well-established Trade Union Council of South Africa seriously brings into question Tucsa’s continued relevance.

The planned federation of independent unions could be one of the largest and most powerful bodies representing black workers in South Africa’s industrial history.

Attending talks to set it up are representatives of trade unions ranging from the industrially-based Federation of South African Trade Unions (Fosatou) group and other industrial unions with strong shop-floor structures to what have been described as “community-linked” unions — often perceived to be the more “mutual”.

What they have in common is that they all describe themselves as democratic, non-racial — particularly some in Fosatou, the General Workers’ Union and and controlled by workers. Many are unregistered, but this has not proved to be an important criterion in determining their viability.

The growth of some of these unions over the past few years the Food and Canning Workers’ Union — has been breathtaking.

The Metal and Allied Workers’ Union, a Fosatou affiliate, virtually doubled its membership last year, bringing it up to 36 540, according to Rob and Lynne Lohkert, labour researchers writing in the South African Review, a study of South Africa’s society published by Raven.

Agreement

The General Workers’ Union concluded an agreement with stevedoring employers on a national basis and the Food and Canning Workers’ Union, based in the Western Cape, has expanded considerably in the Eastern Cape and the Transvaal.

Membership of the Johannesburg-based Commercial, Catering and Allied Workers’ Union (CCAWUSA) has shot up by 10 000 in the past two years.

Referring to the work stoppage to protest the death in detention of Dr Neil Aggett, the Transvaal secretary of the Food and Canning Workers’ Union, Dr Eddie Webster, an industrial sociologist at the University of the Witwatersrand, said it “demonstrated the potential of the independent labour movement to unite and mobilize over 100 000 workers nation-wide in the space of two days”.

Many of the independent unions have seriously threatened some of the established unions, which for years have relied on closed-shop agreements.

“One of the main effects of the closed shop has been to guarantee unions members, so encouraging the unions to neglect the development of a shop-floor base as a means of recruiting members,” according to a paper by a Johannesburg labour researcher, Miss Carole Cooper.

Cauing chaos

The conflict between the established and independent unions was clearly and vociferously expressed at the recent Tucsa conference.

Delegate after delegate complained that independent unions were “causing chaos” at factories where Tucsa affiliates had operated for years.

Several Tucsa affiliates rely heavily on the closed shop and at least 250 000 workers belong to affiliated unions because it is a condition of employment.

Still the largest federation, Tucsa has moved increasingly to the right over the past few years.

As trade unions with all-white membership have joined Tucsa from the right-wing, so the council has lost black and multi-racial unions to the left.

The most significant of these losses for Tucsa is that of the 50 000 strong South African Boilermakers’ Society. Originally a union catering for skilled workers, the society amended its constitution in 1980 by popular ballot to include Africans.

Revised

Partly in response to the emerging unions organizing in the metal industry, the boilermakers revamped their shop-floor structures.

The union has said it will not look for a new home in another federation immediately, but the signs are that it will co-operate more closely with some of the independent unions.

While the non-racial unions plan their future, at the other end of the scale are white unions desperately trying to maintain the status quo.

The South African Confederation of Labour with about 125 000 white members has traditionally relied on the Government’s racial policy to ensure economic benefits for their members.

After the 1979 Wehahn dispensation was announced, unions within Sacla, which chose to open their ranks to workers of other races, were either expelled or disaffiliated, cutting its membership in half.
By PRISCILLA WHITE

Greater integration is being achieved in the trade union movement, says Mr J A Grobbelaar, general secretary of the Trade Union Council of SA (Tucsa).

And he told the conference: "This process of interracial accommodation will not only continue but accelerate."

Between 1977 and 1982 there was a decrease in the number of registered white trade unions from 94 to 87. The number of white union members fell from 386 000 to 355 000.

The number of coloured trade unions dropped from 49 to 43 though membership rose from 73 000 to 83 000.

The number of registered white-and-coloured unions declined from 41 to 28 and membership by 51% — from 163 000 to 80 000.

Membership of all-race unions in the same period had increased from 180 000 to 577 000.

Black workers in registered trade unions last year totalled 395 000 — with 53% of members in black unions and 47% in mixed unions.
LABOUR LAW

Defining strikers' rights

The Council of Mining Unions (CMU) is planning to approach the Industrial Court for a ruling on whether it is an unfair labour practice to dismiss employees taking part in a legal strike.

This follows a dispute being declared between the CMU — a co-ordinating body representing eight white-led mining unions — and the Chamber of Mines. However, such a case will obviously have profound implications for unions and management in many other industries because its outcome could significantly affect the balance of power between disputing parties.

CMU chairman Arrie Paulus says the council has decided to approach the court for a ruling following the Chamber of Mines' refusal to amend a clause in the contract of employment that union men sign when they join a chamber-affiliated mine.

In essence, this clause stipulates that if they take part in a strike, their contracts will automatically be terminated.

The CMU, however, believes that this clause is unfair because it does not make a distinction between illegal strikes and strikes which are legal in terms of the Labour Relations Act. The CMU is demanding that, should an employee participate in a legal strike, this should not be construed as either notice to terminate his employment contract, or his repudiation of that contract. The CMU believes the contract should merely be suspended during a legal strike.

The chamber has offered to amend the clause to remove the threat of automatic termination of employment to workers who take part in a legal strike. But even in the event of a legal strike the chamber is understandably reluctant to relinquish its common law right to dismiss any employee who does not fulfil obligations contained in the employment contract.

The CMU is not satisfied with this offer. It and the chamber failed to reach an accord at a conciliation board meeting on the issue in August.

The dispute raises fascinating — and controversial — questions which have been debated in many Western nations. Unions in many parts of the world have argued that the right to strike has no real meaning unless employees are protected against dismissal during industrial action. Such protection is granted to workers in countries such as France and Italy, while in the US employees participating in a strike over an unfair labour practice may also not be dismissed.

In SA, the main advantage to be derived by unions and employees who go through the time-consuming procedures needed to hold a legal strike is that they will not be liable for prosecution under the Labour Relations Act. However, very few legal strikes have been held in recent years — and the State has been reluctant to prosecute illegal strikers. In 1981, for example, nearly 100 000 workers were involved in illegal strikes — yet only 301 were arrested and only 10 were prosecuted.

An argument being made with increasing emphasis by some SA unions is that additional rights should be granted to workers who strike legally. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), gained an important victory in this connection earlier this year. After having held a legal strike at a Natal company, the union obtained an undertaking from management. This was that in the event of any future legal strike, management would not selectively fire or rehire the employees. The union thus won the crucial right to strike without fear of selective dismissal or re-engagement.

This is significant, because striking employees have often faced the threat of union activists losing their jobs through selective dismissal or rehiring in the wake of strikes. Such an undertaking means that management would have to find an entirely new workforce or choose the probably more attractive option of living with its existing one.

But the CMU's demand is far more ambitious — and SA employers are not the only ones who have expressed the fear that a total ban on dismissing legal strikers would dangerously tilt the industrial balance of power in favour of unions. Employers nurse a very real fear that if the threat of dismissal is removed, strikes will not only become more protracted, but will take place on an unprecedented scale. In SA the threat of dismissal is especially real to unskilled black workers, who can be replaced with relative ease if they are fired for striking.

A significant factor in the dispute between the CMU and the chamber is the fact that many CMU members live in company homes. If they break their employment contracts by striking, they have seven days in which to vacate such premises. Paulus says the chamber has been quick to point out in past disputes that workers risk losing such an employee benefit if they strike.
Labour law not a shield for lax managers

23.11.83

THE primary responsibility for good labour relations rested with management, the Director General of Manpower, Dr F J van der Merwe, said yesterday.

He told the annual meeting of Alberton Industries' Association that managements which failed to give top priority to labour relations, ignored the build-up of conflict conditions and neglected to take steps to avoid confrontation, could not expect legislation to do the job for them nor protect them against reasonable grievances of workers.

Dr Van der Merwe said everyone, including the media, should be alert to generalisations, overreaction and ways of reporting which tended to inflame disputes.

Trade unions, workers and employers had little to fear and much to gain from the orderly industrial relations created by the Labour Relations Act.

The Act had not placed trade unions in a weaker position and had not adversely affected their freedom.

Trade unions and workers had been the main beneficiaries of amendments to the Act.

Dr Van der Merwe said total membership of trade unions increased from 727 000 in 1979 to 1,285-million in 1982.

The number of black workers who joined registered unions increased from nil to 385 000.

At the end of 1982 there were 78 registered mixed unions, with 576 000 members, compared to the 1979 membership of 203 000.

The wages of about 1,2-million workers were regulated by 94 industrial agreements at the end of 1982. No differentiation on the basis of race, colour or sex was permitted.

During 1982 60 applications for the establishment of conciliation boards were recommended. Only 14 were refused.

Industrial court matters increased from 36 in 1981 to 49 in 1982.
Report on unions 'ready next year'

Pretoria Correspondent

The National Manpower Commission's report on the registration process of trade unions and employers' organisations will be ready for release early next year.

This was announced by the Director-General of Manpower, Dr Piet van der Merwe, when he addressed an Industrial Council conference yesterday.

He warned that a great deal of in-depth consultation with interested parties would be needed before a White Paper on the report, which also deals with the Industrial Court, could be drafted.

LEGISLATION

But it was hoped to table the White Paper during next year's parliamentary session and to have the possible ensuing amended legislation ready for Parliament in 1985.

Dr van der Merwe said the National Manpower Commission was continuing its investigation into the levels of collective bargaining and works councils.

This report would also be finalised next year.

Regarding future handling of labour disputes, Dr van der Merwe said it was going to be important to take cognisance of the worker's perception of the role and function of trade unions on the one hand, and management's handling of conflict and strikes on the other.

High priority should be given to keeping open the lines of communication and employers should deal with each case with due circumspection on its merits, he said.


Worker power growing

THE number of trade unions and union membership is increasing fast and will continue to do so in South Africa.

According to a report by the Human Sciences Research Council this is because most workers are in favour of forming organisations to protect their interests.

Black trade unions are here to stay, but unions must be careful not to overplay their hand because about 50 percent of the non-union workers have said they have no desire to join a union.

"It is therefore possible that unions whose actions can be seen by the workers as the cause of, for example, dismissals, can lose membership or find it difficult to increase membership."
Unions under fire

By JOSHUA RABOROKO

TRADE union leaders are demanding, intimidating, aggressive and maybe militant during strikes, according to a report by the Human Sciences Research Council.

The report, which was compiled after interviews with 126 managers of South African companies that had experienced strikes in 1980 and 1981, says union leaders did not create a good image for themselves.

The report says all major industrial areas except mining were consulted and their view has been that union involvement did not contribute to more than about 25 percent of the strikes.

"It was found that on average the strikes did not last long because the workers, while on strike, could not carry the financial losses suffered."

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SOWETAN, Friday, November
Two unions join forces

IN what is seen as a significant development within the trade union movement, two unions, the Electrical and Allied Trade Union (EATU) and the Electrical Allied Workers Union (EAWU), have decided to amalgamate and form one body.

The decision to amalgamate was taken in Johannesburg on Saturday at a meeting called by the Federation of Trade Unions of South Africa (Fedusa).

A third union, the South African Electrical Workers Association (SAEWA), present at the weekend meeting, indicated that they were not prepared to amalgamate with the other two without first consulting their membership.

EATU and EAWU have, respectively, a predominantly coloured and black membership while the SAEWA is mainly white.

A spokesman for the amalgamated unions, Mr Brian Williams, who is also the chairman of the Western Cape branch of the EATU, said the two unions had decided to form one democratic worker-controlled, non-racial trade union.

This stemmed from the desire to form a united front to promote and protect the interests of union members.

He believed this would have a tremendous impact on the future of all workers.

A constitutional committee to work out a mechanism and structure for the new union was formed after the Fedusa meeting.
Blacks to cut off links with white union

By STEVEN FRIEDMAN
Labour Correspondent

TWO trade unions — one for black, the other for coloured electrical workers — plan to form a new nonracial union to avoid the "stigma" of being racially based "parallel" unions under the control of white unions, a spokesman for the two unions said yesterday.

The two unions' decision also means that one of the last major experiments in "parallel" unionism — whereby white unions set up racially separate unions for other races under the direction of a white union — is about to end.

The decision of the unions — the Electrical and Allied Trades Union of SA and the Electrical and Allied Workers' Union of SA — to amalgamate and open to all races was announced at the weekend.

Until now the two unions have been linked to the white SA Electrical Workers' Association in a Federation of Electrical Trade Unions.

Mr Ben Nicholson, general secretary of the white union, also acted as general secretary of the other unions.

A spokesman for the two unions who plan to amalgamate, Mr Tommy Olfant, said yesterday the idea behind forming the federation three years ago had been to pave the way for an amalgamation of the three unions.

The black and coloured unions now believe the time was ripe for such a move, but the white union, he said, some of its members were still opposed to amalgamation with unions representing other races.

But, Mr Olfant said, the black and coloured unions had decided to go ahead with amalgamation anyway.

He said this meant the new union — which will be formed in January — would become "independent" of the white union.

A new general secretary would be elected and members of the two unions felt that the federation was no longer needed.

"We will now have the same relationship with the white union as we have with any other union — we may co-operate with them at negotiation time, but in all other respects we will be an independent union," Mr Olfant said.

The two unions had made their move because of criticisms by rival unions.

Mr Nicholson was not available for comment.
Unions a threat, says Rosholt

By Carolyn Dempster  
Labour Reporter

The demands of certain union groupings posed a direct threat to the free enterprise system, Mr Mike Rosholt, chairman of the Barlow Rand Group, claimed in the company's annual report.

Commenting on recent developments in industrial relations, he stated "Whilst management regards its obligation and right to manage with due regard to the interests of shareholders and employees as being fundamental to the private enterprise system, the Federation of South African Trade Unions (Fosata) is now publicly committed to achieving worker control of industry."

"The free enterprise system could not survive if that objective were to be achieved."

While there had been a noticeable decrease in strikes during 1983, it seemed that certain large and progressive companies, including many in the Barlows fold, had been singled out as targets by some trade unions.

Conflict between private enterprise and some union groupings also tended to centre on matters unconnected with traditional union spheres of interest.

Mr Rosholt expressed the hope that the union unity talks between the emergent unions and larger union groupings would not "create a vehicle for solidarity strikes and consumer boycotts."

The increasing use of the industrial court by the emergent unions to seek redress from employers by taking advantage of the wide definition of an unfair labour practice, was also highlighted by the Barlows' chairman.

"The decisions of the court have created considerable uncertainty among employers as to what they can and cannot legitimately do," he commented.

Despite the recession, membership of the predominantly black trade unions has grown apace in 1983.

A HARD YEAR

Group industrial relations director Mr Ronald Hofmeyr recorded that in the three years up to September 1983, 42 recognition agreements were signed between Barlows' companies and trade unions.

He also noted that in review, 1983 had been a particularly difficult year.

The closed shop system had been under attack in the paper industry, with four companies seeking exemption from the agreement when workers showed a preference for the Paper, Wood and Allied Workers Union, which is affiliated to Fosata.

Recruiting activity on the group's mines had increased, with eight unions currently operating in this sphere, he concluded.
Big strides by black workforce

Labour Report

The position of black workers has improved greatly, Mr Harry Oppenheimer, chancellor of the University of Cape Town, said at a graduation ceremony today.

He said the rapid growth and official recognition of black trade unions was an almost revolutionary change which would have effects not only in industry but throughout the social and political system.

"Over the last 16 years there have been major improvements in the earnings of blacks in industry," he said.

Real wages had increased by about 23 percent for whites and by about 67 percent for blacks since 1968.

MINING

"In the mining industry, on account of extremely low levels of black wages in the past, the figures are much more spectacular."

Real wages for blacks had risen by 278 percent and for whites by eight percent since 1968.

"Average white earnings in the mines are now just over five times the average of black earnings, as compared with 19 times in 1968.

"There has also been a great intangible change in the attitude of management and white workers towards black workers, and much has been done to equalise and humanise conditions of employment for all workers," he said.

However, this did not mean that nothing more need be done to bring racial discrimination in industry to an end.
'Closed shop' waived for 700 SATU men

Labour Correspondent

About 700 workers at two Transvaal factories have won an exemption from the printing industry's 'closed shop' agreement — which means they no longer have to belong to Tucsa's SA Typographical Union (SATU).

This was announced yesterday in a statement by the Paper, Wood and Allied Workers' Union (PWAU) — an affiliate of the Federation of SA Trade Unions — which the workers have joined in preference to SATU.

The PWAU sees the exemptions — granted after the two companies intervened in support of the application for workers to be freed from the "closed shop" — as a major breakthrough in its battle to end the agreement which forces black workers to belong to SATU.

The two companies are Kohler Corrugated in Brakpan and Pampak in Industria, which is part of Barlow Rand's Nampak subsidiary.

The "closed shop" in the printing industry forces black workers to belong to SATU. However, in a number of factories, black workers have sought to resign from the union and to join the PWAU instead.

They are not permitted to resign from SATU, however, unless the industry's industrial council grants an exemption from the "closed shop" clause.

It is expected that further applications for exemption from SATU's closed shop will be made in the near future.
sessed about disciplinary and dismissal issues even during periods of economic boom.

Generally speaking, employers will have to contend with the growing expertise of the new generation of mainly black unions — especially those affiliated to the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), as well as some well-organised independents such as the General Workers' Union.

It seems likely that the following may be some of the most important features of industrial relations in 1984:

- Increased use of the Industrial Court. Unions' effective use of the court during the past year has been largely prompted by their appreciation of the dangers of striking in a recession. Strike action may become a more attractive option to resolve disputes if the economy improves in 1984, but there seems little doubt that many unions will continue to resort to legal action. Unions affiliated to the Trade Union Council of SA (Tusca) have been slow to use the court. But Tusca recently decided to establish a legal service for its affiliates and it seems likely that lively litigation can be expected from some of them during 1984.

- The drift towards industrial councils and centralised forms of bargaining by some emerging unions during the past year appears likely to continue. This drift partly resulted from the erosion of their shopfloor strength during the recession. However, even if the economy improves during 1984, it seems possible that this movement towards industrial councils will continue — possibly at a somewhat erratic pace, with some unions temporarily pulling out of councils if this suits them. And there is little doubt that emerging unions will press with increasing vigour for councils to be reformed to meet the needs and interests of black workers.

Agreements

Coupled with this trend towards participation in "official" structures has been the willingness of emerging unions to use dispute-settling procedures enshrined in the Labour Relations Act and industrial council agreements. Once again, it has made sense for them to use these in the recession. But the fact that some unions appear to be achieving a measure of success through the use of these procedures suggests that they may be used even when the economy improves.

- The growing interest of unions in health and safety issues is significant. It seems likely that in 1984 at least some employers will be startled by unions' growing expertise in dealing with such issues.
- Events of the past year point to emerging unions making increasingly effective use of their ties with international union bodies. These ties have enabled SA unions to place strong pressures on multinational companies. But local SA committees of some international union bodies have also...
provided forums in which SA unions belonging to different groupings have been able to devise common strategies. Efforts to establish a broadly-based federation of emerging unions show signs of faltering. Indeed, these efforts have highlighted the differences between the more mature, professionally organised emerging unions and the more recently established, mainly community-based ones.

It may be possible for the more mature unions — Fosatu, Casa and independents such as the General Workers' Union and the Food and Canning, and African Food and Canning unions — to move towards some kind of federal structure. Even if this is not achieved, it seems likely that there will be growing co-operation between them, and

Finally, there will be increased union pressures for worker participation in decision-making. Gencor manpower chief executive Naas Steenkamp believes that conflict over defining the boundary line between management prerogative and worker participation in decision-making may disrupt labour peace far more than disputes arising from collective bargaining in the decade ahead.

He told the FM Investment Conference this year that "since there are severe constraints on producing spectacular results in the area of wages, union leadership is exploiting the area of arbitrary management decision-making." Steenkamp warned that management would have to "go forth and do battle in order to draw the boundary between management prerogatives and collective bargaining, to achieve acceptance of this distinction, to concede the degree of participation necessary to achieve such acceptance, and to live by the rules."

—— in my opinion ——

ROBIN FRIEDLAND

Give them the vote

Robin Friedland is a former senior editor of the FM He takes a keen interest in SA politics.

The white referendum, which yielded a thumping two-thirds majority in favour of the new constitution, was a major turning point in SA politics. But euphoria in vanguard Nationalist quarters should not be allowed to obscure the truth that the potential new voting pattern is no more than a point of departure for a fundamental reconstruction of political relationships between English, and Afrikaans speaking South Africans.

The referendum has confirmed one vital point — that Anglo-Afrikaner relationships remain the fulcrum on which all other SA political issues turn. This includes the vital issues of political relationships within the major parties.

The National Party, even after shedding the bulk of its rightwing, remains a political institution in transition. It has not yet fully escaped from outmoded political reflexes — especially those concerning English speakers are concerned English-speaking South Africans who voted "yes" should make it plain that their affirmative votes were not cast in favour of outmoded, self-serving and divisive policies — especially those affecting the political position of English-speaking SA itself.

I would like to suggest that the most pressing issue on which Nationalists sincerity about developing a genuine political partnership with English-speaking speakers should be judged is reform of the horribly distorted white electoral system. We cannot afford that within the unsatisfactory and transactional political arrangement

ments in the new constitution, real power remains with the white-elected House of Assembly through its majority vote in presidial elections.

That Assembly is elected on the basis of a delimitation which long ago forfeited the right to be called a system. The Nationalists in 1948 inherited delimitation provisions which permitted the unloading of rural seats up to 15% from quota and the loading of urban seats by a like amount. Over the years this measure of discrimination, used to the hilt by successive delimitation commissions, was intensified by further discriminatory provisions.

Arbitrary

Ultra-large rural seats were allowed an unload of up to 25% from quota. South West Africa, while still represented in the Assembly, held an arbitrary six (inevitably Nationalist) seats, when equality of voting strength would have awarded two, or three at the most. The last turn of the screw was an entirely arbitrary franchise for the representation of the provinces, coupled with an unreasonable extension of the maximum period between delimitations. The political purpose behind the final move was blatant — to prevent the growing demographic strength of the Transvaal being commensurately reflected in Assembly representation. To its perpetual shame, the New Republic Party (NRP) supported this undisguised gerrymander.

Without losing one's way in a morass of statistics, it suffices to say that the end result was to devalue the franchise of city-dwellers by a third or more. The skewed delimitation was effectively a means of devaluing the English-speaking vote. All this, please note, while English-speaking subjects remained subject to all the obligations of citizenship.

To establish credibility in their conversion to the principle of Anglo-Afrikaner partnership, the first priority for the "New Nationalists" must be to consign the whole distorted system of white parliamentary representation to the dustbin. Let them start again on the principle of equality of all white votes.

The voting structure in the referendum furnishes a secure political basis for the overdue task of white electoral reform. Current Afrikaner voting patterns demonstrate that the likely future beneficiaries (in the party-political context) of the present skewed electoral system are the two parties of the Right, whose main strength is concentrated in a crescent of rural seats around the borders of the Transvaal.

The large affirmative majorities piled up in all major urban centres should be enough to convince the Nationalists that their political future lies with the vigorous Anglo-Afrikaner business and middle classes who provide the cutting edge of economic growth and support political evolution towards a better SA for all.

A word should also be said about provincial rivalries. Although the Prime Minister has always had his personal power base in the Cape, he is about to exchange that base for a national white constituency as elected executive president. So rural Cape political interests (which, with the rural OFS and rural Transvaal, would be the chief regional losers from electoral reform) need not, on any political reading, be allowed to act as a brake any longer on the necessary process of electoral reform.

The Nationalist leadership must now be challenged to generate genuine Anglo-Afrikaner partnership. Towards this end they should enact — as soon as possible — the appropriate constitutional changes for reform of the white electoral system. Then, they should call an early general election for a House of Assembly constituted on the basis of the reformed system.
LABOUR RELATIONS

Unions in 1984

Given the speed at which events in SA labour are moving, predicting future trends can be an extremely risky pastime. However, there are strong indications that collective bargaining is going to be a difficult process in 1984 — and that employers will continue to face new union strategies and demands.

During the past year, emerging unions have rapidly evolved a host of new strategies. Many of these were developed to contend with the economic downturn, which has weakened many unions and eroded their shopfloor strength. Because the downturn is likely to last well into 1984, it seems inevitable that they will continue to use such tactics. However, these could give way to new ones when the upturn finally arrives.

Some industrial relations practitioners warn of the danger of placing too much reliance on traditional, Western theories about unions' behaviour. Until fairly recently, for example, many SA employers nursed a fond belief in the long-held view that while unions focus much attention on pay in times of economic boom, this issue assumes a much lower priority during a recession, when unions become obsessed about job security.

But the wave of pay-related strikes and disputes in recent months in some of the most recession-hit industries must surely make many employers more cautious in predicting unions' behaviour. A number of factors peculiar to SA are at play — and these will have to be kept in mind by employers during 1984.

Firstly, less than 20% of the black workforce (outside agriculture, domestic service and the public sector) is unionised. Emerging unions are likely to grow fairly strongly in the year ahead and will try to impress new recruits by obtaining substantial gains for them.

Secondly, there is a growing awareness among black workers of the broad wage gap between skilled and unskilled employees. Coupled with this is the fact that black pay in some industries has not kept pace with the CPI during the past year, and many unions representing blacks are, therefore, hoping for substantial pay increases in 1984.

Thirdly, the effects of the drought should not be underestimated. Many black wage earners support large families living in rural areas who largely depend on subsistence farming to survive. The drought has devastated herds and crops in many of these regions, placing pressures on family members with jobs to earn more.

Fourthly, in a country such as SA, where a black man's loss of his job can mean a loss of urban residence rights, unions representing blacks can be expected to be ob-
Unified unions
in SA ‘unlikely’

Labour Reporter

THE development of a unified trade union movement in South Africa with a single political ideology is highly unlikely at this stage, according to a leading spokesman on labour affairs, Professor S M (Blackie) Swart.

Professor Swart, professor of Industrial Relations at the Graduate School of Business of the University of Stellenbosch and a member of the National Manpower Commission, came to this conclusion in a paper read at a forum in Germany this week.

The forum, held in Kronberg, dealt with South Africa’s economy and its relations with the Federal Republic of Germany. Professor Swart dealt with future aspects of the South African economy in the context of political developments.

Dealing with political movements, Professor Swart says that in the absence of political machinery for blacks, the trade union movement may be used as a mechanism for the achievement of political objectives.

At present, however, the emergent trade union movement covered a “broad spectrum of political rhetoric” ranging from populism, African Nationalism, Pan Africanism, African Socialism and Social Democracy, and there were even a few racially and culturally elitist trade union movements.

“The establishment of a unified trade union movement which can accommodate this Joseph’s coat of political ideology seem highly improbable at this stage,” Professor Swart argues.

One reason for this was that there were numerous “rival non-racial and racially-exclusive movements vying for a political constituency.”

Because of internal dissension within black South African politics, it seems improbable that one black political movement will become predominant, he says.

Later, he argues that South African will continue to have one of the “world’s healthier economies for the foreseeable future.”

Dealing with the new constitution, Professor Swart says he understands the government has been holding discussions with numerous black political leaders on the subject of political accommodation.

“This remains a central and no doubt, the ultimate question in South African politics. At this stage it is unanswered and unanswerable,” he adds.
Worker power grew in '83
Unions break new ground

By Carolyn Dempster, Labour Reporter

Against a backdrop of recession and massive retrainments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions.

The Chamber of Mines opened the doors. Black unionism and black miners were handed the key to collective bargaining.

Of the three black unions granted access to organise on the mines in 1983, the National Union of Mineworkers (NUM), has as the most formidable force.

NUM recruiting members at the rate of 5000 a month, is poised to become the largest union here with 60 000 signed-up members. It is already the biggest union in the mining industry.

The emergence of the black unions continues to pose problems for the white mining unions. The desire for an industrial council in the mining industry was manifested in the formation of a Confederation of Associations and Mining Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives.

CHAGRIN

Later on in the year, Arnie Paulus' Mineworkers' Union changed gear, adopted an overtly political stance and began organising workers in other areas outside the base — much to the chagrin of the Amalgamated Engineering Union which all but accused the MU of poaching.

The white Mine Surface Officials Association, which denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM's decision to establish a black mine surface officials union.

However, with a potential 380 000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root.

The year started with the slide into a deepening recession, and the return of an extended strike posture — by September the figure had topped 15 000.

That did not seem to affect the rapid growth rate among unions, and strike activity dropped off in the first six months. Workers showed they were willing to go out in strike in support of colleagues they considered unfairly dismissed by management. Strikes towards the latter half of the year increased.

Meanwhile, NUM set up several warning beams for employers. Employers should have reasonable grounds for dismissal, must have investigated any alleged misconduct thoroughly before dismissing a worker, must be investigated any chance to present his side, must not use words that are derogatory, must bargain in good faith with unions.

The Star/Mswa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers en masse if all necessary procedures have been followed.

At a summit meeting of the country's 104 industrial councils, it was agreed that the vague definition of what constitutes unfair labour practice was the biggest problem facing unions and employers, and that amending legislation was not likely to be introduced before 1986. Manpower Director-General Dr Piet van der Merwe said.

The struggle for recognition and rights was not waged solely on the shop floor and in the industrial court in 1983.

The historic Appeal Court judgement in June, whereby migrant worker Mr Meliolou Tom Rikhotso won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country's 80 000 contract workers.

New labour legislation was scant in comparison to the previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May 1984. The Human Sciences Research report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pointed government concern.

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April.

In probably the most politically significant development within the worker movement this year, while individual trade unions and a sample of trade unions indicated their support for one or other organisation, there was no direct affiliation.

Instead, the feeling among Fosatou, and to a lesser extent the Council of Unions of South Africa (Cosa), has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups.

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms.

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tackled behind closed doors and attempts to reconcile inter-union differences are continuing.

State interference in labour matters continued to follow the repressive trend established in recent years, with the Ciskei government emerging as the arch villain.

CONTENT

Not content with the repeated detention and harassment of South African Allied Workers' Union and General and Allied Workers' Union officials at the start of the year, Ciskei banned SAAWU outright in September.

Finally, South Africa's oldest and largest union federation, the Trade Union Council of South Africa, Tucsa, moved away from the centre stage during 1983 to take up a position in the wings of labour relations.

PRAISE

The council's annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tucsa's relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions.

This was primarily the reason for the withdrawal of the largest union in the country, the SA Boilermakers' Society, from Tucsa in November.
SOMERSET, Thursday, December 20, 1984

UNIONS AND THE UDF QUESTION

The controversy of union seeking to co-exist with the UDF in a "national" character has been ongoing in South Africa for some time. Some unions have been able to maintain their independent status while others have chosen to affiliate with the UDF. This has led to debates about the role and purpose of unions in a democratic society.

The UDF, as an alliance of workers, youth, church, sporting organisations and so on, has an umbrella body seeking to co-ordinate organisations previously acting independently," the editor explained.

He added that they were not satisfied because they have not received as much trade union support as they had hoped for, "however we see the participation of workers in the UDF as important.

"The more workers that come in the closer we are to gaining a truly national character South Africa is still under colonial conditions and the struggle against imperialism is a struggle against capitalism. For this reason the working class must provide the backbone of the struggle."

Non-racial

Mr Lekota said that by "national character" he meant that UDF was a non-racial organisation — which means that they embrace all races and bring together all classes.

The presence of workers and middle classes in the UDF was discernible, but a significant section of the working class in some major trade unions still remained outside their fold.

Asked whether whites have a contribution to make in the struggle, he said they have, because some have shown their rejection of the apartheid laws, such as influx control, mass removals and have even refused to join the army.

However, he continued, he saw other unions taking up political issues as well after workers have turned to them. He added that to link to the community-based organisations was not to "sell-out." The UDF could be used to fight these issues directly.

He added that some criticism has been levelled by some of the independent unions that the UDF is dominated by "middle class" people and workers find it difficult to participate.

He conceded this, but said that workers must join to give the UDF direction and make their voices heard.

Asked whether affiliation to the UDF may not sway the political thinking of workers, he answered that the organisation has not forced any union to join. Every union will consider whether or not to join and the democratic processes within the unions will take their course.

He added that the disunity among unions is disappointing. UDF has sent a letter to the feasibility committee giving solidarity to the unions in their search for unity.

Organised

"We also stated that workers must be organised beyond the factory and need to form an alliance with other classes and that the UDF is the best forum for this."

Referring to individual membership by workers, he said that the problem with a "loose affiliation" was it would not be easy to co-ordinate and mobilise the people. The situation would be greatly improved if unity on the factory floor and unity in the communities could be achieved.

"It will thus be easier to take actions and to take decisions if the trade unions had already formed themselves into a single federation."

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The controversy of union seeking to co-exist with the UDF in a national character has been ongoing in South Africa for some time. Some unions have been able to maintain their independent status while others have chosen to affiliate with the UDF. This has led to debates about the role and purpose of unions in a democratic society.
Consumer power developing into a major weapon

LABOUR WEEK by PHILLIP VAN NIEKERK

IT was clear from the recent boycott of Simba products that the use of consumer power is developing into a major weapon for emerging unions.

Now it seems that the use of trade union power is developing into a major weapon for consumers.

Workers at 'Anglovaal's Hartbeesfontein mine near Klerksdorp, who have recently joined the National Union of Mineworkers, have organised consumer boycotts of local taxis and trading stores.

Claiming that they are "being robbed", the workers have decided to exert their organisationa muscle to deal with soaring prices.

The workers say the shops near their hostels have been overcharging and selling rotten food and that shopkeepers have been rude and insulting to workers.

So worker delegations have visited shops in the area to express their complaints and hand out lists of prices which they say the shops should be charging.

They have also launched a boycott of the local taxi association for allegedly overcharging them for trips into Klerksdorp and have approached a rival taxi association for transport.

It is not surprising that the organisation of this form of consumer action should take place in migrant worker hostels where the workforce makes up a community on its own.

In these circumstances, trade union action is almost automatically community action and it becomes difficult to draw the line between shop-floor issues and shop-customer issues.
AMID the turmoil of union organisation and disorganisation precipitated by the events of recent months there remains at least one person whose optimism is undiminished.

Professor Nic Wiehahn, father of the country's new labour dispensation, believes the country has endured worse before and has survived.

Now head of Unisa's Business Leadership School, the man whose name is synonymous with the dramatic changes in industrial relations since 1979, took time out to share some views on the state of the country's industrial relations.

For one thing he is optimistic about the future. And secondly, he does not regret the pioneering moves he instigated in 1979 which led to the recognition of black trade unions.

Move to moderation

His response to the significant decision of the Federation of South African Trade Unions to take part in this month's two-day stay-away is: "My sense is that this should not be seen as a growing trend towards politicisation of the unions."

"One must accept development in the union and the fact that some will become more radical."

"It is known all over the world that trade unions are used for many purposes and that one can expect them to be used for political motives and movements."

But, Professor Wiehahn claims, there is a discernible movement towards moderation among most of the unions and a generally better situation between employers and employees.

The political stay-away - he argues - is a futile war. "To aim at the employers is to hit at the wrong target. If the stay-away is political, there is very little the employers can do."

"It is a war in an arena where the other party can do nothing. In the end, employers can be expected to respond."

Unlike a number of others, Professor Wiehahn does not believe the new constitution itself has forced a deterioration in industrial relations. The labour dispensation had developed its own momentum.

Choice of dangers

Has he created a monster which is now difficult to control?

"Had we not taken the steps we did we would most certainly have created a monster," he says.

The position at which the country had arrived in 1979 was no longer a simple choice between what was safe and what was dangerous.

"It had become a choice between what was more dangerous and what was less dangerous."

At least six major factors underlie the need to change the laws, the lack of immigrants, decline in white birthrate, the multinational's pressure for change, the slow internationalisation of the trade union movement, the dangers of exploitation of the situation by radicals and, lastly, the political developments around South Africa.

"We are no longer Robinson Crusoe living on an island. We are part of a world which is getting smaller and smaller. Had we not changed the laws, we would have had a monster even more vicious." Professor Wiehahn sketched a situation in which the entire black work force would have turned against the country.

"We would not have had a single, intelligent, thinking black person with the desire to preserve the system - not one."

But he admits there are certain areas of concern.

In the first instance there appears to be a growing internationalisation of the trade union movement, as well as the development of an indigenous South African character which the commission advocated.

Unfortunate amendments

The second was the indications of Government re-entry in the industrial relations set-up. The legislative amendments to the scope of the Industrial Court recently were "unfortunate."

Government attempts to define an "unfair labour practice" - the subject of an ongoing debate inside the Industrial Court - were also unfortunate.

"The court should be allowed on the basis of equity to develop its concept and in that way stimulate the development of the labour law system."

Professor Wiehahn was cautious about commenting on detentions of trade union members.

"The bottom of the balance sheet must show one as either in the red or in the black. Again it is very much a question of what is safe and what is dangerous, but what is more dangerous and what is less dangerous."
ON THE TURMOIL ON THE LABOUR FRONT

Constitution frustrates black unions

One of the reasons offered for the breakaway was that the Fosatu leadership was "not political enough". But the events since the implementation of the constitution have resulted in a speeding up of the political dynamics within which the unions work.

Although Fosatu condemned the new constitution and the August tripartite elections, it did not embark on any overt political action. But the black unrest in the townships, and in particular the deployment of the army in Soweto, appears to have been the final straw precipitating the union into support of a political action.

But whether it will continue taking part in such political demonstrations is not certain.

The union itself maintains that its basic strategies have not changed and that it remains sympathetic to the broader-than-workplace issues.

But the recent detentions of its leaders and the internment of the dispute could prove its refusal to support them, the Anti-Republic Day Committee of 1981, the Anti-Sak Committee and others.

Fosatu's refusal to affiliate led to increasing tensions within the organisation.

In July this year, one of the most prominent of the Fosatu unions, the Metal and Allied Workers Union, split over this issue.

A breakaway section established its own unions and attempted to hijack East Rand factories.

The black political turmoil following the introduction of the new constitution has led to a radical shake-up in traditional strategies within the trade union movement.

Caught most firmly in the vice of the new pressures — black frustration on one side and white intranquility on the other — is the powerful Federation of South African Trade Unions (Fosatu).

Earlier this month, the Federation took the unusual step of supporting a political work stay-away called by a number of community and other organisations under the umbrella of the Transvaal Regional Stay-Away Committee.

The police raid on Soweto, supported by the SADF, has been offered as the ostensible reason for the Federation's decision to ally itself with community organisations in this highly-political action.

But fierce pressure from the seething black membership was the main factor.

In the wake of the polarisation created by the constitution, the union has come under intense pressure to abandon its traditional policy of concentrating on shop-floor issues.

Now it has finally made the change and the crucial question being asked is whether this implies a growing Fosatu role in overt political resistance to the status quo — an ominous development for the state and employers.

Fosatu's basic philosophy was spelled out by the Federation's president, Mr Joe Foster, in 1982.

He argued against the affiliation of unions to community-based political organisations, as was practised by the black consciousness-aligned unions.

Instead, he argued for concentration on shop-floor issues so as to build a durable base while at the same time developing "working class politics".

Increasing pressure

Since then, however, there has been an explosion of community-based political organisations — enhanced by successes achieved by the Anti-Republic Day Committee of 1981, the Anti-Sak Committee and others.

Rents, services, squatting removals, bus tariff hikes and numerous other issues have served as sore points around which the community-based political organisations have been able to build their strength.

Fosatu's attempts to remain sympathetic to these struggles, but not directly involved, came under increasing pressure from the rank-and-file membership who could not see how shop-floor issues could be separated from the political situation in which they were forced to live.

The formation of the United Democratic Front in 1983 exacerbated the problem.

While some of the general unions joined UDF or its black-consciousness equivalent, the National Forum, Fosatu, held rigidly to the view that organisational and other problems made it difficult to affiliate, although they were sympathetic to the aims of the organisations.

At root was concern that the trade unions — vanguard of the workers' struggle — would be submerged in a loosely-defined organisation which included middle-class and merchant elements.

Strategies unchanged

Fosatu's refusal to affiliate led to increasing tensions within the organisation.

In July this year, one of the most prominent of the Fosatu unions, the Metal and Allied Workers Union, split over this issue.

A breakaway section established its own unions and attempted to hijack East Rand factories.
Mr Louie le Grange has described the current wave of unrest in the black townships as more serious than the 1976 Soweto disturbances. For once I agree with him.

The unrest is not yet as widespread as it was in 1976 and the casualty figure is still lower. Mr le Grange said last Thursday that 150 people had been killed (another three have died since then), while the official death toll for eight months of unrest in 1976 was 575.

But the conflict this time is more the result of pointed political action, less the spontaneous outburst of rage which erupted in the Soweto schools eight years ago.

Many of the protests have been planned and there is a basis of political organisation in the form of co-ordinating committees which have brought together a wide range of organisations in the black community, the most important being the United Democratic Front.

As Mr le Grange has noted, there are many more adults involved this time. It is not just a youth rebellion.

There are several other important differences as well.

One is that the black trade union movement has become involved for the first time, which could lead to the political mobilisation of our racially defined working class.

Until now the most important unions have resisted repeated attempts by black political organisations to draw them into the political struggle. They seemed determined to concentrate on improving the wages and working conditions of their members instead.

Now, by its heavy-handed actions against the unions, the Government has gratuitously done what the black politicians could not. By detaining leaders like Mr Chris Dlamini, the president of Fosatu, and Mr Piroshaw Camay, the general-secretary of Cosatu, the Government has politicised the black union movement at a stroke. It is something it will live to regret.

Future historians may well record it as the single most foolish action in 36 years of nationalist rule.

The protest strike of November 5 and 6, which prompted these detentions, was itself enormously significant. Prompted itself by the heavy-handed Sebenza raid of October 23, it was by far the most successful action of its kind that has been staged in this country.

This shows that, with unmon- tage, blacks now have the ability, and the willingness, to inflict serious damage on the economy to further their struggle for political rights.

The unrest also has the makings of a constitutional crisis. With the new constitution barely in place, it has been stripped of legitimacy by the mass boycott of the coloured and Indian elections in August and now by the evidence that it has accelerated the alienation of the Afri- cans.

It has virtually wiped out the system of black local authorities which the Government has established in the townships, and which were to have formed the basis of the next phase of its constitutional development.

The Government has been working towards the idea of creating a national council for urban blacks, based on these township councils, which could be given authority over urban black "own affairs" and also be slotted in beside the "homeland" governments in the confederal framework of the envisaged "con- tellation of Southern African states."

This would complete the "neo- apartheid" constitutional structure.

But the township councillors, who are despised as "collaborators" in their communities and often live in conspicuous luxury, have been pro-
Unions agitation for socio-political reform

In the past, the State has responded to such demonstrations of power with harassment and imprisonment, putting into motion a police operation to forcibly put down the protest. In the event of a repeat of such tactics, workers of the state are called to withdraw their support for the agitation. The state is expected to bring in new laws to prevent an opportunity to repeat the events of last year.

The demand for the withdrawal of the section 144 and 145 of the Indian Constitution will be raised.

In the absence of a central union leadership, the agitation will lose its momentum and the workers will face the brunt of the state's repressive measures. The workers are advised to continue their agitation in a peaceful manner and to avoid any form of confrontation with the police. The demand for the withdrawal of the section 144 and 145 of the Indian Constitution will be raised.

In the absence of a central union leadership, the agitation will lose its momentum and the workers will face the brunt of the state's repressive measures. The workers are advised to continue their agitation in a peaceful manner and to avoid any form of confrontation with the police. The demand for the withdrawal of the section 144 and 145 of the Indian Constitution will be raised.
Le Grange pulls trade unions into political arena

BY PHILLIP VAN NIEKERK

If Mr Louis Le Grange had set out to draw black trade unions further into the political arena, he could not have done better than detain their leaders under security legislation.

At least 17 unionists — including Mr Froschaw Carnay, general secretary of the Council of Unions of South Africa (Cusa) and Mr Chris Dlamini, president of the Federation of South African Trade Unions (Fosatu) — are now being held without being charged.

Several of them have been held since June — months before the two-day stay-away.

Mr Le Grange made it clear last week that some form of trial connected with the stay-away is envisaged by the Government.

But as even business leaders have pointed out, in quite strong terms — the Minister of Law and Order's way of going about things is remarkably short-sighted.

For business, the arrest of Mr Carnay came just as negotiators had begun with him and other union leaders to stave off a second stay-away, which (at present, unsubstantiated) rumour has it is due to happen in the next few weeks.

In a time of deepening protest by the black community, there is immense pressure on the residents of the townships to use every available way open to them to express their political frustration. There is pressure on the unions to act as vehicles for these grievances.

The Government has been warned for years that politics could surface on the shop floor if labour reform was not accompanied by genuine political reform.

The massive show of support for the stay-away was more than a sign of the new-found clout of the emerging unions. It left one in little doubt of the political sentiments of South Africa's black workers.

Thus, until there is real movement on the political front, it seems likely that expressions of black political grievances will increasingly be seen in the labour field.

Mindful of the damaging effect a week-long stayaway could have on the economy, the private sector has been treading a delicate path in acting to prevent one.

It is becoming commonplace to add that locking away responsible union leaders — such as Mr Carnay and Mr Dlamini — will not solve any prob-
a new phase

relationship between community and student organisations and the trade unions were formed in the Vaal and East Rand townships. The elements of this relationship first came together during the Simba Qux boycott campaign launched from Tembisa in August.

On September 3 a successful one-day stayaway took place in the Vaal to protest against rent increases.

By contrast, the stayaway called by the Release Mandela Committee in Soweto for September 17 ended in confusion. As unrest spread and the education crisis intensified, the Congress of South African Students initiated a series of parent-student meetings on October 10 to elicit support from workers and the wider community.

This was followed on October 14 by a meeting of 4,000 people in kwaThe ma to establish the kwaThe ma Parent-Student Committee. This consisted of 10 students and 10 parents. Many of the parents are active trade unionists, including Chris Dlamini, President of the Federation of South African Trade Unions, now in detention.

It was this committee which organised the highly successful stayaway in kwaThe ma on October 27.

A further local stayaway was envisaged for October 29 if student demands were not met.

This action, however, was to be overthrown by events. The momentum built up in the kwaThe ma stayaway prepared the way for a larger regional action.

The Transvaal Regional Stayaway Committee was formed on October 27 following approaches made by the Congress of South African Students and the trade unions.

The committee included members from political, community and youth organisations and from the trade unions.

It was this committee which called for a two-day stayaway in support of the following demands:

- Democratically-elected Student Representative Committees
- No age limit on secondary education
- Abolition of corporal punishment
- An end to sexual harassment of female students
- Security forces to be withdrawn from the townships
- Release of all detainees
- No increases in rents, service charges and bus fares
- Reinstatement of sacked workers from Simba Qux.

The last demand, a work-place demand, shows the continuity with the previous period.

In the event the Simba workers achieved their goal before the two-day stayaway began.

In our attempts to monitor the stayaway we sought to investigate the relationship of trade union organisation to the size of the stayaway.

Using the Saltco Directory of Trade Unions as our database, we phoned every firm in the PWV area which had a recognition agreement with an independent union.

We spoke to 71 of these, with only six refusing to talk to us.

Our findings were:

- Unionsised factories gave overwhelming support to the stayaway; 70 percent of our sample had a stayaway rate of over 80 percent.

- These unised factories were concentrated on the East Rand and the Vaal, the areas where the stayaway rates (as indicated by management groups) were highest.

The poor showing in Pretoria reflects the limitations of our sample group.

We know from other sources that the stayaway in Atteridgeville was almost total.

However, commuters from the neighbouring homeland came to work in Pretoria as normal.

A similar situation occurred in Brits with location dwellers supporting the stayaway and commuters working normally.

All sectors where unions were present were equally affected.

Mining was an exception where lack of participation was probably due to their isolation from the townships and the aftermath of the recent strike.

There was no weakening of the stayaway on day two as had been anticipated by some observers. 56 percent of establishments maintained the same level of stayaway for two days, 20 percent weakened and 24 percent actually intensified on day two.

In the past, extended stayaways have failed, such as the call for a five-day stayaway in November 1976 which simply petered out.

- There seems to have been no significant difference in the participation of migrants and township dwellers in some of the 71 establishments surveyed, migrants were a significant proportion of the workforce.

In five of these there was a 90 percent-plus participation in the stayaway.

Secondary evidence and interviews later confirmed these findings.

- None of the employers interviewed envisaged disciplinary action.

The most common response was to deduct wages for the two days' absence.

Some employers treated it as paid leave.

Others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full.

There is later evidence of dismissals in smaller unorganised factories.

- Labour Monitoring Group
  Dr Bill Freund, African Studies Institute, Wits University
  Stephen Gelb, African Studies Institute, Wits University
  Dr Jon Lewis, South African Labour Bulletin
  Mark Swilling, Department of Political Studies, Wits University
  Graehame Simpson, Department of History, Wits University
  Professor Eddie Webster, Department of Sociology, Wits University

TOMORROW: Conclusions and future implications.
Cruicial labour issues
Sasol shackles raise
Standard"
Unionists set to join politics

By Joshua Raboroko

"We also have a very little role to play in the political issues such as fighting for citizenship, transport, housing, overtime, discrimination, interéses and discrimination in the workplace in the region."

Professor Sekhuma

"The ANC is the body that represents the interests of all workers. They all need to be represented and their interests must be taken into account."

Professor L. Shwama

"In the meantime, the ANC has to be supported by organizations like the Independent Workers Union of South Africa (IWU-SA), which is made up of retired workers who are involved in advocating for workers in the region."

"The leadership of the ANC in the region needs to be more active and engaged in the interests of workers."

"However, the ANC must also be supported by other organizations such as the Independent Workers Union of South Africa (IWU-SA), which is made up of retired workers who are involved in advocating for workers in the region."
‘Political changes could come from shop floor’

Financial Editor

RADICAL revolution from the trade unions was not likely ‘yet, or easily’ Mrs Kate Jowell, senior lecturer at the Graduate School of Business at the University of Cape Town, said last night.

She was speaking to GSB graduates on the role of management, trade unions and politics.

Revolution would not come unless ‘work-place politics’ pressure was met by ignorance and intransigence from business and the State and ‘we reach a state of war on the shop floor too ghastly to contemplate.’

Mrs Jowell considered that change in the wider political and social sphere would be brought about as a side effect as unions pursued their main activity of improving basic working conditions.

Citizens

Government had moved to grant black workers ‘industrial citizenship’ and the contradiction of not granting political citizenship to black workers as well would have to be resolved.

Mrs Jowell said that Government was actually setting in motion some of the changes in society it was unable to do politically if it wanted to stay in office.

The inclusion of black workers in labour legislation and the ensuing collective bargaining had done something remarkable for race relations in this country because it is forcing people of different races to sit around a table to work out common problems, a practice which is totally foreign to most of them.

Labour

Some unions might disregard the established institutions of labour relations, forcing management to do so and forcing Government to ‘change its laws and policies to accommodate a changed system.’

She said that this had already happened with strikes changes in Pretoria.

A case in point was the National Party agreeing to the 20-year lease in the Western Cape because business was not prepared to build homes on the 20-year system and it was crucial, in these difficult times, to build homes.

Or the 900 or more strikes that had taken place in the past three years only two or three were legal and only a handful of people were prosecuted for breaking the law in that way.

There was much talk of de-criminalising strikes, which shows a powerful group of people — voters or non-voters — have ways of influencing the course of events that fall short of throwing bombs and burning buildings.

Workers were acquiring allies among the more enlightened businessmen who have power and political muscle to press for...
All quiet on school front as pupils return

By Eugene Salimatha

Classes at Indian and coloured schools throughout the country have returned to normal after two weeks of protest by pupils over the tricameral elections. Spokesmen said today no incidents had been reported, though the future of Indian pupils who were suspended was still uncertain.

The Director of Indian Education, Mr Gabriel Krog, is due to make a decision next week.

At the University of Western Cape, classes returned to normal today after a two-week election boycott protest.

An SRC spokesman said a meeting would be held later today to discuss procedures.

Officials of the Cape Department of Education and Training have received reports of sporadic unrest at several schools, though most pupils have returned.

A DET spokesman in Johannesburg said classes in Soweto had returned to normal.

In Ktithong and Tembisa and at Minerva High in Alexandra classes have been suspended indefinitely.

Unions slam elections as Gov't's failure

Labour Reporter

The Indian and coloured elections for the new tricameral parliament have been discounted as a Government failure by independent unions representing about 300,000 workers countrywide.

In a statement released today the six union bodies said it was ridiculous for the Minister of Internal Affairs to take the results of the recent elections as a mandate to go ahead with the new constitution. "It is time that this racist government realised that apartheid in whatever guise is unacceptable to the majority of workers," the statement reads.

The real democracy practiced in the independent unions showed up the new constitution as a farce, it adds.

Signatories to the statement are the Federation of South African Trade Unions, the Council of Unions of South Africa, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association.

The unions also reject attempts to pin blame for the low polls on intimidation.

"The government swung the whole power of the state in support of the elections weeks before it mounted a high-powered publicity campaign urging so-called Indians and coloureds to vote.

In addition to this the Government had set out to harass progressive organisations, culminating in the detentions of more than 100 key activists from these organisations.

The unions have called for the release of those detained."
Unions urge boycott

A POWERFUL grouping of independent trade unions has urged workers throughout the country to boycott the coming elections for the coloured House of Representatives and the Indian House of Delegates.

The unions, which represent 300,000 workers countrywide, expressed their support for the "opposition by organisations of the people to the elections," which will be held on Wednesday this week and Tuesday next week.

The trade unions called on workers to "demonstrate their rejection of this fraud by not going near the polling booths on these days and where, given time off, to either refuse such time off or to go and remain at their homes."

The 24 unions, which met in Cape Town at the weekend for talks on a new national union federation, include affiliates of the Federation of South African Trade Unions and the Council of Unions of SA, as well as the Commercial, Catering and Allied Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union and the Food and Canning Workers' Union.

(Supplied by P. Green, 255 St George's St, Cape Town)
Bill ‘encourages total registration’

HOUSE OF ASSEMBLY. — The “ideal” of total registration of trade unions would be encouraged by the Labour Relations Amendment Bill, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

The bill, which went through its final stages in Parliament yesterday in spite of the opposition of the Progressive Federal Party and New Republic Party, will limit the power of unions which do not comply with the minimum requirements of the law to negotiate enforceable agreements with employers.

Mr Du Plessis said the bill would not take away the rights of anyone to act collectively “provided there is compliance with the minimum requirements, as laid down in this law”.

Some unions did not want to comply with these requirements but wanted to take advantage of the system.

“The department, and in many cases workers in particular factories, do not know the bona fides of those people, yet those people act on their behalf.

“They could be ordinary agitators or people of the machinery which has been introduced into the labour market,” Mr Du Plessis said.

The minimum requirements of unions included the duty to keep records and report back annually to their members on how their money was spent, and to spell out their aims in a constitution.

“If such an organization or trade union is restricted by its constitution, then its members will know if the organization is busy with other matters and is not serving their interests.

“In other words there must be protection to the worker and members of trade unions, by ensuring that a discipline is imposed on the trade union,” he said.

A principle which was important was certainty for a union to use the dispute-settlement procedure provided in the law.

What had happened, however, was that people who in no way complied with the requirements of the law were entering the collective bargaining terrain.

The bill would protect workers against trade unions which possibly wanted to exploit them and lead them on the wrong road, Mr Du Plessis said.

“Unions such as Tussa were always in favour of extending rights to black workers and workers of other colours.

“They are today in the kraal. They work within the system.

“Must I now ignore them because there are now a few organizations which say to Parliament they will not take any notice of its law and carry on as they like — to drive on the right-hand side of the road, and if necessary even side down.

“We simply cannot allow it. The whole point of departure of this legislation is to bring about order and discipline and to bring security for everyone,” Mr Du Plessis said.
By denying rights got, injustices blacks
GST: Unions warn Horwood

By RIAAN DE VILLIERS
Labour Reporter

TWENTY-FIVE trade union representatives from the South African Federation of Trade Unions (Fosatu), representing almost 300,000 workers, have warned that the shock GST adjustments announced last week by the Minister of Finance, Mr. Owen Horwood, may result in industrial unrest.

In a statement issued in Cape Town yesterday, the unions said the list of foodstuffs on which GST would be lifted was "totally inadequate," and rejected the increase in GST on other household goods.

'No choice'

The statement said the minister's decision reflected "government contempt for working people."

Workers would have no choice but to recoup losses resulting from the adjustments in wage negotiations, and, failing that, through collective action.

"This will be the inevitable outcome of the minister's decision," they added.

The unions are those represented on the feasibility committee planning the formation of a new trade union federation later this year. They represent almost the entire emergent trade union movement, consisting mostly of black workers.

Unions involved are affiliates of the Federation of South African Trade Unions (Fosatu), affiliates of the Council of Unions of South Africa (Cusa), the General Workers' Union, the Cape Town Municipal Workers' Association, the Commercial, Catering and Allied Workers' Union and the Food and Catering Workers' Union.

The unions wrote to Mr. Horwood shortly before the Budget earlier this year, demanding that GST on foodstuffs be scrapped. They warned they were "expected to report back to workers on the outcome."

"From the announcement last week, spokesmen said the group would study the adjustments in detail before commenting. Yesterday's statement said the list of foodstuffs on which GST would be eliminated was "totally inadequate." GST should also have been eliminated on canned and certain processed food and other basic foodstuffs such as rice, tea, coffee, sugar and powdered milk.

The majority of workers did not have access to refrigeration and were obliged to spend a "substantial proportion" of their income on these foodstuffs.

They were not able to store fresh fruit, vegetables, meat, fish or dairy products, which gained little from the elimination of GST on these commodities.

Pay more

"By virtue of the general increase in GST to 25 per cent, workers are now obliged to pay more for most of the foodstuffs they consume," it said.

It pointed out that GST had been increased on a number of household necessities, including paraffin, candles, soap, clothing and household goods.

"This is absolutely unacceptable and will certainly influence our attitude in wage negotiations," it added.

* Leading article, page 14
* Savings on GST exemption, page 15

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Worker fired over T-shirt

Staff Reporter

THE dismissal of a worker at Cradock Hospital for wearing a "From Mandela" T-shirt was yesterday described in the Cape Times as "unfair".

The management of the hospital had complained that the T-shirt violated hospital policy.

The worker, who had been employed for five years, said he wore the T-shirt "in support of the struggle for由於革命党".

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SWA doc

From JOHN BATTERSBY

LONDON. — The BBC has insisted a surprise claim by the South African Embassy here that a BBC television team, which secretly made a documentary on SWA/Namibia last year, were recalled by the "top management" of the BBC before they were deported.

The claim was made as the opening shot in a new war of words between South Africa and the BBC following the screening on Monday night of a one-hour documentary on the disputed territory which was highly critical of South Africa's role.

The film, which was broadcast by the BBC's Channel Four, was described by Mrs. Nora Mabido, director of the South African Council of Namibia, as "one-sided propaganda".

"Our case must be heard," she said. "We are prepared to do battle with the BBC even in court if necessary."
Unions urge Govt to scrap GST on food

CAPE TOWN. — A powerful group of independent trade unions representing about 300,000 workers have demanded that the Government scrap General Sales Tax on all foodstuffs and basic necessities.

In an open letter to the Minister of Finance, they say their members have given them a mandate to write the letter — and they warn they should report to the members "failing a satisfactory reply."

The letter has been sent on behalf of 25 emergent unions expected to join forces in a big new federation by the end of the year.

It points out that the recent decision to increase GST was made without public discussion and seemingly "with no regard to its effects on ordinary people."

Listing reasons for "utterly rejecting" the increase, the letter says it represents a big cut in the income of the working class and the poor.

"The working class have to spend the large part of their income of food and basic necessities, and for every R10 they now have to spend, 70c will be taken for tax. This is intolerable," the letter states.

It argues the Government can "easily raise its taxes from those who can afford to pay," such as companies and those who earn big salaries.

It says the increase has come at the "worst possible time" for the working class and the poor. Many workers are unemployed and the drought has meant that working people have had to depend on wages earned in the cities to stay alive.

Instead of spending money to help the unemployed and people in country areas, the Government last year put pressure on employers to keep wage increases down.

Rejecting reasons given by the Government for the increase, the letter says the Government has spent money on farmers, but has done "nothing which will improve the conditions of life of ordinary people."

"As regards the war in Angola, we believe that the majority of South Africa's people want no part of it," it adds.

Referring to the new system of income tax for blacks, which came into operation this month, the letter says workers will be "fully justified" in asking why they should pay these taxes when they have no say in government.

It asks the Government to give the matter "serious and immediate consideration" and asks for a reply at its "earliest convenience."

The letter has been sent on behalf of nine affiliates of the Federation of South African Trade Unions (Fosat), 11 affiliates of the Council of Unions of South Africa (Cusa) and five other leading emergent unions.
Mr Herman Rebhan

‘Unions could be agents for political change’

Labour Reporter

DEMOCRATIC trade unions could become “unstoppable agents for political change”, says Mr Herman Rebhan, general secretary of one of the International Metalworkers’ Federation.

He told the South African affiliates of the federation in Johannesburg today that new hope for peaceful change in South Africa had been brought about by “the existence of an organised working class and the national and international labour solidarity that can support such change.”

Peaceful change did not necessarily mean slow change, said Mr Rebhan, and there was much in South Africa that needed to be changed instantly.

“Since first they came into existence, trade unions have been calling for one man, one vote. I do not know if that is a trade union demand or a basic human demand.”

“But it is one I expect IMF unions in South Africa to advance,” he said.

Mr Rebhan was sharply critical of the new constitution.

AUTHORITIES DELUDING THEMSELVES

“The South African authorities are deluding themselves if they think they can deny the right to participate to 80 percent of the population and then think that people in the United States or Britain believe this to be an advance towards democracy.”

“You cannot have a little bit of democracy any more than you can be a little bit pregnant,” he said.

Mr Rebhan warned South African employers that weak trade unions meant a lop-sided economy.

“While the majority of manufacturers’ employees can only dream about buying what they make, South Africa will never realise its full potential.”

“Modern industries in which the worker is treated as a number to be crunched through a computer rather than a human being with the right to develop his full potential are industries doomed to failure,” Mr Rebhan said.
Unions to unite in new body

By HIAAN DE VILLIERS
Labour Reporter

AFTER a decisive breakthrough during weekend talks in Johannesburg, a powerful new federation which will unite almost the whole independent trade union movement in South Africa is expected to be formed before the end of the year. The new federation, likely to start off with almost 200,000 workers, mostly black, could have a major impact on the country's future.

A deadlock which paralyzed unity talks among emergent unions for almost a year was broken at the weekend meeting when a minority faction of three "community-based" unions, including the South African and Allied Workers' Union (Saawu), was effectively forced to withdraw.

This has left the way clear for other participants to get the new federation off the ground.

The 25 unions now likely to join include all the effective emergent unions in the country, with similar commitments to strong shopfloor organization. They are active in virtually all the major economic sectors.

They include the nine unions affiliated to the Federation of South African Trade Unions (Fosatu), with 110,000 members, and 11 unions affiliated to the Council of Unions of South Africa (Cusa), with 100,000 members.

Others are the Food and Canning and African Food and Canning Workers' Unions with 26,000 members, the General Workers' Union with 11,000, the Cape Town Municipal Workers' Association with 11,000 and the Commercial, Catering and Allied Workers' Union with 30,000.

Besides Saawu, the other unions which have pulled out are the General and Allied Workers' Union and the Municipal and General Workers' Union.

The once meteoric Saawu is in some disarray after a series of setbacks, and the others are also in a weak state.

Several other small unions in the same camp did not attend.

Tensions between the two factions, including a series of demarcation disputes — have deadlock the talks since last year, to the extent that a major participant resorted to an informal unity initiative of its own.

However, in a change of strategy, the majority group adopted a hard line towards the "community" unions at the weekend meeting, upon which they in turn withdrew.

A statement said the majority of organizations felt little progress had been made since the talks in April last year, as some unions were not organized along industrial lines and were therefore "not ready or unable to join a federation of industrially-demarcated unions.

It was decided to ask those unions to attend the meetings as observers until such time as they were constituted along industrial lines — but they "did not accept the offer and left the meeting".

It said there was "no hostility" towards these unions and the offer to rejoin the talks as observers or industrially-demarcated unions "still stood".

It added that "considerable progress" was then made and further meetings were planned.

It is understood that a concrete programme for setting up the federation is now under way and number of target dates have been set.

While much preliminary organization will have to be done including the disbandment of Fosatu and Cusa — sources are hopeful that the federation will get off the ground before the end of the year.
Row between LP and unions

Labour Reporter

A MAJOR row is brewing between the Labour Party and independent trade unions, which are taking an increasingly high-profile stand against the government’s constitutional proposals.

Members of the Food and Canning Workers’ Union (FCWU) walked out of an LP report-back meeting in Vredenburg on Saturday afternoon after expressing opposition to the LP’s stand on the constitutional proposals.

Last Wednesday night members of three unions — the SA Allied Workers’ Union (Sawu), the African Food and Canning Workers’ Union and the General Workers’ Union — clashed with LP supporters in East London.

A statement released yesterday by the FCWU said the LP had sought to exclude about 75 to 100 Saldanha workers, who had arrived in three buses, from the meeting.

The statement said the FCWU, which has a membership of more than 10,000 coloured workers in the Western Cape, had “resolved to resist any attempt to mislead people into accepting the government’s constitutional proposals.”

“We can’t fight for the unity of all workers on the factory floor and at the same time allow a constitutional dispensation which discriminates against people of different races and excludes the majority,” said Mr. David Curry, national chairman of the FCWU.

Mr. Curry said the FCWU had informed the LP that it had “shocked the crowd with their behaviour” and had left the meeting of their own free will after they had failed to disrupt it.

He said the 300 people left behind had voted overwhelmingly in favour of the LP.

At a meeting at the weekend, the executive of the non-racial Federation of SA Trade Unions (Fosatu), which also has substantial coloured membership, criticized the Labour Party for “opportunism” and rejected the “racially-divisive” constitutional proposals.

A statement said delegates from all regions reported strong membership opposition to the proposals, and anger at the LP decision.

Mr. Curry said his party did not accept the government’s proposals, but was prepared to use them as a platform.

He challenged blacks to “end their separate development” and asked why they had allowed four homelands to become independent.

“The black trade unions must show their mettle by dealing with the homelands issue.”
The calm before the storm?

This is the last in a three-part series on the South African labour scene, by HUGH ROBERTON and HIPPY GREEN

Workers' Union in Cape Town has secured an agreement from Fattis and Moms, for example, to support applications by contract workers to be given permanent residential rights in the city.

Johnny Copelyn, the National Union of Textile Workers believes that even issues like the President's Council constitutional proposals have stirred political feelings in the unions.

Many unions have coloured, black and Asian members whose economic wellbeing and aspirations concede, who advance their mutual interests through collective action.

Said Copelyn, "Management is going to have to think of the wider inequities in South African society and unless they can express themselves on these issues they will become increasingly identified with the Government in the eyes of workers. They will be seen as a part of the problem."

He added "Many demands in the coming decade will go well beyond the factories Influx control, for instance, is a growing issue in the union movement and its relations with management."

The African Food and Canning Workers' Union in Cape Town has secured agreement from Fattis and Moms, for example, to support applications by contract workers to be given permanent residential rights in the city.

Johnny Copelyn, the National Union of Textile Workers believes that even issues like the President's Council constitutional proposals have stirred political feelings in the unions.

Many unions have coloured, black and Asian members whose economic wellbeing and aspirations concede, who advance their mutual interests through collective action.

"Suddenly they are to be separated on a political level. The blacks are embittered, the coloured and Asian members are in a dilemma. It's a tricky situation for union leaders to handle and it is an issue which nobody in the unions can be indifferent to."

Mr Copelyn's advice to employers: "It is very necessary to acknowledge the politicing of the workforce, to accept it as an unavoidable reality. It will be one of the trends in the future, whatever the official reaction to it is. Employers need to show caution and flexibility in dealing with it, as do union leaders.

"I can tell you that mistakes in the political area can, for a union's leadership, be far more disastrous than a poor wage agreement. I would say the same applies to employers. They are going to have to do crash courses in politics."

For employers to rely on the Security Police to "handle" the politicing of unions is short-sighted, labour consultants say. "If a union leader is not truly representative of the workers, then his detenion might well cause the union to collapse. But where he has a real mandate, workers are simply antagonised and angered."

The general secretary of the APCWU, Mr Jan Theron, noted recently "Look at the way in which the union in Johannesburg has gone from strength to strength since Neil Aggett's death."

There appears to be a consensus among labour experts that the post-recession era will also be marked by a reduction in the plethora of small unions in each industry and the emergence of more national industrial unions.

And most of the growth, they expect, will be in the black independent unions with groups like the Trade Union Council of South Africa (Tusca) and the white right-wing South African Confederation of Labour (SACL) losing both support and influence.

"Management is going to have to accept that they will have to share decision-making with their workforce in areas where up to now management alone has been calling the tune," says a Johannesburg labour consultant.
New union federation on the cards

By STEVEN FRIEDMAN
Labour Correspondent

A NEW-emerging union federation bringing together unions representing more than 180,000 workers is certain to be formed after a unity meeting held in Cape Town at the weekend, union spokesmen say.

If the new federation is formed, it will be the biggest umbrella body representing black workers in the country's history and is certain to add considerably to black worker muscle in the factories.

The new body seems certain to bring together the Federation of SA Trade Unions, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union, the General Workers' Union, and the Cape Municipal Workers' Association.

At the weekend's meeting, these unions, together with the SA Allied Workers' Union and the General and Allied Workers' Union, agreed to form a committee to examine the feasibility of a new federation.

But Mr. David Lewis, general secretary of the General Workers' Union, said yesterday that the committee had not been formed to discuss whether a federation should be formed but "when and how" this should happen.

"We are totally committed to a federation and there is no turning back now," he said.

Mr. Joe Foster, general secretary of Fosatu, agreed, and added: "It was made clear at the meeting that groups who joined the committee were agreeing to form a new federation. The committee will work out its structure and policy."

In a statement issued yesterday the Food and Canning Workers' Union took the same view. They said it was inevitable that other unions could not join the new body both because of policy differences and because their unions were not at the same stage of development as those who had joined.

It added that the unions who had joined the committee were now at a stage where they were ready to form a federation.

They said, had no option but to unite nationally.

"A federal federation is the only forum through which we can fight both legislation which is hostile to workers and intransigent employers," it said.

The new body's doors would be open to other unions if they wished to join in future.

Although Fosatu did not react officially, it is understood that the union is committed to such a federation as is the Cape municipal union.

The attitude of Saawu and Gawa, both of which have up to now been hostile to a federation with unions such as Fosatu, is still unclear.

Spokesmen for the two unions could not be contacted yesterday.

Emerging union groups which have stayed out of the new initiative include the Council of Unions of SA, the Motor Assemblers and Components Workers' Union (Macwusa), the Orange-Vaal General Workers' Union and the General and Municipal Workers' Union.

Macwusa's congress at the weekend, endorsed the idea of a federation of unregistered unions.

Some of the unions who stayed out could join such a body.

But Gasa would not be eligible as many of its unions are registered and it is likely not to seek an alliance with other union groups.
Cusa in unity move

The Council of Unions of SA (Cusa) has decided to take part in the investigation into the establishment of a new emerging trade union federation.

Cusa claims to represent about 100,000 workers, and its decision to participate means that unions representing nearly 300,000 workers have now committed themselves to the probe. Unions and union groupings which have already announced their intention of investigating establishment of a new federation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning and African Food and Canning Workers' unions, the Commercial, Catering and Allied Workers' Union, the SA Allied Workers' Union, the General and Allied Workers' Union, and the Cape Municipal Workers' Association.

They took this decision last month at a meeting of emerging union leaders. The body which would carry out the investigation was billed as a "feasibility committee." However, some union leaders said later it would be more accurate to describe it as a "steering committee," implying it will have more on its agenda than a mere examination of the desirability of a new federation.

Cusa's decision to participate has come as a surprise to some observers because it has appeared to be extremely cautious about the whole unity question during the past year.

However, Cusa general secretary Shroshaw Camay says this decision was taken unanimously by members of Cusa's joint executive council. He emphasizes that members of all Cusa unions will be kept well-informed of developments in the investigation.

Some observers had believed that a major barrier in the way of Cusa joining a new federation was a fear of its black leadership being overshadowed by whites who play prominent roles in some emerging unions. Cusa has attached much importance to the development of black union leadership. Says Camay: "We are committed to developing that kind of leadership and would seek to do that within the framework of a new federation."

There are other sensitive issues, as well. For example, if the new federation is to operate efficiently, the rationalization of the activities of affiliated unions will obviously be desirable. This implies that members of unions operating in the same industries might have to merge, or at least agree on a clear demarcation of areas of operation to prevent rivalry.
Unions and recession

Unionisation of unorganised workers in SA is not significantly retarded by recession — it may even be enhanced, says David Lewis, general secretary of the General Workers’ Union.

Lewis, one of the most respected leaders in the emerging union movement, makes this point in an article appearing in the latest edition of the SA Labour Bulletin. Although the article is written in his personal capacity, and Lewis takes pains to emphasise he is giving "general impressions," it makes interesting reading. Some of his arguments may offend employers, but they are worth noting.

Lewis says that in an advanced industrialised society workers might consider, far more carefully and conservatively, the potential risks of joining a union struggle during a recession. In SA, this is not the case, he says, citing three main reasons:

- "The appalling conditions under which workers labour spurs organisation. To put it more crudely, black workers in SA are generally not risking a well-paid satisfactory job as certain of their counterparts in the advanced industrial societies might be doing."

- "People have been losing their jobs during the recession. But Lewis adds that black unemployment levels were so high during the past boom that the threat of unemployment is not perceived as being substantially greater now than in the immediate past. Accordingly, ‘recession-time unemployment’ will not act as a brake upon new organisation."

- "There is often a strong political imperative tied up in a black worker’s decision to join a union. Lewis says there is no reason to expect the political imperative to abate in any way. ‘In fact, in the face of a concentrated political offensive by the State (with much of the offensive aimed directly at the workers) one might expect the political motive to turn workers to the union movement in increasing numbers.”

Lewis concedes that these factors do not necessarily apply to the task of maintaining and stabilising organisation in ununited factories. He points out that it is difficult to win demands — particularly on wages — in a recession when management attitudes harden and strike action becomes less effective.

He complains bitterly about attempts by employers to reverse gains already made by unions. “A recession teaches one the hard way that an established relationship or an ‘agreement’ is principally (if not entirely) determined by the power relationship at any given point in time. In a recession, with the power relationship tipped in the bosses’ favour, a union is constantly fighting to preserve the status quo.”

Unions can reduce the scale and consequences of retrenchments, but it is extremely difficult for them to prevent retrenchments altogether, he adds.

“I am convinced that the real difficulty in preventing retrenchments results from the fact that redundancies do not arise directly from declining volumes of work, but rather from declining rates of profit. In other words, there is no one-to-one relationship between a decline in the volume of work and the size of a retrenchment. Retrenchment is necessary to halt a decline in profit rates or, what is the same thing, to increase productivity.”

“In the short run this is achieved by an immediate intensification of labour (simply, making workers work harder) and in the long run by a complete restructuring of the production process. Fighting redundancies is not merely a question of fighting through an aberration, a bad patch, in the economic business cycle. Rather it is a question of fighting an inbuilt tendency in the economic system which manifests itself in the perpetual displacement of workers from the labour force.”
Unions give warning on rights of migrants

By Tony Davis, Labour Reporter

Trade unions have warned that they will take legal action if the Government or administration boards fail to grant urban residence rights to qualified migrant workers.

Union federations and individual unions have come out strongly in support of the Appeal Court decision on Monday rejecting the East Rand Administration Board’s appeal against the Rikhoto judgment.

The general secretary of the Council of Unions of South Africa, Mr. Phiroshaw Camay, said the judgment struck at the cornerstone of the apartheid policy and Cosatu would seek legal injunctions if the authorities tried to circumvent the decision.

“If Dr Piet Koornhof (the Minister of Co-operation and Development) tries to ignore the decision and push legislation through which attempts to regain control over urban black workers, it will force the labour movement to take action,” Mr Camay said.

A senior member of the Federation of South African Trade Unions said its affiliates had already committed themselves to the campaign of registering qualified migrant workers.

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs. Emma Mashinini, said Ccwsusa would help its members to get urban residence rights and expected support from employers.

Mr. Arthburn Grobbelaar, general secretary of the Trade Union Council of South Africa, said the Appeal Court decision would go a long way towards alleviating some of the problems migrant workers have had to bear.

The general secretary of the South African Allied Workers Union, Mr. Sam Rikine, said members were being instructed to approach administration boards for their residence stamp.

But, he said, they were being turned away. Similar complaints have also been made by Fosatu members.

Migrant workers who have been employed continuously for more than 10 years by one employer, or lived lawfully in an urban area for more than 15 years, are entitled to urban residence rights. These rights were granted to Mr. Mehlolo Tem Rikhoto, a Germiston migrant worker, in a 1981 case against Erab.
Unions no to UDF 'at this stage'

By PHILIP VAN NIEKERK
Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Kroonhof Bull".

However, the groupings — the Federation of South African Trade Unions (Fosatsu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and PCWU) and the Cape Town Municipal Workers Association (CTMWJA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws.

**Top priority**

Mr. Johnson Mphumulo, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment.

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said. "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign."

Mr. Joe Foster, general secretary of Fosatsu, said their unions had members who supported a large number of political organizations. To side with just one organization would divide Fosatsu's membership.

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said.

Mr. Foster said the big tasks ahead for Fosatsu were trade union unity and the development of working-class leadership.

**Encouraged**

The AFCWU and PCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws.

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers. This is done, it won't be possible for the workers class to take the lead in the struggle for one united, democratic South Africa."

Mr. John Erasmus, general secretary of the CTMWJA said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role.
GWU unlikely to join UDF

Labour Reporter

THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis.

The statement, contained in an interview in the latest issue of the publication Work in Progress, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF.

Apart from the GWU, the Federation of South African Trade Unions (Foatu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Saawu) and the Council of Unions of SA (Cusa) have done so.

The relationship of unions to the UDF and the National Forum has become a key political issue.

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front which had a completely different structure.

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes.

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role.

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure."

Working class organizations in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part.

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town)
The strike weapon
is to be unleashed

By SAM MABE

The trade union movement in South Africa will be deeply polarised by the new constitution and blacks will seek to establish political power through the strike weapon and their consumer power.

This is what was told to a group of businessmen in Durban by KwaZulu leader Chief Gatsha Buthelezi when he also said that black workers would attract the support of radical white, Indian and coloured colleagues in the trade union movement.

Chief Buthelezi went on to say that he rejected the racism contained in the new constitution and that he would reject it even if a fourth chamber in the tricameral Parliament were to be added for blacks and given the dominant powers of the White House.

The claim that the inclusion of coloureds and Indians in Parliament means there is going to be power sharing, is a farce, he said. The constitution precludes the coloureds and Indians from blocking any legislation in many ways.

He said if the coloureds and Indians became so incensed by a Bill that they decide to walk out the President is empowered to alter the quorum of the coloured or Indian Houses to give the few who remain the right to approve the Bill.

If the whole House walks out, any Bill that would have been sent to that House is deemed by the constitution to have been approved.

Chief Buthelezi said the constitution meant that blacks have to reconsider their strategies and tactics and find ways and means of developing power advantages to bring about change outside of the constitution.

He said the rug on which he stood while striving to direct black politics into a democratic and non-violent course of action to bring about change, has been pulled from underneath his feet by the new constitution.

"I will not be able to negotiate with the government within the framework of the new constitution. I cannot negotiate within apartheid. I can only negotiate away from it. "I ask the businessmen of Durban to consider how this denationalised angered people who cannot oppose the politics they abhor democratically and constitutionally can express themselves politically if they reject the concept of homeland independence vehemently?" asked Chief Buthelezi.