SACP holds little sway in SA unions — US report

The Argus Foreign Service
WASHINGTON — Worker unions linked to the United Democratic Front appeared to have a disproportionate say in the country's largest labour umbrella, the Congress of South African Trade Unions (Cosatu), says a United States intelligence report.

This was the finding of American agencies probing communist infiltration and strengths in black organisations opposed to apartheid.

But a report published here this week, examining SA Communist Party links with the African National Congress, the UDF and labour unions, said that "The SACP appears to have little or no influence on political and labour groups inside South Africa".

TWO GROUPS

It was "inevitable" that politicisation sweeping the townships would infect the labour unions, and Cosatu's formation in 1985 had hastened this.

Observers divided Cosatu into two factions. One favouring independence and worker activity above political activism, the other wanting closer ties with the UDF and exiled movements, it said.

"Radical UDF elements, possibly in concert with the SACP or Sactu, have put pressure on Cosatu executive members to take positions more extreme than they might prefer."

"Township radicalisation has also resulted in pressure and intimidation against leaders of the other major black labour federation, the Congress of Unions of South Africa (Casa), which has steered clear of overt affiliation with the UDF or the ANC," it said.

Powerful moderating forces, including fears of police repression, and that overly radical union activities could threaten other, economic gains, would continue to weigh against Cosatu links with the ANC.
Black unions had a bad '86, says report

LAST YEAR was the worst on record this decade for the black union movement in terms of low growth levels, divisive and mediocre leadership, political disagreements and poorly conducted industrial action.

This is the view expressed by industrial relations consultants Andrew Levy and Associates in their annual report, published yesterday.

Despite high levels of strike action, and while wage settlements after union negotiations for the first half of 1986 were well above average wage increases — 15.47%, compared with about 10% — in most cases union targets were not met, says the report.

It also argues that the union movement made little political progress "Political direction, although announced, was not translated into political strides forward, and in certain respects the movement is more ideologically divided than at any time in the past few years."

The report contends that, while the effects of the state of emergency on union organisation cannot be discounted, many of the union movement's problems predate the emergency.

In looking at the year ahead, the report says that for the Congress of South African Trade Unions (Cosatu), SA's most important union grouping, "the tasks of regaining control and direction and rebuilding links with the shopfloor are paramount, as is the need to address the problem of the fragile unity within the federation".

A failure to do so, it predicts, could lead to a rift, in the next two years, between the so-called workerists and populists in the organisation. One could then see a grouping consisting of the old Federation of SA Trade Unions affiliates emerging, in opposition to a cluster of unions led by the National Union of Mineworkers and the Commercial, Catering and Allied Workers' Union.

The report says that the new black consciousness-leaning Cosa/Azacto, in order to develop its credibility, can be expected to concentrate its energies on building shopfloor organisation.

For the United Workers' Union of SA, too, 1987 will be a crucial year. Unless it demonstrates, by way of agreements and wage awards, that it is an active union organisation it will confirm the widespread contention that it is not a union, merely an arm of Inkatha.

The report predicts further strike pressure on employers in support of wage claims, and that retrenchment will become a more important focus of strike activity.

Finally, it observes, the security which once typified black labour in SA has been replaced by "a new assertive confidence and self-sufficiency among employees, who no longer regard managerial power as either unquestionable or absolute".

ALAN FINE
Mr Skop has celebrated 50 years.

One for all and all for one — SAAME

By DICK USHER
Labour Reporter

THE Cape Town branch of the all-white South African Association of Municipal Employees (SAAME) is in favour of opening its association to all races.

In a poll of members taken last year, which branch secretary Mr Jack Bondietti emphasised was not a referendum but an opinion survey, 1 574 favoured opening the organisation to other races with 1 069 opposed — about 59 to 42 percent.

About half the branch membership of 4 517 voted.

Mr Bondietti said the result had been given to members at a meeting last month. It was being followed up by an investigation and further meetings.

SAAME’s head office had been informed and discussions would be held with the national executive.

Mr Bondietti said the Cape Town branch of SAAME — which has about 50 000 members — was one of the largest but it could not take policy decisions unilaterally.

These could be taken only at the association’s national conference, which was held every three years, the previous one last year.
Industrial court is succeeding lawyers told
By Susan Pieters

The number of strikes and work stoppages in South Africa jumped from 150 in 1970 to more than 800 in 1975, the Director General of Manpower, Dr P J van der Merwe, said last night.

Opening a three-day conference on the Industrial Court held by Association of Law Societies of SA, Dr van der Merwe said conflicts in the workplace stemmed from many causes, such as differences of objectives, interests, values, attitudes and approaches.

"Conflicts also arise from miscommunication between the participants. Most systems of labour relations, in fact, presuppose the possibility of disagreement and disputes," Dr van der Merwe said.

There had been a huge growth in the trade union movement, he said. The membership of registered and unregistered trade unions increased from 80,000 in 1970 to almost 2 million at the end of 1985.

The number of trade union organisations increased from 600 in 1973 to almost 200 in 1985.

The number of cases in the Industrial Court had also increased in 1979. There were four cases compared with 80 in 1985 and about 200 in 1989.

INFORMAL FORUM

Dr van der Merwe said the Industrial Court was intended to be an informal forum to which everyone would have easy access.

"The idea was that this court should be inexpensive and that it should be in a position to avert the unnecessary use of the strike and lockout weapons. The success with which it is achieving this task is illustrated by the fact that approximately 60 percent of all reinstatement order applications dealt with in 1985 were either settled or withdrawn.

But, Dr van der Merwe said, the Industrial Court had experienced difficulty in attracting a sufficient number of experienced and suitably qualified permanent members.

The administration of the court had been computerised to some extent in an effort to streamline its functional and clerical duties.

Dr van der Merwe commended the organising of the conference and said it could not have been held at a more appropriate time.

I have no doubt that this conference will contribute to a better understanding of the difficult day-to-day problems with which we are faced in the labour field and to a legislative framework which is more suited to our present needs."
Talks on May Day holiday under way

By DICK USHER
Labour Reporter

TALKS between employers and unions about a national May Day holiday in the metal industry this year have started.

Mr Sam van Coller, director of the Steel and Engineering Industries Federation of South Africa (Seifsa) today said talks with unions on the issue had started after the Government failed to respond to representations from the employer body.

Demands for May 1 to be declared a public holiday in recognition of labour's contribution to the welfare of South Africa have received wide support from union and community organisations in recent years.

Many unions have negotiated agreements with employers giving May Day some recognition, ranging from an extra paid public holiday to time off during the day.

At last year's industrial council talks on pay and conditions of service in the metal industry, Seifsa responded to union demands for a May Day holiday for the industry's 350 000 employees byagreeing to ask that the Government appoint a public commission to investigate public holidays by August and report in January.

Failing this talks would be held with unions.

Mr van Coller said talks at the industrial council level had started and employer proposals were being considered by the unions which would be discussed at a follow-up meeting.

He said he could not disclose the proposals at this stage.

Government foot-dragging on the issue has caused intense concern among employers.

May Day last year almost reached the status of an "informal" public holiday when about 2.5-million people took the day off.
RECENT useful initiatives by prominent entrepreneurs of their support for the tri-cameral system have hardly increased unionists' confidence in the political acumen of the business community.

Although it's of not much more than passing interest compared to the daily hurly-burly of shopfloor relations, many unionists are in the we-told-you-so mode on the issue.

A campaign against the new constitution was one of the few overtly political stances taken by the Federation of South African Trade Unions (Fosatu), in alignment with many other community organisations.

At the same time that the business community is catching up with the unions on this issue, however, there is a growing realisation that the two could share a common purpose.

The idea was expressed late last year in an address to the Federated Chamber of Industries by Mr John Wilson, outgoing president, but it had been around before that.

At its base is the concept that capital and labour have demonstrated their ability to negotiate viable agreements on a wide range of shopfloor issues, then why not on issues of larger social concern such as the future of the country?

They are already negotiating successfully on some issues where the Government has failed to provide any resolutions — the widespread acceptance of labour's right to a May Day holiday, for example.

The union movement constitutes the one force with legitimacy for three major actors in the South African drama — workers, capital and the Government — and as such will fill an increasingly important role in the future acts of the play.

And because it is the one outlet where the black community can negotiate on an equal footing with other parties, it's also probable that more and more major social issues are going to be argued out round the industrial negotiating tables.

Both parties have a full grasp of the consequences of failing to reach negotiated settlements on industrial issues, which both have to bear, and this awareness extends to the costs of failing to arrive at a negotiated settlement on the ultimate issue.
UCT declares May Day a campus holiday

Staff Reporter

The University of Cape Town has declared May Day — May 1 — a full university holiday for its 12,400 students and about 3,700 workers and academics. A spokesman for UCT confirmed this yesterday. He said the decision was taken at the February meeting of the UCT Council, where it was noted that the declaration of the holiday had been supported by the General Purposes Committee of the University Senate.

The University and Allied Workers’ Union, who initiated moves that May 1 be declared a holiday and who last year forged an agreement with the university for a five-hour May Day commemoration programme, yesterday said they “salute” the decision.

‘Calendar unrepresentative’

“May Day is Workers’ Day. The recognition of May Day as a paid holiday underlines the importance of the working class in the life of the nation.

“It recognizes, too, that the existing calendar of public holidays is unrepresentative of the history and aspirations of the majority of South Africa’s population, in particular the working class.”

Calling on all employers to declare May Day a holiday, the union said they would intensify efforts to have June 16 declared a paid holiday as well.

The University of the Witwatersrand last week announced that it had declared May Day and June 16 paid holidays.
Federal feelers

A new multiracial trade union federation could be on the way. Involved are unionists who were formerly part of the defunct Trade Union Council of SA (Tucsa) and some from unaffiliated unions.

Meeting in the boardroom of the Artisan Staff Association in Johannesburg last Friday, they discussed a draft constitution, proposed certain amendments, and agreed to meet again early in March.

Invitations to the meeting were issued by the general secretary of the Artisan Staff Association, Willie van der Merwe, formerly Tucsa's first vice-president.

Van der Merwe's letter states: "As a result of Tucsa's collapse a large number of major unions are left without a united voice. To remain in the wilderness without any say in matters affecting the well-being of their members would be contrary to their interests and security. There is general acceptance of the need for a new multiracial co-ordinating body without the flaws (that) caused Tucsa's demise. What is needed is for the unions concerned to come together..."

Precisely who is involved in the initiative is not clear. At this stage Van der Merwe, regarded as a conservative by some in Tucsa's ranks, is not prepared to provide answers. All he says is that he is acting as the convenor of a sub-committee.

He says representatives of 35 unions were invited, but not all showed up. The only other information he volunteers is that not all ex-Tucsa affiliates were invited.
Johannesburg — More than 200 striking Bophuthatswana Transport Holdings (BTH) workers were detained this week, according to the Transport and Allied Workers' Union.

A BTH spokesman said about 300 drivers and maintenance staff stayed away from work on Wednesday. Tawu said more than 2,000 were on strike.

The company, which claims there have been attempts to intimidate drivers, has begun employing new drivers and technical staff. — Sapa
Mixed unions outnumber segregated ones — gov't

By Barry Streek
Political Staff

Mixed trade unions now outnumber racially segregated unions.

The Minister of Manpower, Mr. Piet du Plessis, said yesterday there were 109 racially-mixed registered trade unions, compared with 46 which were restricted to whites, the 17 restricted to coloured people and Indians and the 23 for blacks only.

He was replying to questions which were tabled in Parliament by Mr. Peter Gastrow (PFP, Durban Central).

Mr. Du Plessis said 1.69 million workers belonged to unions in 1986.

They included 482 002 whites, 333 839 coloureds and Indians, 823 628 blacks and 53 706 members in respect of whom no classification according to population group was made.

Last year, 26 unions applied for registration, including four which were restricted to blacks and 12 which were mixed.

During 1986, 733 strikes and work stoppages, 780 of them involving black workers, took place.

Mr. Du Plessis said 174 recognition agreements and 1,090 other agreements between unions and management were signed.
Pensions: unions warn on new govt proposals

GOVERNMENT proposals to freeze pension repayments until retirement would spark off major dissatisfaction in the labour force, union spokesmen warned yesterday.

They were commenting on government's decision in principle to halt the repayment of pension contributions to employees who change jobs.

A parliamentary select committee chaired by Deputy Foreign Affairs Minister Kobus Meiring recently completed an investigation into the pension issue but has not yet tabled its report.

However, Meiring stated in an article in a Sampan publication that the committee had decided in principle to halt the repayment of pension contributions to employees who changed jobs.

National organiser for the Metal and Allied Workers' Union (Mawu), Berme Fanaroff, warned yesterday that any move to freeze pension repayments would cause tremendous problems.

The union, he said, was in the process of negotiating with a number of companies about moving workers' contributions from pension funds to provident funds.

Provident funds, he said, unlike pension funds, enabled workers to claim back their own contributions, a proportion of the company's contribution (depending on length of service) and interest.

Transvaal branch secretary for the Chemical and Industrial Workers' Union (CIWU), Chris Bonner, warned that workers' dissatisfaction with pension funds was an "ongoing issue."

Workers, he said, were suspicious about where their pension money was going and negotiations were being conducted with employers to allow workers to invest in provident funds.

Freezing pension payments would lead to major problems, she said, as workers believed that if they choose to leave a job it is their choice what to do with their pension money. In 1981, the draft Preservation of Pensions Bill aimed at freezing employees' pension fund contributions until retirement triggered widespread strikes and unrest.

The draft bill was dropped.
Unionists will flex economic muscles

GERALD REILLY

PRETORIA — Trade unions are expected to exercise their 'growing economic muscle' this year, but on an increasingly more rational basis, Manpower director-general Piet van der Merwe said yesterday.

He was reacting to a claim in a report of a wage settlement survey service conducted by labour consultant Andrew Levy and Associates that worker militancy had grown and sympathy stoppages and co-ordinated national action could be expected.

In the current inflationary climate of escalating living costs, unions would obviously continue to push for improved salary and other conditions, he said.

He said: "However, it has become clear that there is a greater sense of responsibility and maturity in the exercise of trade union power in the recent past."

There were militant elements in the labour movement, but the great majority of the work force placed a high premium on work stability and a stable income, he said.

Van der Merwe added that the number of strikes increased in 1988 compared with 1987, but the pattern changed to include multiple strikes at various branches of the same organisation.

But he said it was important to note that most strikes were resolved within three days, while 49% were settled in a single day.
Unions reject May Day offer

By DICK Usher
Labour Reporter

Metal industry unions will not take May Day as a paid holiday this year rather than Family Day.

Spokesmen for unions involved in negotiations with the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), have turned down an offer to substitute May Day for the paid Family Day holiday.

"It's all or nothing," a spokesman for the Boilermakers Union said after the first round of this year's wage negotiations ended this week.

Last year about 2.5-million workers and pupils responded to calls for a May 1 stayaway.

Since then many employers have agreed, through negotiations with unions, to give a May Day holiday.

"We are not prepared to simply substitute this day for another holiday," said Mr Leslie Davadas, secretary of the Engineering, Industrial and Mining Workers Union.

"Employers must recognise the part workers have played in building the economy of South Africa."
New public holiday for SA workers

JOHANNESBURG — The State President, Mr P W Botha, has announced that a new public holiday for workers will be introduced this year.

He said the first Friday in May would be known as Workers’ Day.

The country’s other public holidays would be investigated by the President’s Council, with special reference to the composition of the population and its communities.

Republic Day, religious holidays and those with a religious emphasis would not be affected by the investigation.

The council would be asked to determine which holidays should be considered statutory paid holidays.

Referring to salary increases for public servants, Mr Botha said it would be irresponsible to take a decision before the Budget had been finalised. — Sapa

Sitting pretty — and smart. That’s 18-year-old KAREN MAREE. She is a short, pretty, and attractive and a first-year BA social work student, Elizabeth. Karen is a contender for the title of UPE Miss First announced tonight.

Motorists ignore official
Unions reject President’s Workers’ Day

OWN CORRESPONDENT

DURBAN — Major trade-union groupings yesterday rejected President P.W. Botha’s decision to declare the first Friday in May each year as a Workers’ Day public holiday and reaffirmed their commitment to fight for May 1 to be recognized as Workers’ Day.

President Botha announced the new Workers’ Day holiday at the Boksburg centenary celebrations at the weekend.

Mr. Thami Mhlo, Natal regional secretary of the Congress of South African Trade Unions (Cosatu), said the decision to declare the first Friday of May as Workers’ Day was meaningless. Cosatu would continue its campaign for a May 1 workers’ holiday.

Mr. Simon Conco, secretary-general of the United Workers’ Union of South Africa, which claims a signed-up membership of 100,000, said in Umtata that by taking a unilateral decision, Pres. Botha was courting confrontation with workers.

Mr. Norma Middleton, Natal co-ordinator of the Council of Unions of South Africa, said: “There is no significance in declaring the first Friday of May as Workers’ Day. We want May 1 and nothing else.”

PPP manpower spokesman Mr. Peter Gastrow urged Pres. Botha to reconsider his decision for the sake of industrial peace.

Mr. Cyril Ramaphosa, president of the 250,000-member National Union of Mineworkers, said Mr. Botha’s announcement would only increase black anger. The symbolism of May 1 was more important than a long weekend.

Mr. Arnie Paulus, leader of a rival white miners’ union, said Mr. Botha was afraid of the black pressure for a May 1 holiday and should have given workers a long weekend later in the year.

Conservative Party officials also rejected Mr. Botha’s announcement, saying it was an election ploy and a dangerous concession to black pressure.

Sapa reports that chief executive of the Association of Chambers of Commerce (Asiocom) Mr. Raymond Parsons welcomed the announcement.

Mr. Parsons said he was pleased that the President’s Council had proposed an investigation into certain aspects of public holidays.

'Workers' Day':
Union resentment

JOHANNESBURG — There was further adverse union reaction yesterday to President P W Botha's weekend announcement that the first Friday in May is to be a public holiday designated Workers' Day.

Both Cusa/Azactu and the Congress of South African Trade Unions, SA's two largest union federations, stressed that they consider May 1 to be Labour Day and will continue to observe it.

Cosatu said it is "disgusted that employers are rushing forward to commend P W Botha". Cusa/Azactu called for clarification from Assocom's Raymond Parsons on his statement that the decision is in line with Assocom recommendations.

'Positive contribution'

And the Labour Forum, a loose grouping of middle-of-the-road established unions, said in the past two weeks it had conducted a survey among unions representing 250 000 workers on the issue and found that unions representing nearly 95% of these workers would accept only May 1 as Labour Day.

The Institute of Personnel Management yesterday welcomed Botha's announcement, saying it recognizes "the positive contribution made by the workforce to the South African economy".

Employer spokesmen have also welcomed Botha's decision to ask the President's Council to examine the whole question of public holidays. Botha said Republic Day, religious holidays and those with a religious emphasis would not be affected.
New union group planned to replace Tucsa
‘Sacking sparked strike’

By STAN MILONGO

Workers at Cougan Foods in Lenasia, near Johannesburg, this week downed tools - allegedly in protest against the sacking of a colleague.

The strike was sparked off by deductions from one of the worker's salary and the subsequent sacking of that worker.

According to Mahlangu, the worker was initially given a form on which was written: "I (the worker) subscribe to the deductions from my salary and want to resign from the company."

"This is gross blackmail of the employee - no person in his right mind can subscribe to this type of nonsense," said Mahlangu.

The worker was allegedly fired when he refused to sign the form in February.

Cougan boss Ishmael Goolam refused to comment and said that the matter was sub judice.
Trade unions warning

As a visitor to your country I have been reading with interest and some trepidation reports of trade union activities, for it has a familiar ring reminiscent of the machinations of trade unions in Britain over the years. Does South Africa realise what multi-headed monster it has unleashed with the official recognition of trade unions, and what serious problems probably lie ahead?

Already you have had strikes in support of the unsupportable, with the object of denying employers the right to dismiss an employee for misconduct. Soon they will find it difficult to do so on the grounds of plan unsuitability. Employers insisting on their right to hire and fire have been forced to succumb to union pressure in order to save their businesses from collapse in the face of secondary pressure exerted on their vital supply sources.

Demands for wage increases have escalated, and will continue to do so, regardless of the consequential economic damage to the country. Allied to this will be ever-increasing demands for fringe benefits that will reach ludicrous levels. Indeed, have done so already, as witness the Living Wage Campaign demand that employers cease the deduction of income tax from workers' pay.

The truth is that modern trade unions are no longer about securing for their members a fair day's pay for a fair day's work. They are now political animals, led by articulate people who exploit shamelessly the aspirations of their members for their own political aims.

The average trade union member is a decent, law-abiding citizen, concerned only that he should earn a reasonable living wage with which to support himself and his dependants. He is compelled to belong to a union, but otherwise evinces little or no interest in it except when it is promising him bigger and better rewards, and usually does not even bother to attend his branch meetings. In that fact lies the root cause of most labour problems. His passivity enables his glib-tongued leaders to manipulate him for their own ends.

Eventually, the trade union monolith that will be forged either by mergers or working in collaboration with other unions will feel powerful enough to influence by coercion the policy of government, even change its political colour. Perhaps in South Africa that day is not far off, for it appears that your unions have wasted no time in emulating their British counterparts.

The present British government has demonstrated the way to bring sanity to trade union operations, thus curbing their worst excesses, by introducing punitive legislation providing for heavy fines and the ultimate sanctions of sequestration of union funds, without which they cease to function. Sooner, rather than later, South Africa must implement similar measures.

Kampton Park

J Ringrose
A mushrooming of May Days
Denis Huysey: Four decades at the helm

The findings bear out the well-known argument that the Catholic Church has been a powerful force in shaping Irish society for over a century. From the establishment of the first Catholic parish in 1845 to the present day, the Church has played a significant role in the social, cultural, and political landscape of Ireland. This is particularly evident in the fields of education, healthcare, and social welfare, where the Church has provided essential services to the community.

In recent years, however, the Church has faced challenges that threaten its traditional influence. These challenges include a decline in religious affiliation, declining birth rates, and a growing secular population. Despite these challenges, the Church remains a significant force in Irish society, and its legacy will continue to be felt for generations to come.
‘Labour relations can show us the way’

Staff Reporter

Management and labour can play a leading role in transforming South Africa and easing it into a post-apartheid era, the editor of The Star, Mr Harvey Tyson, said at the weekend.

Mr Tyson was addressing the 56th Triennial Conference of the SA Electrical Workers’ Association, which is celebrating its 50th anniversary.

He said the labour relations field had undergone a revolution since the start of the decade. More far-reaching amendments to the Labour Relations Act were about to take labour reform even further.

For the first time in South Africa’s history, the law would clearly state that it is an unfair labour practice to discriminate on the basis of race, sex or religion. There was speculation that this could well be the forerunner of a Bill of Rights.

CONTRACTIONS

"However, while labour is running ahead of the times, there are still a host of other discriminatory laws on the statute books which will lead to serious contradictions and confusion," he said. "But, I believe labour relations could show us the way out of the mess."

Mr Tyson said a central task in ensuring future prosperity for all was the upgrading of those workers who had been denied access to training and development by the imposition of racial and educational barriers.

As a result of the critical shortage of skilled manpower in South Africa, black advancement rooted in equal opportunity had become an economic necessity.

It would be foolish to underestimate the enormity of the task. "Compensating for the shortcomings of decades of inferior black education and the deprivation suffered by disadvantaged groups will be an arduous and expensive task. But failing to tackle the task will be even more expensive," Mr Tyson said.
Electrical workers call for tax restructuring

By Mike Siluma

The Government has been called on to introduce legislation to narrow the disparity between individual and corporate tax, thus alleviating the tax burden on South Africa’s working population.

The call was among resolutions passed by delegates to the 15th triennial conference of the SA Electrical Workers’ Association (SAEWA), which ended in Johannesburg at the weekend.

Delegates to the conference, noting “with extreme concern the increasing burden being borne by individual taxpayers”, urged that Government introduce legislation “to ensure that company tax cannot be evaded as is evidently being done at present”.

They also called for an option to married couples on whether to be taxed jointly or separately.

Warning that “the greatest threat facing South Africa lies in the effects caused by an unacceptably high inflation rate”, the delegates called on the authorities to halt a rise in prices, “especially where such price escalations are not justified and result purely from greed displayed by suppliers”.

On social services, delegates called for measures to ensure that efficient and adequate medical care was made available to all.

The Government was urged to expedite the findings of the select committees on pension benefits, especially if the recommendations included the establishment of a national pension scheme.

Dealing with matters on the industrial relations front, the conference suggested an extension to the duration of the annual industrial wage agreement until agreement was reached on a new one.

Guests to the conference, at which the union’s Golden Jubilee was celebrated, included the chairman of the Chamber of Mines, Mr Peter Gush, the editor-in-chief of The Star, Mr Harvey Tyson, and the executive director of the Steel and Engineering Industries Federation, Mr Sam van Collier.
Pik warns ‘outrageous’ trade unions

Own Correspondent

Johannesburg. — The government was very concerned about the increasing militancy of some black trade unions and was giving it serious attention, Foreign Minister Pik Botha said last night.

Repeating a question after his address to an audience of about 800 people at a NP rally in Benoni, Mr Botha said he was “deeply concerned” about the “outrageous and irresponsible” demands of elements in the trade unions.

He said that if these elements continued with their irresponsible behaviour, it could lead to the end of trade unionism in SA.

He advised militant trade unionists to look at “their comrades north of the Limpopo” in Zimbabwe trade unions had virtually no power and were controlled by the Minister of Labour who could decide on working hours and wages. Was that what SA trade union leaders wanted?

If they continued with their outrageous demands, there would one day no wages to be negotiated and no demands to be made.

Repeating to a question on SA’s continued presence in Namibia and Angola, Mr Botha restated his willingness to be part of a conference of all parties in Angola and Namibia — “even Swapo, if Unita is also invited” — to talk about peace, the withdrawal of the Cubans and co-operation in the region.

Mr Botha warned that SA would not tolerate neighbouring states harbouring ANC guerillas planning action against SA, and said the security forces would cross the borders again if necessary.

On the Natal Indaba, Mr Botha said the perception created that Natal NP leader Mr Stoffel Botha rejected the Indaba was incorrect. Government fully supported the idea and would like to see an indaba for the whole of SA.

This month your new Passat costs less because Passat is worth more.
Industrial action is growing

TRADE unions are making increasing use of strikes and stoppages, Manpower Department director general Piet van der Merwe said in Cape Town last night.

He told the annual congress of the Institute of Municipal Personnel practitioners the number of strikes and stoppages began increasing in 1979 and reached a peak last year.

More important, however, was the duration of strikes was becoming shorter. Van der Merwe said a new group of trade union leaders with credibility in their ranks, bargaining capability and economic power had come to the fore.

About 49% of strikes last year lasted a day or less, and only 7% lasted more than 14 days. Average duration was three days.

Mixed unions increased from 39, with a membership of 206,000, in 1978 to 109, with a membership of 865,000, at the end of last year.

**AIRLINE MOVEMENTS**

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**Uneven Day Reporting (134)**
State’s plans for trade unions

There are strong signs, if statements by Cabinet Ministers in a pre-election situation mean anything, that the Government has plans for trade unionism in South Africa.

Early this month Foreign Minister Pik Botha told an election meeting in Benoni that the Government was very concerned about the increasing militancy of some black trade unions and was giving it rigorous attention.

He spoke about the "outrageous and irresponsible" demands of elements in trade unions and warned that if they continued it could lead to the end of trade unionism in South Africa.

He advised militant trade unions to look at "their comrades north of the Limpopo".

In Zimbabwe trade unions had virtually no power and were controlled by the Minister of Labour who could decide on working hours and wages.

One objective difference between the two situations which Mr Botha either ignored or was not aware of is that at least unions in Zimbabwe have some say in deciding who shall govern them.

This week Minister in the Office of the State President Alwyn Schlebusch told a meeting in George that further legislation in the labour field was in the pipeline to eliminate situations such as the South African Transport Services strike.

He gave his audience an assurance, which can only be seen as ominous, that after the May 6 election the situation would be "normalised".

SMOTHERED

He also claimed that the country’s enemies had chosen the labour field to make political capital before the election and that if certain subversive actions had been planned for the election these would be smothered at birth.

And, if you go back to last year, there was a speech by Manpower Minister Pietie du Plessis to the congress of the South African Iron, Steel and Allied Industries Union in which he said that the Government would act against trade unions which pursued "deplorable political goals".

He said it was "deplorable" that attempts were being made to use the labour arena to achieve political aims.

"The South African labour system’s freedom lends itself to misuse by trade unions," said Mr du Plessis.

The Government had not shut its eyes to this.

(News, by D Usher, 122 St George’s Street, Cape Town)
May Day court battle

The Chamber of Mines has turned to the courts in a last-ditch effort to prevent members of the National Union of Mineworkers (NUM) from striking on May Day.

The Supreme Court was due to hear an urgent application from the chamber this week to interdict the union from “instigating, calling for, supporting or organising” a May Day strike. The chamber is also asking the court to set aside a conciliation board appointed by the Minister of Manpower to consider the dispute between it and the NUM over demands that May 1 be recognised as a paid holiday.

The chamber is contesting the board’s terms of reference, claiming that they do not reflect the dispute adequately. The FM understands that although the terms do include the consideration of an unfair labour practice, several other factors have also been included.

The hearing was originally set down for last Friday. However, no argument was led and the chamber accepted an undertaking from the NUM that it would not call a strike before the case was heard. The hearing was due to take place on Thursday.

Meanwhile, over 1,000 workers at Anglo American’s Kriel Colliery near Witbank returned to work on Tuesday after being on strike since last Wednesday.

According to the NUM, the strike was allegedly sparked off by the assault of a black mineworker by a white miner. “Continued verbal abuse of black workers by white workers was also a cause of the strike,” the union says. A spokesman says the strike is yet another manifestation of racial tension between whites and blacks on Witbank mines.

The strikers’ main demand was for the summary dismissal of the white worker. Management resisted, insisting that no action would be taken before a full disciplinary inquiry.

The decision to return to work was taken at a mass meeting called by the NUM on Monday night, after talks with mine management. The disciplinary hearing was due to take place on Tuesday morning. The FM went to press before the outcome was known. If the workers do not agree with the decision, there is, however, a possibility that

they could once again down tools

In yet another development in the mining industry, the NUM has rejected a revised employer offer made in wage negotiations at the chamber covering Gencor’s Marevaile mine. These talks are a carry-over from last year’s wage negotiations. They come after a series of court cases in which the NUM won a significant victory over Gencor when the Industrial Court ordered the reinstatement of workers dismissed by Marevaile during the legal strike last year.

A union spokesman would not reveal details of the offer, but said strike action could not be ruled out.
PORT ELIZABETH — The government was not fighting trade unions but right-wingers who wanted to misuse them, the State President, Mr P W Botha, said here last night.

Addressing a crowd of about 1,000 in the Feathermarket Hall, Mr Botha repeated his warning that the government would investigate and possibly legislate further on the issue of foreign funding of extra-Parliamentary activities.

At the start of the meeting, he said he wanted to make a brief statement commenting on the findings of the Munnik Commission of Inquiry into the funding of advertisements calling for the unbanning of the ANC.

He said that although the findings related to particular advertisements they should not be viewed in isolation because they underscored the disquieting issue of funds acquired overseas being applied to effect extra-Parliamentary goals.

He said that after the election the government would have to consider the adequacy of legislation and the possibility of further measures.

Mr Botha said the so-called revolutionary struggle was not aimed at addressing violated black human rights, but was aimed at bringing South Africa under communist control.

"The main struggle is the one directed from abroad under the leadership of the Kremlin, the SA Communist Party and its ANC cohorts."

"If they succeed, not only the NP will be destroyed but also the opposition parties."

"These leftists and pinkos will not be put into power. Other trained leaders are ready to take over, "Mr Botha said it was more than just a military struggle. It concerned the economy, social conditions and political development. "We must ward off these onslaughts against SA."

"We are told we are going too slow and reform must be hurried up."

"But it took America more than 10 years to find its present constitution. Switzerland took centuries and the European parliament has been struggling since World War II."

"It takes years, generations, centuries, to create constitutions that work."

"Way is SA expected to do it overnight?"

In reply to a question, Mr Botha said that he had no time for the End Conscription Campaign and was sure he spoke for every soldier who had served South Africa. But, he added, "nothing will happen to them as long as they remain within the law."

Govt accused of Three crucial years
Bearing the labour pains

One must create other political structures to conduct it — some negotiating body.

Only three South African trade unions can be considered highly politicised to the left. We have 265 trade unions, 46 of which are white only and the vast majority among the rest are either integrated or semi-integrated.

These heterogeneous unions are not as vulnerable to leftist politics as people believe. In fact, management can find in them perceptible workers’ organisations which could be “converted or politicised” for the free enterprise system.

To what extent should government interfere in the labour system?

Government must interfere as little as possible. Its function is to maintain a system within which employers and trade unions can have maximum freedom to negotiate the contents of their relationship. If it were to prohibit union activity, the union would just become something else, or it would go underground.

Negotiations the key

Negotiation remains the most important means of settling a dispute — and we have had a great deal of success through negotiations — even if the unions’ demands at first seem irrational. Government should interfere only when matters get out of hand.

One must beware not to always read politics into strikes — they are primarily about economics. We need a proper and much deeper analysis of the causes of politicisation of trade unions. The intimidation and incitement factor should be isolated and dealt with very effectively. But shotgun tactics against trade unions would not be the right remedy.

We must not be alarmed by the noises made by the trade unions although some unions tend to pose a threat to law and order, they are by far in the minority — only 2% of strikes last longer than two weeks — and the problem is blown up by some sources who tend to accentuate minorities’ viewpoints and threats.

The majority of unions are moderate and peace-loving — we must encourage them to bring the others into line.

I do believe, however, that union funding should be controlled. Government has the responsibility to protect union members’ money from exploitation by union management.

And what of companies who often feel threatened by unions because they have lost the right to dismiss workers?

Every company should have a disciplinary code. Companies have a social responsibility and must adhere to certain principles. If they want to retrench workers, they have to plan ahead. The employer-employee relationship is somewhat like marriage. You cannot force people to remain married, but neither can you simply kick your partner out.

A social revolution

We are in a social revolution, and manpower planning is part of that revolution. Companies must understand that they have to progress from a paternalistic labour relationship to one of consensus to create a happy working relationship.
ONE contribution which the labour movement's ideals have made to South Africa which can't be quantified through statistics is in helping to break down the barriers between people set up by Government policy.

The barriers which it rejects and is dedicated to overcoming because they run counter to worker interests are those commonly associated with apartheid — separation of races, segregated residential areas, discriminatory education and restrictions on freedom of movement — and those common to many societies, such as sex discrimination and male domination.

In the workplace, nearly all working women come up against three major problem areas, the general ones of race and class and particular problems occasioned by gender such as sexual harassment from both co-workers and supervisors, wage discrimination and special health risks.

At home it's often worse: they may be single mothers with children, sole wage earners in a family where the man is unemployed, fighting to keep the family together and yet up against all the ingrained attitudes of men to women.

One notable feature of the recent strike at Ferrite by about 55 women electronics workers was the general, but unexpected, support they say they received from their men.

They had been dismissed after a two-week strike.

Many commented on male attitudes towards their struggle.

"When I told my husband what had happened and why we were on strike he was with me all the way," said Eleanor Truter who has four children and an unemployed husband.

"When management threatened to fire us if we didn't go back he said we would be fools if we did it."

Brenda Visagie has had 16 years in the electronics industry, her husband is unemployed after 15 years as a truck driver and she has three children.

"At first my husband didn't understand," she said.

"But then I explained to him that our problems were because our parents had stood up for their rights. They had lived with low wages and poor working conditions and this had pressed down on us."

"Then he agreed that we were both in it together." "And he could see that we were both in the fight for a better future for ourselves, our children and everybody."

Virginia Charles echoed her views.
Talk on wages

THE decision by the Government to review wages in the brush and broom manufacturing industry will be debated at a meeting between the Brushes and Cleaners Workers Union and the Department of Manpower in Johannesburg today.

BCWU general secretary Mrs Mary Ntske said yesterday that Department of Manpower officials, management representatives and officials of the National Council of Trade Unions (Nactu) will attend the meeting to be held at 11am at the Manpower offices today.

Mrs Ntske said the discussions will focus on the outcome of a Wage Board investigation.

By THEMBA MOLEFE


"We are going to recommend to the Department to declare May 1 and June 16 paid holidays in the industry," Mrs Ntske said.

- The Black Electronics and Electrical Workers Union (Beewu) holds a three-day seminar at the weekend on labour relations, the Labour Relations Act, basic conditions of employment in the industry, the Factory Wages Act and the Unemployment Insurance Fund Act.

The seminar starts on May 15 at the Lutheran Diocesan Centre, CWJ, Soweto.

A spokesman said members wishing to attend should contact Beewu's office by telephone at (011) 834-4018.
GWU case postponed

THE case in which the Garment Workers' Union of the Western Province and its secretary are claiming R100,000 damages from the Clothing Workers' Union was postponed indefinitely in the Supreme Court yesterday. The 52,000-strong Garment Workers' Union and Mr Cedric Petersen alleged Clowu defamed them in their newsletter, Unity, in 1985.
Dispensation on labour under threat, industry fears

Labour Reporter

SOUTH AFRICA’S biggest organisation of industrialists is worried that the post-Wehahn labour dispensation appears to be under serious threat.

Dr H Snyckers, president of the Federated Chamber of Industries (FCI), expressed the chamber’s fears in a report on a recent meeting of the executive council in Pretoria.

He said that cautious optimism had been expressed that a return to higher growth rates and a stronger upturn was imminent.

Members had reported some improvement of industrial activity but as yet no significant upswing.

“A process of inward industrialisation together with an aggressive export drive were regarded as key elements in future growth and employment creation,” Dr Snyckers said.

“Members again warned that continuing unrest and increasing isolation of the South African economy will materially inhibit investor confidence and the future process of wealth creation.”

Concern was expressed that the post-Wehahn labour dispensation appeared to be under serious threat.

ROLE OF THE STATE

“Members felt strongly that the role of the State should remain one of setting up the industrial relations framework but that thereafter it should be left to employers and employees to thrash out the many issues involved, even though some of these have become highly politicised,” Dr Snyckers said.

As part of a move to put the movement on a sound financial footing the national secretariat would be streamlined and in its services to members would pay particular attention to manpower and general economic issues.

On manpower issues, a “concrete mission statement” was adopted that against the background of its business charter the FCI would “maintain sound economic and socio-political policies which will support a positive business environment in a changing South Africa”.

The council decided that the whole chamber of industries movement had to be put on a sound financial footing by improving the viability and representativeness of regional chambers, especially in the Transvaal.

Mr Steve Anderson was appointed executive director from June 1 to succeed Dr Johan van Zyl, who resigned recently.
Govt aims to smash unions — Cosatu

JOHANNESBURG — Cosatu has accused the government “and its agencies” of conducting a propaganda campaign aimed at smashing the labour movement and has warned that it could lead to a “massive collapse in labour relations.”

In a statement released yesterday, Cosatu said the campaign was being co-ordinated by the SABC, SATS and the SA Police and was serving to obscure and “even to justify” physical attacks on its offices and its members.

The union believed that the campaign was a precursor to more direct action. It warned that an ongoing campaign would be “misguided and dangerous.”

At the time of going to press, police were preparing a response to the allegations.

“If Cosatu is prevented from functioning fully and openly the new era of labour relations is doomed. We warn the government that should it persist in its current approach it may well promote a massive collapse of the labour relations system.”

The statement by Cosatu officials, released at a press conference, states that the campaign was attempting to identify Cosatu with violence and the ANC.

The union threatened to apply to the Supreme Court for relief if the SABC continued in its campaign to “discredit Cosatu.”

Cosatu said SATS had also, by way of its statements on the SA Railways and Harbours Workers’ Union strike, attempted to discredit Cosatu by making allegations that Cosatu was acting as “a surrogate of the ANC and the SA Communist Party.”

“We reject this allegation and our lawyers have been instructed to take action.”

The statement said much had been made of reports that the SAP had arrested three suspected terrorists in Cosatu House but it was never announced that the three people arrested were released soon afterwards without being charged.

Cosatu’s general secretary, Mr Jay Naidoo, said at the press conference that it was necessary to place in perspective Cosatu’s attitude and conduct in recent events.

Referring to the strike by SATS workers, he said Cosatu’s support for its affiliate, SARBWU, was based on the belief that the approach to the strike by SATS had been “intransient, short-sighted and based on extraneous and secret considerations.”

Cosatu had offered to negotiate and suggested independent mediation to resolve the dispute but attempts were rejected by SATS.

The union had dissociated itself from any alleged assaults or violence on SATS workers. Cosatu had repeatedly stressed its opposition to violence as a means of resolving industrial disputes.

Referring to the recent bomb blast which had rendered Cosatu House unsafe, Mr Naidoo said R2 million damage had been caused to the building. The building had been insured, but a printing press, valued at R100 000 and destroyed in the blast, was not.

Senior director of news for SABC-TV Mr Sakkie Burger last night said that a general response to the allegations was still being reviewed.

Mr Burger said he did not know whether any on-the-air rebuttal was sought to the statements from Transport Minister Mr Elie Louw about the union federation being linked to the ANC. “That is part of the whole issue being investigated,” Mr Burger said — Saps-AP.
By STAN MILONGO

THE eviction of a Vaal trade union from Vereeniging under the Group Areas Act this week, has aroused fears that the government has embarked on a clampdown on black unions operating from white areas. The suspicion, said a member of the Vaal Metal and Allied Workers' Union, stemmed from an eviction notice given to the Orange-Vaal General Workers' Union by the J Fourie, of the Department of Constitutional Development and Planning.

OVGWU has been ordered to vacate its offices by August 10. It is believed that the government has been angered by the three major strikes which shook the country in the past six months - the OK, Sats and Post Office strikes. Over 100,000 workers went on strike.

A spokesman for OVGWU said the government's action was predictable following the raids on the offices of the Congress of SA Trade Unions and the recent closure of the Commercial Catering and Allied Workers' Union in the Northern Transvaal.

"The government seems to have taken the mandate given to it by the white electorate seriously. It is getting closer to harsh apartheid policies," said the OVGWU spokesman.

Another union, the Council Union of SA was forced to vacate its offices in Vereeniging after members were attacked on several occasions by an unknown group in May last year. Cusa claimed that the group operated like township vigilantes.
Postal workers 'will seek umbrella body'

Parliamentary Staff

POST OFFICE workers will probably follow the trend in which trade unions and staff associations affiliate to trade union federations, according to the Progressive Federal Party spokesman for posts and telecommunications, Mr Pierre Cronje.

Mr Cronje challenged Mr Stoffel Botha, Minister of Posts and Telecommunications, to disclose his attitude to the possibility of postal workers affiliating to a body like the Congress of South African Trade Unions.

The challenge came during the second reading debate in the House of Assembly yesterday on the Post Office budget. Mr Botha is due to reply later this week.

Mr Cronje said an association of black postal workers had been formed only 18 months ago and it would "not be excluded from the tendency among trade unions and staff associations to affiliate to an umbrella organisation".

He added: "I want to hear the Minister's view on his intentions when, and not if, the staff association seeks affiliation with, for example, Cosatu."

Black unions praised for avoiding violence

The Argus Foreign Service

GENEVA. — The general secretary of the International Metalworkers' Federation, Mr. Herman Rehban, has praised black unions in South Africa for their commitment to change without violence.

In a speech at the annual meeting of the federation's central committee in Oslo on Thursday Mr. Rehban called on metalworking unions to help to step up pressure on managements to recognise black trade unions in South Africa.

"Hundreds of European, American and Japanese firms operate directly or indirectly inside South Africa.

"In many cases the South African managers of these multinationals do not recognise or are hostile to the independent metal unions.

"I appeal to all our affiliates to identify such firms and to use their pressure to seek a change of policy in respect of trade union rights and recognition."

Ten South African trade unionists are attending the Oslo meeting, including leaders of the recently-formed National Union of Metalworkers of South Africa (Numsa), which has 120,000 members."
Privatisation not grounds for paying lower wages

PRIVATISATION, sometimes billed as the great road to efficiency and economy, can have major drawbacks for the workers concerned.

The arguments for privatisation, in the public mind, probably run on the lines of seeing State and municipal bodies as large, inefficient bureaucracies in which the workers have a high degree of job security and are therefore not strongly motivated to work hard and productively.

Private enterprise, still thinking with the public mind, is run on efficient business principles and therefore the workers are more highly motivated and therefore can more cheaply perform services carried out by public bodies.

Ergo, take functions away from inefficient public bodies and let them out to private businesses and the public saves money. Possibly.

That the private business may perform these functions at lower cost than the public body is probably undeniable, and it’s often argued that this is due to economies of scale.

However, some instances I’ve come across recently seem to indicate that this is not because of superior efficiency and better business methods but because private companies are paying workers the lowest wage they think they can get away with.

In one instance workers were being paid about R380 a month for a privatised service, while the minimum wage in the public body is about R500 a month. The public body is unionised while the private concern is not.

It’s not that the workers involved were taken from one concern at one rate of pay and then found themselves working for someone else at a lower rate. Ructions would have been more than likely over a move like that.

But through work being turned over to a private non-union concern, a service previously performed by a group of workers protected against exploitation is now being done by workers without any protection.

With privatisation having become something of a buzzword with all the talk about selling off bits of Sabs and other parastatals or contracting services out, it’s quite likely that unions will be taking a hard look at conditions of pay and service in the private companies when discussions about the process take place.
A footsie-footsie shift in unions’ Sanctions stance

WHEN Ford announced it was joining the more than 130 American companies which have withdrawn from South Africa since 1985, the newly-formed National Metalworkers Union conducted a withdrawal of its own, burying out of the spotlight to consider its response to Ford's move.

Numsa's retreat suggested that a re-appraisal of 'reformism' is underway of the pro-disinvestment stand adopted by the giant Congress of South African Trade Unions at its founding congress late in 1985.

Formed only last month through the merger of three largely-black trade unions, Numsa is now Cosatu's second-largest member union.

Judging from its adoption of the 1955 Freedom Charter and the socialist slogan "From each to according to his ability, to each according to his needs", Numsa is one of the most politically active Cosatu unions. It is certainly the union most affected by Ford's decision, as many of its more than 156,000 members work in the motor industry.

But instead of acclaiming the pending withdrawal of Ford as a triumph for Cosatu's declaration in favour of disinvestment, Numsa executives have been locked in consultations to ensure the best possible disinvestment deal for their members.

It is one of several signs of a dissent that is beginning to make itself felt in Cosatu on disinvestment and sanctions.

Another is a confidential study carried out for Cosatu on the effect of sanctions by the Johannesburg-based Community Resources Information Centre (Crin).

Evidence of the reappraisal - which may result in formal revision of Cosatu's position at its annual congress next month - surfaced last year with the withdrawal from South Africa of General Motors.

GM's pullout showed that disinvestment is not necessarily to the advantage of black workers that the company can delay rather than advance realisation of their quest for a non-racial and democratic South Africa.

GM sold its share in its South African subsidiary to a local company formed by South African executives. The same men decry government - union leaders would say ruthlessly - with a strike by workers against the way in which GM diversified.

Launched in protest at the "arrogance" of GM for announcing its withdrawal without consulting workers, the strike was in support of trade union demands for pension payouts, severance pay and worker representation on the board of the new company.

The decision of GM's South African managers to call in police and soldiers and to replace striking workers with labourers drawn from the large pool of unemployed workers played a key role in breaking the strike in a matter of weeks.

GM has since been replaced by the South African Delta Motor Corporation. Not only did Delta managers show they were willing to summon police, but managing director Robert Price told a press conference he was prepared to co-ordinate GM's embargo on selling vehicles to the police.

The signs of a union rethink on sanctions pre-date the current furor over the 'leaked' confidential study by Patrick Laurence and the army.

It shows, as the study commissioned by Cosatu emphasizes, that disinvestment can be to the disadvantage of black workers, particularly when the new company is assured of technology and spare parts by the departing company.

So far, as the Crin study suggests, business has probably done more than the unions to plan ahead and minimise the disadvantages to it of sanctions.

The same conclusion applies to disinvestment as a particular form of sanctions.

It is against the background of the Crin report that Numsa's cautious response to Ford's withdrawal should be measured.

Ford holds a 42 percent share in the South African Motor Corporation (Sanmor) Majority control rests with Anglo American.

Ford has offered to establish a trust for Sanmor workers by allocating 18 percent of its share in Sanmor to the trust. Its remaining share would be sold to Anglo American.

Apart from one apparently premature reaction by an official on a visit to the US, Numsa is considering its response carefully.

Ford's offer to give workers a share in Sanmor through the proposed trust has to be thought through carefully. It is potentially divisive, as many unions are opposed to attempts by management to co-opt them.

Although Numsa has not indicated what line it will take on the Ford offer, its negotiating position was shaved last year during the GM strike. At the time the three unions which combined to form Numsa, including the Metal and Allied Workers Union and the National Automobiles and Allied Workers Union, set minimum conditions under which disinvestment should take place.

From the departing company, the trio of unions demanded severance pay, maintenance of existing benefits and at least a year's pay. From the new company they required assurances against retribution after the take-over and an agreement to negotiate with representatives of the trade unions. The core of these demands was adopted in a 10-point policy statement last month by another Cosatu union, the Chemical Workers Industrial Union.

Numsa is believed to be worried Ford's withdrawal will serve as a prelude to cutbacks and retribution at Sanmor - a not unfounded fear given the sharp decline in demand for new cars.

Cosatu's original 1985 resolution declaring support for disinvestment was subject to a single condition to ensure that "the social wealth of South Africa remains the property of the people of South Africa". It could spell out what it means by that high-sounding phrase at its congress next month. To modify or refine a stand is not, however, to abandon it. No wholesale revision is on the agenda.
Cautious welcome to NMC labour recommendations

THE National Manpower Commission’s report tabled in Parliament this week makes some recommendations that unionists have been pushing for since the reform of labour legislation in 1979.

They include proposals that security police, as far as possible, stay out of industrial disputes.

This has long been a subject for complaint by unions who do not see what purpose there is in police entering what are essentially disputes between workers and management.

As a previous report by the commission pointed out “The use of the police and defence force is poor tactics, because it is not their work to solve problems originating in poor labour relations.”

“These groups are seen by the strikers as symbols of the coercive power of the State, and the strikers sometimes become violent as soon as the police appear on the scene.”

Beyond that, unionists also say that the security police hamper their work by removing documents or harassing organisers and members.

In a statement on the report, the Congress of South African Trade Unions (Cosatu) said “We have continuously made the point that police and security forces have no business taking repressive action against workers merely because they are on strike or picket over legitimate demands.”

The National Council of Unions (Nactu) pointed out that the report did not mention “the interference by police in trade union matters and the detention of unionists and harassment of union members in townships.”

However, it does address itself to the crucial question of picketing, recommending that the law should be amended to allow some forms of picketing and similar forms of industrial action.

Unionists see the right to picket premises which are on strike as an essential weapon in their armoury.

Pickets can both draw public attention to their cause and also command solidarity from other workers, either co-workers at the plant or other workers making deliveries. This solidarity — refusing to cross a picket line — has been used in many countries to reinforce union demands.

The denial of this right in South Africa has often been given as a cause of intimidation in factories during disputes and for strikers adopting tactics such as occupying premises.

Some companies have recognised the problems associated with not allowing picketing and have accepted that workers form picket lines on their property.

At a guess this practice might become more widespread and the report appears to recognise this by recommending that lawfully picketing workers should be protected against security and other laws — basically the bars on public gatherings which would be contravened by picket lines.

In some respects the report recognises that certain practices not strictly part of industrial legislation have become accepted. Some of its recommendations, it says, merely reflect “only the statutory entrenchment of practices that have developed over the years.”

Urging a more flexible and pragmatic approach to labour relations, it recommends that disputes negotiated outside the ambit of the statutory industrial council system should still have the full force of law.

The Federated Chamber of Industries has particularly welcomed this and pointed out that the proposed de-criminalisation of strikes and lockouts supported what had already become practice.

Basically, any moves to reduce Government interference in concerns that are essentially between employer and employees would be welcomed by both sides.
LONDON. — More than 200 people were killed because of their trade union activities in the past year, according to the International Confederation of Free Trade Unions (ICFTU). Of these seven were South Africans. Of the 4,500 trade unionists detained 3,400 were South Africans.
FCI criticizes union crackdown

Own Correspondent

JOHANNESBURG — Organized industry has told the government any crackdown on the black labour movement would be wrong, and that unions' political activities will not normalize until their members are given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to the Minister of Manpower, Mr. Pietie du Plessis, on May 15 during the SATS strike and soon after the events at Cosatu House which raised fears that a crackdown was imminent.

The FCI criticizes the approach of the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in 'bona fide trade union activities'."

It says such a view is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests that the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries".

It is many employers' experience that the leaders of organizations like Cosatu and the National Council of Trade Unions are not communists threatening free enterprise, but legitimate representatives of organized employees' views.

The FCI says there is an urgent need for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations.

Industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare.

The FCI called for a reduction in confrontation on all sides.

Neither the minister nor the Director-General of Manpower could be reached for comment.
PO strikers threaten to make it national

Own Correspondent

PORT ELIZABETH. — The strike by post office construction employees in the Eastern Cape could spread to the rest of the country next week.

The national president of the Post Office and Telecommunications Workers' Association (Potwa), Mr V A Khumalo, said yesterday that if the 11-day strike was not resolved this weekend he would launch a national strike.

The strike began over what Potwa described as an unfair dismissal of about 50 employees in the region and the refusal of management in some areas to recognize the association.

The association is protesting about the dismissals saying it should have been approached first.

Other demands include removal of apartheid structures within post office buildings and change in the "racialistic attitude" of some white superiors, as well as salary parity.
AMID FEARS of a crackdown on the black trade union movement, the Federated Chamber of Industries (FCI) has told government such action was 'more likely to exacerbate conflict than resolve it.'

The FCI's views on the labour situation are contained in a memorandum sent to the Manpower Minister about six weeks ago and acquired by Business Day.

It says the approach of the 'security establishment' that unions should involve themselves only in 'bona fide trade union activities' gives rise to the unrealistic view that the politicisation of unions can be reversed merely through the use of force against a few communist agitators.

The FCI says such politicisation will continue until union members are given an effective say in running the country.

The memorandum calls for a reduction in confrontation on all sides, and for agreement between government, unions and employers on defusing conflict.

See Page 4

Blood pressure problem floors Helen Joseph
Use of force slammed by FCI in memo to govt

Crackdown on unions wrong, says industry

ORGANISED industry has told government any crackdown on the black labour movement would be wrong, and political activities by the unions would not normalise until their members were given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to Manpower Minister Pietie du Plessis on May 15 — during the Sats strike and soon after the events at Cosatu House which raised fears a crackdown was imminent.

The FCI criticises the stance taken by the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in bona fide trade union activities".

Such a view, it says, is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries".

Such an approach will not work, says the memorandum.

ALAN FINE

It is the experience of many employers that the leaders of organisations like Cosatu and the National Council of Trade Unions are not communists threatening the free enterprise system.

Rather, it says, they are legitimate representatives of the views of organised employees.

There is an urgent need, says the FCI, for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations.

The memorandum says industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare.

It notes union political activity is widespread in other countries, as well as in certain conservative white unions in SA.

It says "Political influences and aspirations in the black union movement cannot be placed in their proper context until structural changes occur in the wider political dispensation (in SA) which would give their members an effective say in running the country".

If union leaders break the law they should be charged. However, their detention disrupts collective bargaining and more radical elements often emerge in their place.

The memorandum also says the banning of meetings, which prevents leaders obtaining mandates from members, is a "stumbling block" in the way of sound industrial relations.

The stricter application of the Group Areas Act is also causing resentment.

And the intimidation of workers, "whatever the source and often accompanied by sheer thuggery", is highly counterproductive in all respects.

The FCI calls for a reduction in confrontation on all sides, and for agreement among government, unions and employers on the respective roles each can play in defusing conflict.

FCI industrial relations spokesman Bokkie Botha says he is unaware of any government reaction to the memorandum.

Neither the Minister nor the Manpower director-general could be reached for comment.
Managers ‘must learn how to handle labour disputes’

The Argus Correspondent

PRETORIA. — MOST labour relations problems could be avoided if managers were informed and taught how to handle disputes, says the Minister of Manpower, Mr P T C du Plessis.

He was delivering a speech during the opening of the labour relations’ seminar in Pretoria.

The findings of the Industrial Court indicated that labour problems could have been avoided if management had the correct attitude and approach, he said.

The Minister said the growth of trade unions had reached unprecedented proportions since the legalisation of black unions.

There were 188 registered unions with 782,000 members in 1980 compared with 195 registered unions representing 1.7-million members at the end of 1986—an increase of 117 percent.

The inclusion of blacks in unions resulted in freedom of association because the Labour Relations Act did not consider the race or sex of union members.

There were 146 registered ethnic unions and 42 open unions in 1980, compared with 109 open unions by the end of 1986, he said.

“It is unfortunate that a revolutionary climate existed in the past, which aimed to destabilise the orderliness of the nation. The irony of it all is that it is the workers who suffered most.”

He appealed to unionists to promote the welfare of their members realistically, responsibly and positively, not just to improve their standard of living but also to benefit the country’s economy.
Unions are struggling to organize workers in this sector.

Nick Hewwood, Regional Secretary of the Unite union, says that their members' actions were directly linked to the poor conditions and their

"increased exposure to the conditions, especially poor pay and poor work environment. The situation is more acute now due to the increase in demand for workers in this sector."

"The pressure on workers to accept poor conditions is immense, and we must continue to fight for better pay and conditions for our members."
WORKERS ARE \DARING TO REFUSE TO ACCEPT CHARTER

BY MUNTU NYEZA
Publicity Secretary of Azapo

It will be recalled that, only a few years ago, the issue of the registration of trade unions was very topical and controversial. The unions were painstakingly wary of the threat by government to control them. It is important that union leaders realize that trade unionism is not a free enterprise, but an instrument of change. The workers themselves must transform the union into a strong and militant political force.

The trend to make unions work as an instrument for change has been clearly demonstrated. In many countries, the trade union movement has developed into a political force. The tendency of trade union leaders to become more and more aware of their political responsibilities is evident. This is a healthy development, as it will help to improve the quality of leadership in the movement.

The government has shown a willingness to negotiate with the trade unions on a number of issues. This is a positive step, as it will help to improve the relations between the government and the trade unions.

The Black workers have made significant gains in the struggle for a better life. They have fought for their rights and have achieved some successes. The struggle is far from over, but the workers have shown that they are determined to continue the fight for a better life.

The struggle for the Charters is an integral part of the overall struggle for Black liberation. The workers must continue to fight for their rights and for a better life for all the people of South Africa.
New laws to curb unions

By ANTHONY JOHNSON
Political Correspondent

LEGISLATION to curb militant trade unions who participate in wildcat strikes or other actions that bypass industrial agreements and accepted negotiation processes will be introduced in Parliament this session.

The news comes as over 200,000 miners are expected to take part in industrial action on 46 gold and coal mines—the largest legal strike ever organized by the giant National Union of Mineworkers.

A source close to the cabinet yesterday indicated that industrial courts would be given "more teeth" to deal with radical unions who refuse to play by the rules.

Unions engaging in illegal industrial actions could, in terms of the legislation, be forced to financially compensate the affected employer for loss of business, the source confirmed.

However, it was stressed that the industrial court would treat each case on its particular merits and no blanket executive action by government against troublesome unions was being contemplated at this stage.

A court of appeal to deal with cases of industrial strife would probably also be introduced.

Big business has been lobbying against further legislative intervention in labour relations, but the government has been coming under strong pressure from the Conservative Party and within National Party ranks to clamp down on unions seen to be fomenting politically-motivated industrial relations strife.

In Parliament yesterday, the Minister of Manpower, Mr Piett du Plessis, said legislative steps could be expected soon "to bring order" to the trade union movement and restore the balance of power between workers and employers.

He said it was essential to have a "balance of power" between the two, since too much power to one side would lead to a revolution.

Mr Du Plessis said intimidation was one of the biggest problems in the labour field at the moment. Thousands of people were being forced by radicals to participate in strikes and work stoppages as a result of threats of violence like the "necklace" method.

However, the minister also noted that South Africa had one of the lowest strike rates in the world. Furthermore, more than half of all strikes were resolved in one day and the average duration of a strike in the country was just over three days.

Earlier, Mr H.C Cunningham (NP Stilfontein) warned that if certain trade unions and their leaders acted "irresponsibly," they should not complain if the state acted.

The Progressive Federal Party's chief manpower spokesman, Mr Peter Gastro, said that as long as black workers had no representation in Parliament the use of trade unions for political purposes could be justifiable.
BLACk Workers Caught Between Politics and Jobs

INDUSTRY in South Africa has witnessed a growing contradiction between the political goals of black union leadership and the immediate concerns for job security on the part of its membership.

This growing conflict of interests has taken the form in recent times of violent clashes within the workers' own ranks. Nowhere are the combating forces in unionism more sharply defined than in the vital mining industry.

This is emerging as one of the key battlegrounds of the country's political agony.

On the one hand, the super-federation Congress of South African Trade Unions (Cosatu) and the National Union of Mineworkers (NUM) are under pressure to play a key role in the wider political struggle in South Africa.

In the general absence of structures for the political representation of black interests, the union movement provides a vital organisation base for articulating and supporting what black South Africans regard as their political mission.

On the other hand, the interests and priorities of the workforce are focused mainly on immediate job security in the present context of high unemployment and an over-supply of unskilled labour in the country.

Surveys of employee attitudes within the gold mining industry have revealed that most miners cite job security and protection from dismissal as their chief reason for joining trade unions.

A lesser proportion emphasize the securing of better wages, while even fewer claim to join the unions to fight for workers' rights or against oppression.

Crisis

Ordinarily, as in Western Europe, unions adopt a lower profile at times of poor economic conditions, waiting for better days to address the general and other demands when their members are less vulnerable.

In South Africa, by contrast, depressed economic conditions have coincided with a deepening political crisis. One in which black unions cannot afford to ignore as they wish to be seen to support the general cause of the disadvantaged black population.

As a result, two contradictory forces are operating within the labour movement.

Cosatu's recent pledge at its congress to support mandatory sanctions and further disinvestment in an apartheid economy presents a direct challenge to the job security of its individual members, many of whom have already been entrenched - on collieries, satisfied with certain aspects of their employment condition. Several indigenous problems can be identified which do at times have the effect of fuelling political discontent on mines.

A long-standing grievance, for example, has been the general lack of promotional opportunities on mines which traditionally require large numbers of unskilled labourers and employ few supervisory and skilled staff.

The presence, for many years, of job reservation concerning the issue of blasting certificates to whites has served to aggravate this problem.

The unskilled majority not only harbours these frustrations of unfilled aspirations, but is also engaged in the most strenuous, arduous and dangerous work in mining and, not surprisingly, has responded enthusiastically to union activities in general.

Benefits

Unskilled workers have also launched numerous attacks on senior supervisory black on mines, expressing their resentment of the privileges and benefits enjoyed by these higher-category employees, who are also more reluctant to take part in strikes and industrial actions.

The general conflict between wider political objectives and narrower job security has accordingly penetrated down into the workers' ranks through the form of an internal crisis of solidarity between the so-called 'populists' and the 'workersists'.

Violence

This solidarity crisis has been the basis for the majority of the inter-group clashes that have broken out in recent times, often in the context of efforts by union supporters to enforce boycotts of liquor services on mine premises. During 1996 alone, at least 118 miners were killed in inter-group violence.

This ongoing crisis within the miners' ranks is likely to persist - and to intensify - as the country's political crisis deepens and the mining industry, with its strategic role in the economy and its large scale of operations, continues to present a key target for political action.

It is essential that a meaningful political solution be negotiated in South Africa to ensure that industry, and particularly gold mining, is allowed to continue uninterrupted to generate wealth and so contribute to the financing of the massive price tag of reform.

Already, miners themselves pay a high personal price through their daily labours in the difficult and hazardous underground stope so that the country can obtain the foreign exchange upon which it and all its citizens so greatly depend.

That these employees should also be expected to bear so greatly the burden of the country's political agony is an intolerable double burden which should be avoided at all costs.

The responsibility for averting this human cost is a mutual one, shared by trade unions, industry management and politicians.

Confidence

Union leadership, for its part, should review the consequences of its decisions and policies for the wellbeing of its members.

Industry management, on the other hand, needs to clarify and formulate a wider role for itself in contributing to a resolution of the country's political problems.

The politicians, finally, must generate the necessary confidence and initiative in developing and negotiating a new and lasting political accommodation.
ALAN FINE

WHILE unionists fear a spate of detentions soon, there is widespread speculation within the industrial relations community that government is soon to introduce legislation aimed at clamping down on trade unions political activities.

But spokesmen for the Manpower and Law and Order departments have either refused to comment or have denied any such plans.

The issue surfaced during the election campaign, which coincided with the Bata Strike.

Law and Order Minister Adnaan Vlok, among others, warned that government could be considering a clampdown.

And two weeks ago Manpower Minister Pietie du Plessis warned that government was watching closely "efforts to political issues in the Labour field".

He said it would not hesitate to adopt countermeasures if necessary.

Some industrial relations specialists said they had heard talk of government broadening the definition of political activity contained in the Labour Relations Act.

But they believe it is not possible to draw a clear legislative line between union and political action.

Also seen as a possibility is a tightening up of the Intimidation Act.
Curb of 'militant' labour unions expected

Political Staff

LEGISLATION is apparently being prepared to give expression to government's determination to crack down on "militant" labour unions that are seen to be fomenting industrial-relations strife for political purposes.

The target will be those unions who participate in wildcat strikes and other summary actions which fall outside, or have bypassed, the industrial agreements and accepted negotiation processes entered into between employer and employee representatives.

One legislative proposal being floated in the city is that unions which "wildcat" be forced to financially recoup the affected employer for the loss of business incurred.

The idea has so far received a cool reception, the immediate view being that it would set a dangerous precedent and lead to the potential of heightening tensions within the industrial-relations environment.

Like the "Rent Bill" — the Promotion of Local Government Affairs Amendment Bill — now before the parliamentary standing committee on Constitutional Development, such legislation could further polarize relations between employers and employees.

The Budget vote on Manpower and Public Works is set down for debate in the House of Assembly on Friday. It is expected that some indications of government's intentions for the trade union movement will be spelled out by Minister of Manpower Mr Pietie du Fliess.

Another contentious labour issue attracting attention in Parliament is the Mines and Works Amendment Bill.
Union accuses firm of ‘sweethearting’

By DICK USHER
Labour Reporter

AN unusual unfair labour practice action has been opened in which one union accuses a company of “sweethearting” for a rival union.

Papers in the action by the National Union of Textile Workers (NUTW) have been served on Rotex Fabrics which, it is understood, is claimed to have given special privileges to the Garment Workers Union (GWU).

NUTW wants the Industrial Court to grant a status quo order, restoring the previous labour practices at the factory where it was recognised as the collective bargaining representative.

The NUTW has had an agreement since last year with Rotex. However, NUTW members and officials have complained that the factory management was trying to exert influence on workers to join the GWU.
Adoption of antiquated charter excludes dissenters.

The much publicized Congress of South Africa's Trade Unions' second annual congress has come and gone. Preconceived notions were not quite as far-fetched as some had expected—second only to the much-acclaimed Congress of the People.

It is also of interest to note that this congress was held in the wake of the Freedom Charter adopted at the anti-apartheid rallies. It was a meeting of the National Union of Mineworkers, National Union of Metalworkers of South Africa, and the refusal of some unions to take part.

Out of this very congress emerged two controversial points which seem of concern to the future of this country. These are adoption of the charter and definition of a progressive government.

The latter bring Congress in line with charter formations and thus the exclusion of any view to the contrary. The sectional stance was also adopted by the allegedly multiracial unions.

What is unfortunate with this sectional stance is that it has caused a Congress which has nothing whatsoever to do with the broad-based membership of either the unions or the federation.

The adoption of the charter slams the door in the face of those expressing views contrary to the one country one federation.

All are invited to join Congress; albeit on its ill-conceived sectional principles. The National Confederation of Trade Unions is said to be the stumbling block in Congress's way of achieving one country one federation.

Surprisingly, the means by which this goal of Nactu will have to go The means to the "expenditure" of Nactu is open to speculation. What we see is that Nactu as a painful thorn in Congress's flesh.

Notwithstanding its aggressive and sectional stance we shall, in the past, continue to help to the aid of our black workers in time of need—Molebatsi Masadi, Amatsho Chali, Ntombizano Thembalane, Sipho.
Govt not so neutral about strikes after all

THE government has so far been careful to project an image of relative neutrality and non-involvement in South Africa's largest legal strike.

The Minister of Manpower, Mr Piet du Plessis, has given an undertaking not to become embroiled in the dispute, saying government interference would immediately lead to the politicization of the stand-off between management and workers.

The minister has been at pains to stress that the government did not want to take sides in the strike since it was a question "purely" for the National Union of Mineworkers (NUM) and the Chamber of Mines.

This attitude of sober sensitivity has taken some observers by surprise since it stands in stark variance with the import of a number of bills currently in the legislative pipeline that are virtually guaranteed to spark serious confrontations in the labour relations field.

And the government's statements and actions directed at the more militant sectors of the union movement in recent months have left little doubt that it is spoiling for a fight.

In the past week Mr du Plessis confirmed suspicions that the government planned to crack down on what it regards as radical labour unions that are seen to be fanning industrial strife for political motives.

Unions that participate in wildcat strikes or deviate from industrial relations agreements and accepted negotiation processes will be in for the high jump in terms of legislation to be introduced in Parliament this session.

One of the potentially explosive provisions understood to be included in the legislation is that unions that fail to play by the rules will be forced to financially recompense the affected employer for loss of business.

Such a move could provide ample excuse for a showdown, especially if it is seen by workers as an attempt to break their union.

At very least, it could set a precedent certain to sharply raise temperatures in the industrial relations environment and further polarize the relations between management and workers.

In this sense the proposed legislation is reminiscent of the Promotion of Local Government Affairs Amendment Bill, or "Rent Bill", which will force employers to deduct from their employees outstanding rent.

Should employers agree to become the state's rent collectors, they are certain to stir up a veritable hornets nest with their workers, should they fail to do so, local authorities to whom rents are owing will be entitled to attach their property.

The Bill, if passed, has the potential to sow enmity between employers and workers across a wide front, from the factory floor to the suburban home.

Another item of proposed legislation which has the potential to inflame the labour relations environment is the Temporary Removal of Restrictions on Economic Activities Amendment Bill.

While the legislation is ostensibly aimed at promoting "economic development" and increasing employment opportunities in the informal sector by removing regulatory red tape, unions have voiced extreme concern at the possible implications of the Bill.

Of special concern is that if the Bill becomes law, President P W Botha will be granted sweeping discretionary powers to curtail the benefits won over the years by the union movement and introduce the "sweat shop" conditions obtaining in the homelands.

Fears have also been expressed that such a law could lead to the possible scrapping of health and safety protections, the enforcement of contributions to UIF and the Workmen's Compensation Fund, and of provisions such as the supervision and use of machines.

Any such rollback in hard-won benefits could spark serious labour unrest in both the urban and rural areas, critics have warned.

So, while the government has been treating the latest miners' strike with caution, it appears determined to curb unions, politicize the workplace and bedevil labour relations via its legislative programme.

But until black workers have their representatives in Parliament, the government will fight a futile battle in its bid to contain the influence of "political" unions.
... and then they ask why workers want to join unions

THE kinds of things that people will sign, or be coerced into signing, are always a subject of some fascination

Some fine examples of these relating to employment in the hairdressing industry lately fell into my hands

Purporting to be contracts of employment, they had legal friends falling about with laughter

But the problem is that they’re not really funny because to get a job the worker has to sign one of these things which can then be waved at the employee as a “binding” contract

Employees who are ignorant of the law and their rights, or are a bit short on self-assurance, then accept that by signing one of these documents they’ve given the employer the right to act without any limitations

One of these “contracts” could be funny, if only because one of its clauses has a subliminal hint at what the employer really thinks about himself and his employees

NO LEGAL STANDING

To get a job with this Mitchell’s Plain salon a prospective employee has to agree that he or she “shall at all times, during the subsistence of this contract be faithful and loyal to the EMPLOYER, conduct and demean herself/himself in a manner befitting her/his status which shall bring honour and esteem to the EMPLOYER.”

It’s gobbledegook and has no legal standing, but does the employee know this?

Then there is the clause in which “The working days shall be from Mondays to Saturdays, but the hours of work and the time off from work shall be determined by the EMPLOYER.”

And if you don’t like working 10 hours a day, six days a week with no time off, tough

You’ve signed. Of course, the employer simply can’t do it, but if you’re a young hairdressing apprentice, do you know that? Or are you willing to put up with anything for the sake of a job?

This particular employer also takes to himself the right to “second the EMPLOYEE to any other salon of its choice subject to the same terms and conditions”

The Industrial Court, if it ever reached it, could well take the view that such a secondment, depending on circumstances, would be an unfair labour practice. It also contains a wonderful restriction of trade clause which says

FIND FRESH EMPLOYMENT

“In the event of the EMPLOYEE leaving the Employment at any time, he/she shall not be entitled to be employed in or to operate or be interested, directly or indirectly, in any hairdressing or similar business within a radius of EIGHT (8) kilometres from any of the EMPLOYER’s salons for a period of two (2) years from the termination of this contract.”

Which would mean, given the size of Mitchell’s Plain, that the employee would have to go off to another town to find fresh employment

The legal eagles tell me that a court would probably take a jaundiced view of an attempt to enforce this

Another of these documents (which claims to be “as per Industrial Council for the Hairdressing Trade”) proposes that “conditions of employment with regard to days off, working hours, salary and commission structure, annual leave or position can be changed according to the needs of the business” and that “all grievances are to be discussed with the employer before going to the union or other staff members

And people sometimes ask me why workers want to join trade unions
MP's plan for farmworkers' union

A NATIONAL PARTY MP plans to help farmworkers in his constituency form unions before "leftist radicals", do so.

Speaking during the agriculture vote debate in the House of Assembly yesterday, Mr J A Jooste said it was inevitable that the farmworkers would form unions.

"I will go to my farmworkers and help them organise before the leftist radicals do," said Mr Jooste (NP De Aar). He asked the Conservative Party member who had spoken before him, "Does he think they will not organise?"

"You are the leftist radicals," a CP member retorted.

"Do you want black farmworkers in the regional services councils," asked Professor S C Jacobs (CP Losberg).

Speaking after him, Mr W J D van Wyk (CP Witbank) asked the Minister of Agriculture, Mr Greyling Wentzel, to state where he stood on black farmworker representation on RSCs. He asked the Minister to intervene with the Minister of Manpower, Mr Pietie du Plessis, to ensure that farmworkers did not organise.

Farmers did not want the blacks on the farms unionised and the blacks did not need it, Mr van Wyk said — Sapa.

MP ordered out

THE leader of the PRP, Mr Pat Poovalingam, was ordered from the House of Delegates after refusing to withdraw the word "liar".

Chairman of the Ministers' Council Mr Amchand Rajbansi said Mr Poovalingam had tried to get civil servants to apply pressure to a "certain female".

Mr Poovalingam said that anyone who claimed he had done such a thing was "a liar."
Fears of labour relations backlash as black taxes rise

By Michael Chester

The number of black workers drawn into the income-tax net could jump to one million this tax year, and the annual tax burden on blacks will rise above R1 000 million next year unless the Government makes tax reforms.

The Association of Chambers of Commerce has joined economists and consultants in voicing concern over possible damage to industrial relations if tax is singled out as a new threat to black advancement.

"The basic danger to labour relations is that many black workers will feel cheated as the taxman takes a growing cut out of every pay increase they are awarded," says Miss Naomi Brehm, salary survey manager of P-E Corporate Services.

Dr Azar Jammie, director of the Econometrix research unit, agrees the bite of income tax on pay packets threatens to throw labour relations into turmoil.

"Tax consultant Mr Nic Nel says: "Many blacks will see no benefit in being forced to pay income tax when they have no political voice in decisions on how the tax system should operate."

WORKERS

Dr Jammie finds that the number of black workers hit by income tax since they were brought into the pay-as-you-earn system in 1984/85 has soared from 121 000 in 1985/86 to 658 000 last year — and looks likely to swell to one million in this tax year.

The tax load carried by black workers grew from R15 million in 1985/86 to R400 million last year, and is estimated to be about R700 million for 1987/88.

Dr Jammie lays the blame for dissatisfaction squarely on the impact of fiscal drag, which draws more and more black workers into the income tax net.

"It has become crucial that the Government accelerates the tax reform programme and takes action in the next budget to cut income tax rates, lift the tax threshold, and reduce the sharpness of the curve in marginal tax rates," he says.

Assocom chief executive Mr Raymond Parsons says the spread of the income tax net to hundreds of thousands of black workers "adds a new dimension to the urgency of tax reform."

He adds: "Apart from obvious relevance to economic growth, productivity and the brain drain, tax policy is now also a growing factor in labour relations."

"In the past, taxation has tended to be a progressive and concern of the white population. This is no longer so. All population groups now have a stake in a sound tax system."
Unions can pay strikers

Political Staff

TRADE unions could, by law, provide financial assistance to striking workers, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

As long as trade unions abided by their constitutions, there was no reason to investigate the matter, he said in reply to Mr Arrie Paulus (CP, Carletonville).

In terms of the Labour Relations Act, the constitution of a trade union “must explicitly provide for the purposes for which its funds can be utilized.

“If a trade union’s constitution provides that financial assistance can be given to striking workers, it is not contrary to the Act.”

His department did not investigate the matter “unless there are actions contrary to the Act”, he said.
Union secretary wins defamatory damages

The Argus Bureau

PORT ELIZABETH — A former Port Elizabeth city councillor has been granted R3000 damages by the Supreme Court here for a defamatory article which appeared in a trade union newspaper four years ago.

Mr Justice van Rensburg granted Mrs Catherina Maria Susanna (Katie) Geivan damages against the Fosatu Workers News and its editor, Mr. J D R Bussell.

The other defendants were the Federation of South African Trade Unions and the Natal Witness (Pty) Ltd, the publisher and printer respectively of Fosatu Workers News.

The action arose out of an article published in the August 1983 issue which, Mrs Geivan claimed, had defamed her in her capacity as a secretary of the Glassworkers’ Union.

She said the newspaper had printed false, malicious and defamatory remarks about her personally and as secretary of the Port Elizabeth branch of the Glassworkers’ Union by alleging that she aided with management and failed to look after workers’ interests, discharged her duties in a dishonest or incompetent manner, was unfit to hold office and allowed improper considerations to influence her.

She originally claimed R10,000. However, Mr Justice van Rensburg said he did not consider that the case merited such an award.
Unions to stitch together

Labour, Reporter

PLANS for the formation of a new union with about 70,000 members in the textile and clothing industries are well advanced.

The new union will be formed by an amalgamation of three leading unions: the National Union of Textile Workers, the Textile Workers' Industrial Union and the National Union of Clothing Workers.

A final decision on the amalgamation was taken late last week in Durban at a meeting of the South African Federation of Textile, Garment and Leather Workers, of which the three are members.

Three other unions in the federation, the Garment Workers' Union of the Western Province, the Garment Workers' Industrial Union and the Transvaal Leather and Allied Workers' Industrial Union, have refused to take part "at this stage".

Talks about unification have gone on for several months. The NUCW had agreed to merge with the NUTW.
A MAJOR row has broken out over the formation of a new national union in the clothing and textile sectors.

The 60 000-strong Garment Workers' Union (GWU), the largest in the Western Cape, deeply resents the manner of its exclusion from the union.

And the chairman of the South African Federation of Textile, Garment and Leather Workers' Unions, to which all the unions involved are affiliated, called it "a selfish manoeuvre".

Mr Cedric Peterson, assistant general secretary of the GWU condemned the groups which had agreed to form the union and said, "It's obvious that they never wanted us.

ON TRACK

The decision to form the new union was taken in Durban last week by the National Union of Textile Workers (NUTW), the Garment Workers' Industrial Union (GWIU) and the National Union of Garment Workers (NUGW).

Mr Peterson said his union had gone to a federation meeting in Durban last week convinced that unity moves were on track and it would be up to the GWU to decide if they wanted to be part of the new union.

"We wanted the launch date to be May 1 next year, for obvious symbolic reasons, but the other unions were pushing for it all to happen by the end of the year," he said.

"But after ourselves and the GWIU, who are also involved in unity talks, agreed to compromise the NUTW was forced to admit they did not want us for a whole string of ideological reasons.

COMPLETE WASTE

"It has all been a complete waste because it's now obvious that right from the start they never wanted us.

Mr Desmond Sampson, chairman of the federation, said it was extremely disappointing that one big union could not have been effected.

"A great opportunity has been lost to unite all these workers in one struggle against the monolithic stranglehold the bosses have on this industry.

"The reasons advanced for not wanting the GWU were not really acceptable when one bears in mind that great prize.

NEW DIRECTION

"The federation worked tremendously hard to facilitate a merger which would have created the third largest union in South Africa.

"The new union would have brought new directions and policies to the industries, but it seems those who went ahead were not brave enough to take the plunge of accepting GWU in a merger," he said.

The new union, which will have about 70 000 members, will be launched in Durban on November 7.
UNIONISE SMALL BUSINESS

Well known businessman Martin Sebesho, managing director of a management consultancy, recently spoke about trade unions and the small businessman at a business efficiency seminar in Johannesburg. This is an edited version of Sebesho’s speech.

"IN the South African situation, the role of unions is multi-fold economic, social and political. "Consider the role of the Mine Workers' Union with Arrie Paulus as the general secretary and a parliamentary seat. What difference is there between Paulus and Cyril Ramaphosa? "Labour relations research tells us that one cannot expect unions not to involve themselves in politics. "In a study conducted among emergent unions in Westernised countries, it was found that top on a list comprising conditions that were necessary for stable unionisation was political representation of workers in the highest political decision-making body of the country - parliament. "It is therefore not irresponsible for unions to seek to improve the political well-being of the community through their collective effort," he said. "The South African Labour Relations Amendment Act and the Basic Conditions of Employment Act provide certain rights to workers. "These rights are unsuitable and their interpretation has been identified as the main cause of problems in the labour relations situation. It is therefore important that a closer look at these rights be given before attempting to talk of challenges that face the small businessman. "The right to work although this right is not spelt out as is the case in other countries, implied in the legislation is the fact that once an employee has been given an opportunity to work, an employer is obliged to honour that opportunity. "Until such time that a legitimate reason compels both parties to terminate the relationship. "Problems that employer face under this right involve around issues of discrimination in terms of opportunity to do the job if one has the skills that are required by that job. "Unlike in the United States, for example, an employee in South Africa cannot take a potential employer to court for refusing to hire him/her. "Even before blacks were allowed to belong to legal unions disputes in wage rates contributed significantly to the number of strikes that affected industry in South Africa. "Training is a very sensitive issue among emergent unions. They argue that there will be no equality of opportunity until proper training is provided by employers," he explained. He continued "Chris Dlamini, one leading black trade unionist, says 'Employers are not trying to compensate for this by training blacks to make up for the years in which we were not allowed to do the job. "So most of the skilled workers are white and the unskilled and semi-skilled are still black." "The law provides for employees to choose to belong or not to belong to any organisation. "No employer is allowed to encourage or discourage an employee to belong or not to belong to an organisation of his or her choice. "This is one right that has caused a lot of misunderstanding between employers and employees. "Management in South Africa does not seem to understand that the law provides for this condition and that employees are entitled to exercise this right. "Employers believe that they understand their workers. And get surprised when employees join unions. "It should be understood that employers' values change and when they do, they get replaced with higher level values that make their demands high. "Perhaps one of the most sensitive and misunderstood rights in labour relations is the question of the right to strike. "The Labour Relations Act makes provision for employees to withhold their labour provided certain steps have been taken to resolve the issue at dispute. "From the above it becomes obvious that whether small or big, legislation affords employees certain unassailable rights. "The question that needs to be answered is can the small businessman avoid being unionised? "From observations, the answer is unfortunately no. Recent observations have indicated that the small businessman and/or individual is being targeted as the next victim for unionisation. "I have not deliberately painted a gloomy picture to frighten you to close your businesses. I would have done you a great disservice if I had promised you a bed of roses. "You are not different from big business to deserve a different set of medicine. Several essential things have to be done whether you are big or small. "These are recognise that employees have rights, establish structure and systems to handle problems as they emerge and be able to pre-empt them and understand and respect employee values," he concluded.
and elsewhere.

Government not prepared to
propose some of the
more minor changes. It is
indeed, however, in
intention to

The main chapter by
Report, qg
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The report hoped for
deficit in
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response to

The report and appendices
look at some explanations of
information and research on
the reduction of health
services and wider aspects of
health care.

The appendices contain
elements of local health
services and details of NHS
resource allocations.

Defining Measuring Health

The report begins with
the distinction between
structure and function of

A change of
tackles what was
omitted to
had "acquired
chrono Europe" that
has continued
during the
the new
rivalry.

Inter-union rivalry causes great pressure, not
only on workers but also on employers who
have to invest much time and energy in shopfloor
problems which arise as a result.

A change of
and if the
latter is
acceptable, even
although it is
consistent with good sense

the political and business spheres, the
choice of the voters in an election binds them for
a fixed term," he said. "This promotes a sense of
responsible participation in the electorate and
needed coherence in the ad-
mendment. These considerations are equally relevant to
healthy labour relations.

A change of
and costly occasion conducted under
safeguards for voluntary choice, revocation of authority
should occur by a procedure no
less solemn than that of the
initial

A petition or a public meeting
in which those voting for
and against unionism are
discussed, and in which the
influences of mass psychology are
present is not comparable to
the privacy and independence of
the voting booth.

A union should be given ample
time for carrying out its mandates
on behalf of its members.

It is scarcely conducive for
bargaining in good faith for an
employer to know that, if he
fully
his influence
union strength may erode and
thereby relieve him of his
statutory duties at any time while
he fights conscientiously
toward agreement; the
rank and file may be at
the last moment repudiate
their agent

"In situations where
wholly rare, where
unions are competing,
rivalry and strife will be
minimised if elections are not at the hazard
of informal and

Black unions ‘have come of age’

By THEMBA MOLEFE

SOUTH Africa’s labour movements have developed to a high degree of effectiveness — even by world standards and are now being recognised as legitimate representatives of the workers.

This was said by Zimbabwe business executive, Mr Elias Ngugama at the 31st annual convention of the Institute for Personnel Management at Sun City yesterday.

“You have to appreciate that your worker is becoming part of the political process by necessity and is likely to perceive his social and economic disadvantages as a consequence of the political system in society.

Demands

“The black worker is therefore likely to express his political demands through the social and economic groupings available such as trade unions and workers’ committees,” Mr Ngugama said.

He cited the National Union of Mineworkers as “becoming quite forceful.”

“Management in that industry must therefore understand that a lot of demands and grievances workers will raise are likely to reflect broader issues affecting other than the job-related problems,” he said.

He said the solution would be for management to take the initiative of removing the problems associated with denying a man his right to raise a family as a cohesive social unit living under one roof.

Danger

Mr Ngugama said management should regard a worker as a human being and avoid the danger of trying to over-emphasise the workers allegiance to his employer.

Mr Ngugama is a manager of the Anglo American Corporation in Zimbabwe and a director of several companies.

The general secretary of the Congress of South African Trade Unions, Mr Jay Naidoo, has been invited to address the meeting.

A speech by the president of the Soweto Civic Association and chairman of the Get Ahead Foundation, Dr Nthato Motlana, will be read today.
World labour scene continues to darken

Some groups of workers — including civil servants, teachers, military personnel, and women — are especially vulnerable to unemployment and poverty.

Incomes

A significant proportion of workers in some Asian and Western industrialized market economy countries (LMIC) have experienced declining real incomes and in many LMICs, the increasing numbers of workers are exposed to greater risk of income insecurity. Thus, Sweden and Japan have fairly high income Gini coefficients.

The overall situation in Asia is less gloomy. The most striking example of this is China, which, as a result of rural reforms and a change in industrial policies, has enjoyed large increases in incomes and employment opportunities.

Pressure

Clear employment opportunities outside the agricultural sector would relieve pressure on agriculture, as few would happen in the Republic of Korea or Malaysia. In the absence of such possibilities, one option is to reduce the sector from 2.0% to 1.5% of the agricultural workforce.

Security

Efficiency considerations also have become more important in government social expenditure, such as in training and social security. Studies of various training modes in developing countries suggest that a higher proportion of training resources should be directed to those who want more formal training in the informal sector.

Changes

These strategies are expected to play a key role in the planned introduction of new wage structures linked to the type of work and performance.

Focus

The better-off segments of rural populations in Africa have protected themselves by selling assets such as livestock, by hoarding or by taking advantage of less regulated agricultural trade. The agro-investment policies of South Africa, for example, have provided a positive stimulus to agricultural exports.

Government measures and fiscal policies are still restrictive in Western Europe and output growth is modest. Real interest rates are high and exchange rates are particularly between the US dollar and other BEAC currencies.

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Call to restore legal aid labour cases

By DICK USHER, Labour Reporter

URGENT representations by the Association of Law Societies for legal aid in labour cases to be restored have been requested by a group of Cape Town lawyers.

The lawyers, from private firms and the Legal Resources Centre, warn that the withdrawal of assistance for labour matters by the Legal Aid Board earlier this year could have serious consequences for industrial peace, restrict access to the courts, diminish the Industrial Court's credibility and result in fewer employers being "brought to book" for unfair labour practices.

This week the president of the Law Society of the Cape of Good Hope, Mr Mervyn Smith, said South Africa's legal aid budget was "hopelessly inadequate" to meet the needs of the majority of the population.

Addressing the society's annual meeting, Mr Smith drew attention to the exclusion of labour cases.

Undermining justice

"If legal aid is not increased drastically we may find the very system of justice itself being undermined simply because there is no money available to help the needy to gain their rightful access to the legal system," he said.

The lawyers said the withdrawal had severely restricted access to the Industrial Court because "faced with the complex task before them, a large sector of aggrieved employees with deserving cases will not be able to utilize the court without legal representation".

"Inevitably, aggrieved employees would increasingly resort to strike action or industrial unrest to resolve their grievances with management.

"In view of the fact that the standards and codes of conduct laid down by the court are relatively new, added to which there has been considerable resistance on the part of many employers to changing attitudes to labour relations, it is absolutely essential that contraventions and breaches of Industrial Court guidelines and codes are properly enforced."

They urged that society should not allow a situation where, in a climate of large-scale unemployment, a person who might be the sole breadwinner would have no access to machinery created to protect rights to reinstatement or any other rights as an employee.
Secret Irish visit to SA

DUBLIN. — Irish trade union leaders are making a secret visit to South Africa. Details of the week-long trip were kept secret till Monday in case the visit was banned. Three union leaders are visiting South Africa on behalf of the Irish third world agency, Troucaire, to foster closer links between the trade union movements of the two countries.
Unions 'will soon demand housing assistance'

Staff Reporter

ORGANIZED labour would formulate a comprehensive set of demands for financial assistance for housing from employers "within the next 12 to 18 months", labour expert Mr Tally Adler predicted yesterday.

Mr Adler, now a researcher with the Labour and Economic Research Centre, was a senior trade union official for ten years (1976-86) with the Federation of South African Trade Unions (Fosatu) which has since become the Congress of SA Trade Unions (Cosatu).

Mr S Myers, who chaired the Institute for Housing session which Mr Adler addressed, said it was the first time in the history of the Institute that a paper from "the trade union or workers' point of view" was presented.

Resources

"Right here and now, South Africa has the capital and technical know-how to reduce, if not entirely eliminate, our housing problem," Mr Adler said.

"Why don't we? Why is there still a major crisis in housing? The key to the housing crisis in South Africa lies in the reallocation of resources. The allocation of resources is, of course, a political question."

It was no accident, he said, that the majority of housing resources were still allocated to the white housing sector, nor was it an accident that those allocated to the black community went to service the wealthier section of that community.

Housing assistance was already part of the established "conditions of service" of senior management, Mr Adler said, and this practice needed to filter down..."
Trade unionist dies

Labour Reporter

LONG-SERVING trade unionist Mr Lesley Davadoss, 55, died in his sleep today at his home in Athlone.

Assistant general secretary of the Engineering, Industrial and Mining Workers' Union, Mr Davadoss was a founder member, having been associated with the union for 26 years.

Born in Cape Town, he was a deacon of St Mary's of the Angels Catholic church in Athlone.
Unions are outwitting employers in negotiations

Business Editor
PORT ST JOHN'S. — Few employers can match the expertise of the new generation of trade union negotiators in collective bargaining skills and they end up compromising themselves and other employers in their industry by pushing up wages and employment conditions.

This was claimed by Mr Bokkie Botha, group personnel manager of AECI at the Building Industries Federation annual congress yesterday.

The country faced a dramatic rise in shop floor bargaining compared with the old system of industry-wide agreements. Collective bargaining levels could even involve one department instead of the whole of the labour force in one enterprise, he said.

"The industrial council system is under fire from above and below — trade unions see them as racist and favouring whites, while many small employers see them as pushing wages too high."

Mr Ike van der Watt, president of the Boilermakers' Society, said the future of traditional trade unions, which sought work-related benefits looked bleak.

EXCLUSIVE CLUB

Unless the traditional trade union became more involved in the total spectrum of labour in industry and found some way of influencing the membership, it might as well make up its mind to become a benefit society or institution which would be only an exclusive club within the industry.

The growth of black membership had resulted in Cosatu claiming a membership of 700 000 or more than 65 percent of union membership in this country.

"As a result there is no doubt that the labour movement will be hijacked by politicians unless some acceptable form of political representation can be achieved soon," he added.
Striking facts behind those misconceptions

It is a common misconception of many employers that when it comes to industrial action it’s all done by the union telling its members what to do.

This occurs mostly among those who have recently hatched into the real world of union/employer relationships. They tend to see it as a situation where a union organizer turns up at the plant, stirs it up a bit and then calls the workers out on strike. I would hate to go on record as saying that this never happens, but it is far more common that, when a plant is organised by a union, a lot of simmering grievances come to the surface.

The workers become enthused by their new-found unity and some turbulence occurs.

The Electrical and Allied Workers’ Trades Union (EAWTU), an affiliate of the National Council of Trade Unions (Nactu) has recently been involved in a spate of actions. Much of this action has been at newly-organised plants – where they claim a considerable measure of success in getting employers to confront issues troubling workers.

During one of these actions – helping to illustrate that they’re not haphazard or instigated merely for the sake of stirring – I spent several hours in the union office sitting in on discussions between workers and union officials. After debate that lasted most of the day, the workers decided to go back to work the following day and take things from there.

The important element was the length and depth of the debate and the acceptance by the minority of the majority decision.

It was a decision in which the officials had an advisory role, but there was no way they could have forced their advice on the workers. EAWTU has been involved in a string of strikes in the 10 months from February to October, many of them involving employers for whom it was their first experience of a relationship with a union.

At one point in October there had been five strikes in eight working days. As they organise workers, union spokesmen say, they uncover a wide range of problems and abuses.

“Often these are problems which the workers have raised with employers, without success,” said Brian Williams, assistant general secretary of EAWTU.

“Wages under the industrial council agreement are low enough, but we came across one employer who was paying some workers below the set rate.”

IGNORANCE

“Then there is widespread evasion or ignorance of health and safety regulations – people not getting required protective gear, unsafe machinery, defective wiring, people working with noxious fumes in enclosed spaces without extractor fans.”

“The problem is that the handful of inspectors are simply overwhelmed.”

“You could say they’ve got an impossible job, so it’s important that the union take steps to ensure compliance by employers.”

“And often poor conditions go along with a poor employer attitude.”

“There’s so many of them who don’t respect their employees and their needs and ignore general conditions of comfort, don’t have toilets cleaned and that sort of thing.”

DISMISSAL

“We also get a lot of employers who still think they can fire workers at will, without any reference to to guidelines for fair dismissal laid down by the Industrial Court.”

But there are some roses among the thorns.

“One employer made a genuine effort to change things.”

“He even agreed to us bringing in industrial health experts to inspect the plant and make recommendations — after the workers had been complaining for years,” said Williams.
It's no wonder the land is in turmoil!

By DICK USHER, Labour Reporter

Bakery workers strike... miners strike... railwaymen strike... postal workers strike... food workers strike... car workers strike...

Strikes have achieved an extremely high profile this year. There have been several involving large numbers of workers, some have lasted for extended periods, several in the public sector were technically illegal and smaller stoppages are becoming so commonplace that they hardly make news.

Opinions on what is going on range from the wide-eyed conservatives who think that before every one-day stoppage the union phones ANC headquarters for instructions, to less sensational analysts who see it all in terms of a growing maturity in industrial relations and indications of greater confidence by workers and their unions.

But, whatever the explanation, South African industrial relations are in greater turmoil than they have been for years.

This turmoil would appear to be walking on four legs — a quadrupled with political feet.

The first element lies in the aims and nature of the movement itself overtly socialist. It aims at worker control of the means of production.

Its methodology is to enable people to take control of the most accessible portion of their lives — in the workplace so that they will one day be able to take control of the rest.

Its slogan is “Organise the Unorganised” and its most visible manifestations have been the extended public sector strikes among Post Office and railway workers.

As the unions expand their areas of organisation, they are continually coming up against fresh employers who appear determined to repeat the mistakes of others, who require their workers to labour under unacceptable conditions, who resist unionisation by various means and find themselves — early in the relationship — with a strike on their hands.

The strike is, in all probability, technically illegal, but many unions do not willingly accept the distinction between legal and illegal strikes.

First shock

What is material is that the employers are forced to realise that they are not immune to collective action, and the workers lose their “strike virility”. They become aware of the possibilities of their collective strength.

Many of the unions, however, have been round enough to have developed established relationships with employers.

Those employers have recovered from the first shock of having to deal on an equal basis with the new wave of employee organisations and have settled down to a working relationship — of varying degrees of comfort — with one of the unions.

In the past year these relationships have been ruffled by the emergence of the Congress of South African Trade Unions (Cosatu) living wage campaign which, in addition to its demand for higher wages, also seeks a 40-hour week, and an end to overtime — steps towards opening up job opportunities for the unemployed, maternity benefits for women, paid holidays on May 1, June 16 and March 21, no tax deductions, the end of the hostel system and the right to “decent education”.

All these are part of what one researcher sees as the emergence of “macro” demands in the negotiating arena, matters extraneous to the workplace, but relevant to the greater aspirations of the people working there — usually overtly political demands.

Relationship

This is the second leg. The third leg is related to people taking control of their own lives.

Here the unions have been entering relationships with groups in the community. Members are encouraged to work within these organisations and use their skills and influence to help direct them towards worker-oriented goals. At the same time the organisations, most of which have accepted working class leadership of the “liberation struggle”, come in to support battles in the workplace.

In the recent bakery workers strike, a meeting under the auspices of Cosatu was attended by about 100 delegates from affiliated unions, the UDF, Cape Youth Congress, Western Cape Students’ Congress, the Unemployed Workers’ Movement, South African National Students’ Congress, the Western Cape Traders’ Association and others.

In concrete terms their pledges of solidarity and support for the strikers realised very little, they went back to work before much organisation could take place.

The real significance was that the meeting took place and who was at it — a demonstration of the developing relationship.

According to Newton, all actions have an equal and opposite reaction.

If the first three legs are seen as action, the fourth is that of reaction.

On the government level the unions see this as measures attempting to curb them — various restrictions in labour legislation and those proposed in the Labour Relations Amendment Bill, the threat to gains posed by the Temporary Removal of Restrictions on Economic Activities Act, emergency regulations and detentions of unionists, and bannings and restrictions on newspapers.

From somewhere

From somewhere come the physical attacks on buildings — the bombing of Cosatu House in Johannesburg, Community House in Cape Town and numerous others round the country — the mysterious and divisive pamphlets, the violent attacks on unionists.

And then there is the employers’ resistance to movement — lockouts and mass dismissals, court interdicts and so on.

Is there any wonder there is tumult in the land?
Employers urged to support change

Staff Reporter

EMPLOYERS could not ignore the real moral outrage of the Western world against so many of SA’s repressive systems as “personified by the often wild distortions of the fundamentally outdated” apartheid system.

This was said yesterday by John Herdman, president of the South African Motor Industry Employers’ Association during his presidential address at the 78th annual conference of the Motor Industries Federation.

As one of the largest organizations in the country, the association could not simply react to the changes, take up a defensive position and shrug off the “inevitable moves” towards reform.

While the association had no right to demand of the government actions which were totally impractical or impossible to achieve, it did recognize and “strongly support the need for change in an organized and planned way”.

The rapid growth of the trade union movement had promoted change to a great extent and employers were particularly concerned where those changes affected their business.

The growth of the “non-white” trade unions had been dramatic and the years of chaos had gradually given way to intelligent organization and improved administration.

The association should anticipate the needs and inevitable demands of their employees and should recognize that they were simply trying to achieve a higher standard of living and a better way of life for themselves and their families.

The advancement, development and welfare of the lower paid workers should be promoted because if it was not done, increased conflict could be expected, Mr Herdman said.

Motor mechanics training revised

Staff Reporter

THE syllabi and curriculum of the current “hopelessly out-of-date” training system of motor mechanics have been re-organized.

John Herdman, president of the South African Motor Industry Employers’ Association, said yesterday the move would ensure people are trained to meet current demands.

In terms of the latest government policy, the training of artisans would become the responsibility of each individual industry. Current discussions will lead to the establishment — in conjunction with trade union associates — of an own National Industry Training Board for the motor industry.

The Training Board would eventually be responsible for the accreditation and trade testing of apprentices.

Herdman said it was envisaged that a modular system of training would be established whereby an apprentice would achieve competence in all sections of his trade, and would be passed on the basis of ability.
Launch calls for rights for municipal workers

A NATIONAL union for municipal workers was launched in Cape Town last weekend.

The South African Municipal-Workers' Union, representing more than 20,000 workers, has also affiliated to the Congress of Trade Unions of South Africa (Cosatu).

At the launching congress, 87 delegates represented workers from Natal, Transvaal and Cape Province. The new union is made up of the Cape Town Municipal Workers' Association, Municipal Workers' Union of South Africa, the Transport and General Workers Union, South African Alfred Workers' Union and General Workers' Union of South Africa.

Guest speakers at the congress were Sydney Mufamadi, the assistant secretary of Cosatu; and Dullah Omar, the chairperson of Western Cape region of the UDF.

Resolutions on the following were adopted:

- Sexual discrimination, military conscription, migrant labour and single-sex hostels, non-racialism, the campaign for a living wage and the right for the municipal workers to strike.

The elected officials are:

- Petrus Maboshi of Johannesburg, chairperson, the vice-chairman, Joseph Spangbo of Natal, treasurer Sidney Adams and general secretary John Emuzon of Cape Town.
The anti-unions score: Nine blasts, no culprits

Shuffled seats at the top of Umkhonto

BY HOWARD BARRELL, Harare

THERE has been a significant reshuffle at the top of the African National Congress's Umkhonto weSizwe, to fill the vacancy left by South African Communist Party general secretary Joe Slovo.

Observers believe the changes are part of the party's more aggressive guerilla campaign made South Africa.

The reshuffle — which occurred two months ago but has only now become public — is confirmed by the ANC — involves a personnel promotion for former Bureau United Democratic Front leader Steve Tshwete. He takes over one of the top three positions in the ANC's military wing.

Former Umkhonto political commander Chris Ham takes over Steve's position as guerilla chief of staff. This led because necessary to achieve more pressure on work in Africa after he had been elected ANC general secretary.

But Slovo retains his position on the ANC's national executive committee and the political-military council, the ANC's operating body.

Tshwete has moved into the position of the Umkhonto weSizwe political commander to replace Ham.

And Joe Modise stays on as Umkhonto weSizwe commander, with ANC President Oliver Tambo still overseeing the military wing.

As commander in the ANC's 10,000-strong guerrilla army, it will be Tshwete's task to oversee political education of military cadres, to ensure guerrillas acquire skills with ANC policy, and generally to look after the welfare of guerrillas.

Ham will be in charge of the direction and co-ordination of Umkhonto activities.

Ham (65), who in one year lead the ANC's chief representative of liberation movements in ANC's international activities, has been relieved of his post because of the death of his wife.

Top men in Umkhonto — Chris Ham (left), new chief of staff, and commander Joe Modise

By SEFAKO NYAKA

The anti-union attack this week on four trade union offices in Kimberley brings to nine the number of attacks on Cosatu and its affiliates in less than two months.

And, so far, police have not apprehended a single suspect from any of these attacks.

The union federation has decided to step up its "Hands Off Cosatu" campaign which was launched at the height of the racial unrest in May.

Since then many Cosatu affiliates have been refused office premises and had lessees withdrawn.

This week's wave reportedly destroyed the regional offices of the National Union of Mineworkers (NUM), the SA Railway Workers' Union (SRUW) and the SA Domestic Workers' Union.

The offices of the Municipal Workers' Union (MWA) and the Duma's Parents Support Committee (DUMAPSC) also suffered.

The fire in a further setback for the NUM whose Kimberley office was destroyed in an arson attack during the miners' strike in August.

Besides damage to equipment valued at thousands of dollars, important documents were also destroyed in this week's fire.

Early this month, the offices of the National Education, Health and All-Workers Union (Nehawu) were gutted.

The attack followed a number of strikes at various government hospitals involving Nehawu members.

In early August, the National Union of Metalworkers (NUM) in Krugersdorp were held in a previous attack was earlier caused by sabotage with Africans Workers' Solidarity Programme (AWSP) slogans.

That happened two weeks after a powerful explosion ripped through Community Centre in Cape Town, which housed Cosatu offices. An office in Sea Point offices housing the federation's Vaal region and a number of its affiliates were broken into.

Commencing on the Kimberley attacks, Cosatu's information officer, Frank Mansie, said the attacks, which appeared to have been carried out by persons not sophisticated professionals, were clearly a response to the federation's "Hands Off" campaign.

Last month the main office of Cosatu official Jerry Tshabangu was destroyed by a powerful blast believed to be a large mine.

An official, South African National Union of Metalworkers' officer, had a car parked outside South African National Union of Metalworkers' office at the time of the explosion.

In the same week, another Cosatu official was shot dead.

The federation, now under the leadership of Nombulelo Buza, vice-chairperson, said the attacks were to arouse anxiety and educate and mobilise around the cause of unionism.

The federation confirmed, on Wednesday, four trade union offices on Wednesday morning, three days after Nombulelo Buza, the federation's president, confirmed an initial attack at Cosatu's participation and leadership in the federation.

The conference, held at Coastline, Johannesburg, over the weekend resolved to "learn the lesson of the attacks and move forward to mobilise and educate around the cause of unionism."}

 Federation aims at women leadership

By GARRY TRUDEAU

Two women councils were set up this week, after a meeting of South African Trade Union Congress (SATUC) women at Bloemfontein.

The council, headed by Mbaletshwa Ntsebeza, the SATUC women's secretary, said its purpose was to mobilise and educate South Africa's women in support of the federation.

The conference was held at Coastline, Johannesburg, over the weekend resolved to "learn the lesson of the attacks and move forward to mobilise and educate around the cause of unionism."
A WIDE range of topics was covered this week by John Herdman, president of the South African Motor Industry Employers' Association, in his annual report.

As head of one of the largest employer organisations in the country his views are worth recording.

ON CHANGE: I have never supported demands for dramatic and immediate change.

We as an association have no right to demand of our Government, actions which are totally impractical or impossible of achievement. But we do recognise and strongly support the need for change in an organised and planned way, the recognition of the rights of all and the opportunity for participation of everyone in the achievement of a better way of life.

The natural reaction to change is one of fear, a fear that we will not be able to adapt to new situations and natural reluctance to change the often deep and inbred sense of values which most of us have accepted as a matter of course without any great degree of personal thought.

ON TRADE UNIONS: As employers we are naturally concerned with the changes taking place in our country which affect our business and these are to a great extent being promoted by the extraordinarily rapid growth of the trade union movement.

The growth of the trade unions has been dramatic and the years of chaos are gradually giving way to intelligent organisation and improved administration and we must expect these improvements to continue.

The increasing maturity of the trade union movement is a great tribute to the leaders and officials who have emerged over the past few years.

Unfortunately, but understandably, the trade unions, particularly the emerging black unions, are adopting a strongly politically influenced approach.

We should not be surprised as this has been the pattern of trade union development since the origin of the first trade unions and we, in negotiating with the trade unions, must expect to be faced with politically motivated demands.

We cannot respond to these demands as this is a matter for the Government of the country.

ON EMPLOYEES: We must anticipate the needs and inevitable demands of our employees. We must recognise that they are simply trying to achieve a higher standard of living and a better way of life for themselves and their families.

We must promote the advancement, development and welfare of the lower paid workers as fast as it is economically possible for us to do. If we do not do so sensibly and quickly we can only expect increased conflict and I believe that the interest of our industry, our employers, employees and our country as a whole require above all peace, stability and understanding.

ON UNEMPLOYMENT: Unemployment still remains the country's greatest single problem.

The poverty, deprivation and unfulfilled expectations of our lower skilled people continues to feed the despair and misery which has been the main cause of the social unrest which continues to plague so many parts of our country.
1988 looks set to be an interesting year for clothing, furniture unions

EVENTS in two industries — clothing and furniture — should be particularly interesting next year.

In the garment industry, all eyes seem to be directed towards the Congress of South African Trade Unions (Cosatu).

Last weekend saw the emergence of a strong new national union in the clothing and textile industries affiliated to Cosatu, the Amalgamated Clothing and Textile Workers’ Union (Actwusa).

This weekend the Clothing Workers’ Union (Clown), after being somewhat dormant for a while, is holding its third annual congress.

And the Garment Workers’ Union (GWU) and the Natal-based Garment Workers’ Industrial Union are hoping that, they’ll have their plans for amalgamation advanced enough to be able to complete it by the end of the year.

The scene could be set for some inter-union rivalry.

Membership of the GWU and all Cosatu affiliates in the Western Cape is within a few thousand of each other.

In the interests of its own influence Cosatu would have to crack the GWU’s dominance of the clothing industry.

The GWU is alive to this possibility and has been looking over its shoulder at the National Union of Textile Workers (NUTW), one of the unions which formed Actwusa. Last week’s Clotheline had two articles cautioning workers about NUTW, the Cosatu affiliate which showed them the door at talks earlier this year which would have brought them in with the unions now forming Actwusa.

But in spite of this the GWU hasn’t closed the doors on moving into Cosatu, according to assistant general secretary Cedric Peterson.

Meanwhile Clown, in the pamphlet advertising its meeting, says: “We expect this to be a watershed conference because we will have to discuss the conversion of Clown into an authentic union with paid-up members as opposed to merely signed-up members as in the case to a large extent at the moment.

“Cosatu lays down paid-up membership as a condition of affiliation.”

In the furniture industry things are a little different. The existing union, the National Union of Furniture and Allied Workers (Nufaw), recently affiliated to the National Council of Trade Unions (Nactu).

This is South Africa’s second largest union grouping and has recently been consolidating in the Western Cape.

But the latest Work in Progress reported that two Cosatu affiliates, the National Union of Metalworkers and Paper, Wood and Allied Workers’ Union (Pwawu), “have made great strides in ending the closed shop system in the furniture industry.”

They have concluded a recognition agreement with Afcol, the biggest furniture company in the country.

“For Pwawu the agreement is a consolidation of its campaign to drive Nufaw out of the industry,” said the report.

In the Western Cape, Pwawu has held at least one meeting for furniture workers and the drive against Nufaw appears to be on.
Managers warned of attacks by unions

EAST LONDON — Management must try harder to win their employees' loyalty in the face of increasing attack from the trade unions and the leftwing press, an executive director of Barlow Rand, Mr Derek Cooper, said here yesterday.

Mr Cooper warned that management's claim to be entitled to manage would come under increasing attack.

"The workplace has been manufactured into a major emotive, moral, political and economic issue, especially since the African National Congress switched its focus to the trade union movement at the beginning of 1987 as part of its strategy to weaken South Africa economically.

"This is due to continue under the banner of a living wage campaign," Mr Cooper said.

He said the Congress of South African Trade Union's (Cosatu) ideal for a national strike had not been abandoned although it might not be believed any longer than 1986 was the right year for it.

Mr Cooper predicted that because black workers' expectations of wage increases were not fulfilled this year, it was likely that there would be an increase in the number of strikes, especially where the collective bargaining structure was weighted in favour of the unions.

"Against this scenario, management is going to have to deal with a white worker force which is irritated, justifiably, with the whole scene of reverse discrimination. All in all an interesting scene."

Dealing with political trends, he said there was a greater realism on all sides.

"The extreme scenarios which were banded about two years ago no longer seem likely. Instead, the difficulties of defeating the other side are becoming more apparent. This should lead to a growing willingness to compromise."

The West would probably become increasingly understanding of the complexities of the South Africa's problem.

"The hypocrisy of the front line states as well as their economic incompetence may create a greater sympathy for those, who while opposing apartheid, also oppose socialism as an alternative."

"Russia will have to decide whether to escalate or diminish its involvement in southern Africa. The defeat in Angola may help those who want Russia to limit support in Africa to the ideological only."

Mr Cooper predicted that the level and frequency of violence would escalate. The appointment of Mr Chris Hani as Umkhonto we Sizwe commander suggested that the ANC could increase the level of urban terrorism."
serve to keep confusion on communism

Internal divisions in trade unions

W.E. Morris 2/11/52

[Image of a union label]
Labour relations ‘vital’ in 1988

BY DAVE PHILIP

LABOUR relations will be vitally important in the coming year, the chairman of the Cape Clothing Manufacturers’ Association, Simon Jocum warned last night.

Speaking at the opening of a lecture theatre for industry trainees, which has been named after him, he said “productivity, growth and sound industrial relations operate in tandem.”

The clothing industry had for many years enjoyed industrial peace and a stable relationship with the unions.

Commenting on recent changes in the structure and management of the unions he said, “It is hoped that good labour relations in the industry will not become a football being kicked around in the game between Unions.”

He continued: “More and more wage demands will ensure that labour will become more expensive. Improved productivity coupled with improved industrial relations can offset this increased cost.”

He commended the Department of Manpower for creating a six-week training programme for the unemployed and new work-seekers.

“To date we have trained 2 750 unemployed workers,” he said, adding that they have become productive in the informal sector, which the Government is doing its utmost to encourage.”
Farmers told: Workers' unions 'inevitable'

The Argus Correspondent

PRETORIA — Farmers will have to face up to trade unions among farm workers in future, according to Mr R Dredge of the Department of Agricultural Economics and Marketing.

In the January issue of Crops and Markets, published by the Directorate of Agricultural Economic Trends, Mr Dredge said that "the current turmoil in South African labour relations" — the formation of trade unions, strikes and threats of strikes — could spread to the agricultural industry.

"Farmers will have to prepare themselves for these changes in the labour field by becoming au fait with modern personnel management techniques.

RECRUITING PROBLEMS

"If farmers are able to identify and correct real labour grievances through the application of sound personnel management techniques it will reduce to a large extent conditions which encourage agitation.

"This will pave the way for meaningful employer/employee negotiations," he said.

Farmers paid too much attention to mechanisation rather than improving productivity through sound personnel management techniques.

In spite of the high unemployment, farmers found it difficult to recruit workers because black and coloured workers were becoming less interested in farm labour.
UNIONS WAGE PSYCHOLOGICAL WAR

WHEN it comes to negotiations between unions and employers, it's not only the physical forces both sides can master that come into play—there are also the psychological aspects.

Both sides employ them, but it seems that union negotiators might be somewhat more inventive and adventurous in their tactics—especially given the cross-cultural elements that exist—than employers.

Most negotiators have encountered the old tactic of having one person on the team detailed off to lose his or her temper should it become necessary. Nothing wrong with a bit of righteous anger at the appropriate moment as part of the total mix of tactics, it maintains an edge to the discussions.

That sort of thing probably goes back into prehistory.

Uncontrolled anger, however, is another matter and it's known for both sides to identify someone in the opposition who's susceptible to a bit of needle and subject them to it.

If someone can be niggled into losing control, they can often say something they don't really mean, become irrational and then the other side gets an edge.

It's been suggested that such people tend to have come from the older type unions which rarely had the basic worker organization which the newer unions have concentrated on. Jumping up and down was often all they had to offer.

The newer unionists, often very skilled negotiators, know the advantages the other side can extract from unguarded moments and do their best to avoid them.

Their point of view is that they're negotiating on behalf of their members and that, if necessary, the anger can be expressed on the shopfloor by the workers rather than wasting it by shouting at employers,

Worker solidarity gives them both confidence and a fall-back position.

Somewhere around the same level, unsettling the opposition, is a move one organizer got quite gleeful about when describing employer reaction.

"Reactions vary, but some of them are totally baffled."

"They'll bring us tea instead of picking up the cup up and leaving it on the table and start slapping away."

"They never know how to react. They just don't know what they've got on their hands."
Union factions dispute in court

Own Correspondent

JOHANNESBURG. — Two factions of the Commercial, Catering and Allied Workers' Union have gone to the Supreme Court in a bid to settle a dispute over the leadership of the union.

The court application has been brought by Mr. Vivian Mtwa, general secretary of one faction which does not recognize the merger between Ceawusa, the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union.

The matter was stood down in the Rand Supreme Court yesterday to allow the sides to negotiate a settlement and is expected back in court today.
Govt workers want better 'bargaining mechanism'

PRETORIA — Government workers are pressing for a more effective salary and wage bargaining mechanism.

The issue was discussed on Wednesday at the meeting of the Public Servants Association management board.

It is understood strong representations will be made to the Minister responsible for the public service, Alwyn Schlebusch, for a prompt response to the PSA's demand.

Senior PSA members say they are totally at the mercy of the Commission for Administration.

If their pay representations are rejected, they have no comeback.

There is no appeal mechanism where disagreement can be thrashed out and a compromise reached.

The other issue discussed was market-related salaries.

The PSA again claims the gap between private sector and public sector pay has widened.

Linked to more effective negotiating machinery is the need for a system that takes more pertinently into account equivalent earnings in the private sector, it is claimed.

The PSA's response to criticism that too big a slice of the national budget is set aside for the payment of government workers is that they are not responsible for staff demands of the tri-cameral system or the administration of other government policies.
No union garland for Franz Josef

By PHILLIP VAN NIEKERK

In marked contrast to the smiling reception Bavarian Prime Minister Franz Josef Strauss got from President PW Botha in Cape Town this week, the Congress of South African Trade Unions and the United Democratic Front say the West German politician is not welcome in South Africa.

There has been international speculation that Strauss is on a mission to examine the prospects of a negotiated settlement in the subcontinent.

He is one of the few Western politicians still acceptable to Pretoria — and thus in any position to persuade them of the need for negotiation.

However, Strauss will meet few black leaders during his visit, with the possible exception of "homeland" politicians such as Lucas Mangope, president of Bophuthatswana, and Mangosuthu Gatsha Buthelezi, head of Inkatha and chief minister of KwaZulu.

A "meet the people" reception to be hosted by the West German embassy next week will not be attended by the only group that Weekly Mail could establish has been invited: the National Council of Trade Unions (Nactu). "It's not convenient for us," said

A union chill for visiting Strauss

—from PAGE 1

Puoshaw Camay, Nactu general secretary He refused to be drawn out on whether they were specifically boycotting the event.

A representative of the German embassy in Pretoria would not divulge who else was on the invitation list, and referred all enquiries to the South African Department of Foreign Affairs, which will be represented at the official reception.

Frank Memjjes, an official of Cosatu, said the fact that his organisation had not been invited to the reception "said a lot."

"He hasn't requested to see us and we wouldn't want to see him even if he did," said Memjjes.

Memjjes said Cosatu believed Strauss' visit was an essentially conservative mission. "We see it as a plan to shore up the present regime," he said.

"We don't believe he has a mandate to interfere in the way he is doing," he said. "The outcome could only be destructive."

In a strongly-worded statement yesterday afternoon, the UDF said Strauss was not invited by the majority of South Africans and he and his "fact-finding" mission were not welcome in the country.
ALL the signs are that it is likely to be a busy year on the labour relations front.

Not only will unions be maintaining the pressure on economic issues and defending those gains they've already made, but the question of freedom of association in the public sector is still outstanding. There are major changes to the Labour Relations Act in the offing and the pressures for holidays on Sharpeville Day, May Day and Soweto Day will probably intensify.

All of these, and others, are issues on their own. But in the nature of things in South Africa today, they are also bound together.

Their economic gains are seen by the unions as a result of working class organisations which have been created.

But the Labour Relations Amendment Bill and other legislation such as the Temporary Removal of Restrictions on Economic Activity Act are viewed as direct attacks, a State backlash against the gains and the institutions.

The Bill is seen as a major attack on the right to strike and on working class unity in that, in its present form, it will outlaw sympathy strikes and other support actions by unions.

Other areas where unions feel these are under attack are the Government's proposals for privatisation of State-owned and parastatal industries and moves to end subsidies on basic food items such as bread.

Given that wages are continually being eroded by inflation, it is highly possible that legislated moves to limit organisations — and therefore further economic gains — will be strongly resisted.

At the same time, if last year's pattern continues, many employers are going to show tougher responses to potential or actual strike action.

Major areas of confrontation will probably be the public sector and the mines.

The opening salvos in what promises to be a long and hard battle for the right to organise public sector employees were fired last year with the South African Transport Services (Sats) and Post Office strikes.

A commission under Professor Ntc Wibalan has made recommendations about employee organisation in Sats, but these have yet to see the light of day.

The public sector occupies a central position in the overall economy and employs many thousands of workers. The issue of their organisation is not going to remain dormant.

So another major strike is possible.

Although the outcome of the miners' strike last year was hailed by some as a victory for South Africa's industrial relations system, not only is this system likely to change if the proposed Bill passes Parliament, but there are several issues outstanding which the National Union of Mineworkers will certainly take up again this year.
1.8m workers belong to mixed unions

Political Staff

HOUSE OF ASSEMBLY
More than 1.6 million workers in South Africa belong to racially mixed trade unions or unions with no racial classifications among their membership, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

He said in reply to a question by Mr Peter Soel (PPF Johannesburg North) that 446,779 whites, 310,196 coloureds and Asians and 659,122 blacks belonged to 106 registered trade unions.

Whites only

There were also 237,362 members of registered trade unions which made "no classification according to the various population groups".

Mr Du Plessis said 41 unions confined their membership to whites, 29 to coloureds and Asians and 9 to blacks only.

In reply to another question by Mr Soel, he said 964,861 workers, including 327,284 blacks, were affected by industrial council agreements and an estimated 910,074 workers, including 371,177 blacks, were affected by wage determinations.
Unions reject privatisation

THREE Cosatu-affiliated unions said yesterday that workers in the public sector could not accept the proposed privatisation of state concerns.

The unions also expressed dissatisfaction with the proposed Labour Relations Amendment Bill.

The unions are, the Post and Telecommunications Workers Union (Pothwa), the South African Railways and Harbours Workers Union (Srhwu) and the National Education, Health and Allied Workers Union (Nehawu).

The statement said privatisation would lead to loss of jobs, greater profits for big business and the disruption of unions in the public sector.

The unions demanded proper bargaining structures be set up, a right to strike, parity for workers on all levels and a living wage.

The statement said the proposals were “a clear demonstration of the alliance between the state and big business against the workers”.

The workers said they could not accept the reasons government had given for privatisation as “all this was done without consultation with worker organisations”. — Sapa.
First 10 years of trade-union movement in SA — book gives insight

A VALUABLE overview of the first 10 years of the "independent" trade union movement as reflected in the South African Labour Bulletin has just been published.

The second in Raven Press's Southern African labour series, The Independent Trade Unions 1974-1984 was edited by University of Cape Town sociologist Johann Maree and is subtitled Ten Years of the South African Labour Bulletin.

Maree has been intimately associated with the labour movement and the bulletin from the outset and is well qualified to deal with the movement and the changing nature of the relationship between it and the periodical.

The bulletin first appeared in 1974, the year after the series of strikes in Durban which heralded the resurgence of trade unionism among blacks following several years of dormancy after the collapse of SACTU (South African Congress of Trade Unions) under Government pressure in the 1960s.

It was, as Eddie Webster, who has served on the bulletin's editorial board since its inception, says in a prologue "directly linked to the emerging labour movement and was concerned to record both its struggles and serve its needs. In fact, the first edition made its purpose clear by devoting itself, apart from a slightly more than a page of news about the Institute for Industrial Education, entirely to an article on the case for African unions.

Since then the bulletin's relationship with the movement has undergone several metamorphoses but, as Webster says, "it has always retained those early links and continued to draw its material and audience from people sympathetic to that movement."

As such, its immediate value would appear to be largely in the insights the book gives into the history, growth, struggles and issues with which the movement contended during its first decade. It should be compulsory reading for those whose relationship with trade unions is at an early stage.

The book is arranged in five thematic sections covering the emergence of the movement, significant industrial actions, the major industrial relations laws and their significance for unions, the inter-union debate on appropriate strategies towards the State and legislation and the political role of the unions.

Each section is introduced by an overview written by a bulletin editorial board member which outlines the major developments during the period and places the readings in their historical context.

The book also contains an invaluable two-part index to the first 10 volumes of South African Labour Bulletin.
PW to talk to unions today

President PW Botha has invited the entire spectrum of trade unions to meet with him at Tuynhuys today for what unionists expect will be a pep talk on the need to exercise restraint in wage demands this year.

The discussions come amidst growing fears by the public-sector unions that the private sector will pay no more than lip service to Botha's appeal for restraint, and they will be the only ones to suffer in any anti-inflation campaign.

Invited unions include affiliates of Cosatu and National Council of Trade Unions (Nactu), the right-wing SA Confederation of Labour, as well as non-aligned artisan and other unions such as the SA Boilermakers' Society, the Amalgamated Engineering Union and the SA Electrical Workers' Association.

But Nactu and Cosatu unions said they would not attend the gathering.

The invitation was not specific on the agenda for the meeting, stating merely:

"Botha to appeal to their sense of patriotism and to make financial sacrifices in order to reduce the inflation rate."

It was, for a discussion on salaries and wages. Unionists who were to attend were reluctant to comment on the stance they would take. One said he was expecting..."
PW cautions union leaders

PW warns unions against excessive demands.

Trade union leaders were warned by the government to guard against excessive wage and salary demands to prevent inflation and maintain cooperation in the battle against inflation.

President PW Botha, in a meeting with trade union leaders, advised against demands that could lead to increased prices and economic instability.
PW's warning to unions

Political Staff

President P.W. Botha yesterday warned trade union leaders to "guard against excessive wage and salary demands this year and appealed for co-operation in the battle to combat inflation."

His warning was delivered at a meeting at Tuynhuys in Cape Town — held a his request — with the representatives of 22 trade unions.

The meeting was boycotted by several, including Cosatu. One of the reasons, apparently, is that it was understood the meeting was to be split in two; one for predominantly white unions and the other representing blacks.

During the meeting Mr Botha also called on the union representatives to assist in overcoming excessive price increases by "cultivating a spirit of price awareness among their members."

In a statement released after the meeting, Mr Botha indicated that he had informed the trade union leaders that the government is preparing legislation to provide increased powers to organisations such as the SA Consumer Council to act in the interest of consumers.

Mr Botha said the issues on the agenda had concerned matters of vital economic importance. Those who boycotted the meeting, had missed the opportunity of contributing to maintaining a sound economy, he said.
Unions seem set to hold firmly to course

PRESIDENT P W Botha's appeal to trade unions for wage restraint was unlikely to change the unions' approach to collective bargaining, SA Boilermakers' Society president Ike van der Watt said yesterday.

Van der Watt, who was present at the meeting with Botha at Tuynhuys on Wednesday, said the union representatives had told the President they had always acted responsibly and with restraint.

They had pointed out that increases won by their members in recent years had failed to keep pace with inflation.

ALAN FINE

Unless there was some method of curbing price increases they would be forced to continue to try to keep pace with cost of living increases, he said.

Van der Watt said if unions did exercise greater restraint the proceeds would merely end up in the pockets of shareholders.

Nactu statement

Another source said a speaker had told Botha his call for restraint had merely given employers a new weapon with which to beat the unions.

Botha reportedly responded that this was not the intention and he would tell employers so.

The meeting was attended by 22 unions, of which the Boilermakers was the largest. It is believed 46 had been invited but a number, mostly the Cosatu and Nactu unions, had refused to attend.

Nactu said yesterday it would have nothing to do with government as long as apartheid existed. Further, there was no way in which Nactu could talk to the State President while Nactu members were in detention and action had been taken against legitimate people's organisations and their members.

In addition, the Labour Relations Amendment Bill now before Parliament, which aimed at seriously restricting trade union activities, made the whole idea of meeting the State President a futile exercise.
PRETORIA. — The number of working days lost because of strikes rose to 5.8-million last year from 1.3-million in 1986, said the Director-General of Manpower, Dr P J van der Merwe.

The increase was attributable to the large mining strike, he told a labour relations training programme organised by the research unit for labour relations of the University of Stellenbosch's management school.

Total trade union membership last year exceeded 2.1-million, or 24 percent of the labour force, Dr van der Merwe said.

Unions achieved relatively high wage settlements in the second half of last year, averaging just under 20 percent — well above the inflation rate.

Nominal

This was made possible by a conscious union push for higher wages and increased corporate profits.

But most strikes ended with unions winning at best nominal improvements over pre-strike employers' offers.

A higher level of confrontation, violence and intimidation was discernable last year. Employers were more prepared to lock out and dismiss workers.

Managements "seem to have acknowledged the strength of particularly organised black labour and appear to have been prepared to pay a premium on wages as a cost of labour peace," he said.

But employers indicated there was a limit to the amount they were able or prepared to pay in this way.

Productivity

He reiterated National Productivity Institute findings that South Africa's gross national product per capita decreased by 2.55 percent between 1981 and 1985, while that of its trading partners was increasing.

Labour productivity in the manufacturing sector decreased by 0.2 percent during the period 1982 to 1985 — Sapa.
Ultimatum over labour bill

JOHANNESBURG - Four metalworker unions this week demanded that metal industry employers oppose the Industrial Relations Amendment Bill - or face possible industrial action by a third of the industry's workforce.

The bill, currently before Parliament, will severely limit workers' right to strike.

The unions issued their warning to the employers' body, the Steel and Engineering Industries Federation of SA (Sefisa), on Tuesday at the start of national metal industry negotiations.

The warning was issued by Brian Fredericks, secretary of the SA council of the International Metalworkers' Federation (IMF), on behalf of four local IMF member unions.

In a unique experiment in union co-operation, four South African IMF affiliates have entered negotiations this year for the first time with a set of joint demands. This follows a series of meetings attended by members of all four unions.

The four unions are:

- The National Union of Metalworkers of South Africa (NUMSA), a Cosatu-affiliate. It has 157,000 members and is the country's second-biggest union.
- Numsa has brought 97,000 members into the alliance - its remaining 60,000 are in sectors such as car manufacturing and mining and are not covered by the Sefisa negotiations.
- Steel, Engineering and Allied Workers' Union of SA (Seawusa), an affiliate of the smaller, black exclusive National Confederation of Trade Unions (Nactu).
- Engineering and Allied Workers' Union, an independent union representing 3,000 workers.

Combined, the four unions represent more than a third of the entire metal industry workforce.

The 27,000-member SA Boilermakers, Iron and Steelworkers, Shipbuilding and Welders Society, also an IMF affiliate, decided last week not to link up with the four-union IMF negotiating team.

In addition to jointly-formulated demands which include a 192% increase on the industry's R2,60 minimum wage - the unions have agreed to act, and to settle, only on decisions and mandates from IMF-organised general union member meetings.

Union officials believe the joint action could head off attempts by employers to outflank Numsa's demands, usually higher than those of other unions, as they have done in the past.

Last year, although Numsa represented more workers than the other 12 negotiating unions combined, Sefisa achieved an Industrial Council settlement.

Although Numsa was not a signatory, it is bound to an agreement when it is promulgated.

When Numsa voted for a national strike, Manpower Minister Piette du Plessis hastily repromulgated the '86 agreement - thus outlawing Numsa's strike.

This year, with four unions united - and the possibility of support from the boilermakers - that strategy will be more difficult.

Employers, however, continue to recognize Numsa's 97,000 members as the major challenge.
THE 1987 strike on our gold and coal mines was a major event second only — in terms of trauma — to that great con-
vulsion 65 years earlier. In 1922 the number of strikers in-
volved was few — about 25,000 compared to 230,000 last year — but the loss of life in 1922 was far greater.

There are, in fact, no real similarities between the two strikes but the differences between them may hold some lessons.

The 1922 strike got out of hand, the state intervened with the military, more than 200 people died, four strike leaders were hanged, 5,000 people were arrested, the government of the day subsequently fell from power and new labour legislation was introduced to accommodate the political consequences of the strike.

The new measure, the Industrial Conciliation Act of 1924, was an excellent piece of legislation with however one major flaw: in seeking to allay white fears it explicitly excluded blacks. This established a basically sound but discriminatory framework for industrial relations because while blacks were not excluded from forming unions, they were not part of the statutory system — members of the club, as it were — and they operated in a twilight world for more than half a century until the Wiehahn Commission recommendations undoing the discrimination were accepted by the Government in 1989.

In 1922 the State found it necessary to get involved whereas last year it largely kept out of the fray. In 1922 the government may have had no option but to intervene on the scale it did because the strike developed into a full-scale re-
bellion — the Rand Revolt of Red Rebellion as it became known. This begs the question: are there currently forces at work heading us in the same direction?

If there are and if at some stage the Government is obliged to intervene with force on our mines or in our factor-
tories, the consequences may be far more serious than what happened in 1922.

No doubt the Government must have considered inter-
vention in last year’s strike when it became clear that violence was again rearing its ugly head because let us make no bones about it — parallelled in time with the advent and growth of unionism for our skilled and semi-skilled workers there has been a deepening worrying increase of violence and bloodshed on our mines.

In 1986 violence caused 32 deaths and 188 injuries. In 1986 this rose to 38 deaths and 243 injuries, and in the brief period from December 1986 to February 1987 52 deaths and 763 injuries were reported.

During the month of the strike — August 1987 — 18 people lost their lives, 15 in clashes between strikers and non-strikers. It appears that 12 of the fatalities were employees not wishing to participate in the strike. In addition to these deaths, many hundreds of employees were injured.

That the Government — under these circumstances — did not intervene says a great deal for its restraint and for its faith in the industrial relations system and in the parties themselves. A point not always appreciated is that the strike was in the end resolved through agreement and settlement and not through force or curtailment of the parties’ freedom. It was a victory for moderation and restraint and it was a victory for our in-
dustrial relations system, though the cost was high, to union members and to employers alike.

EXTRACTS from an address by the president of the Chamber of Mines, Mr Naas Steenkamp, in Johannesburg this week.

So if you ask me just where industrial relations is heading in our country and in the mining industry in particu-
lar my answer must be that this would depend on whether management and workers set enough store by their relationship and the system under which they operate to want to protect it from intrusion whether by the liberation movements or by the Government.

If indeed the parties are pre-
pared to work positively to safeguard their system the Government can be kept out of it. Not that I am suggesting the Government has no role in in-
dustrial relations. On the contrary The role of the State is, first and foremost, to provide a framework in which collective bargaining can operate freely and democratically with minimum interference, and this appears to have been accepted.

But the catch is that labour law and the industrial relations system are limited in design and intent. They can only provide the preconditions for negotiation, compromise and peaceful resolution of disputes.

They cannot contend with violence, intimidation, murder and insurrection or serve the aims of revolutionaries.

It would be ironic if emerg-
ent unions, by brutalizing a tried and trusted system which has gained them genuine power in the industrial deci-
sion-making process, were to destroy both the system and a power base on which so much more could have been built.

There has already been a clamp down on Cosatu — luck-
ily not on the Cosatu affiliates with whom the employers must negotiate. I am prepared to read this as a welcome sign that the authorities still have faith in the collective bargain-
ing process as such and I hope we will prove that faith to have been justified.
Launching of new federation

A NEW trade union federation representing about 700,000 transport workers in eight countries in southern sub-Africa has been launched following a workshop held in Swaziland.

Interim president of the Southern African Transport Unions Co-ordinating Council (Satucu), elected at the end of a five-day workshop in Mbabane over the Easter holiday is Mr. Amos Mabuza, executive member of South Africa’s Transport and Allied Workers Union, a Nactu affiliate.

The workshop was officially opened by Swaziland Minister of Labour and Public Services, Senator B M Nhlanhla, and closed by secretary general of the Swaziland Federation of Trade Unions, Mr. Jan Sithole.

The interim committee comprises Mr. Mabuza, Mr. Horacio Mula, Mozambique (first vice-president), Mr. Edjenj Setlhare, Botswana (second vice-president), and Mr. Shakie Museve, Zimbabwe (secretary general).

The assistant general secretary is Mr. Johannes Fakudze, Swaziland, and an additional member is Mr. Pickett Matsonal of Lesotho.

Some of the recommendations and resolutions adopted at the workshop considered the growth and development of unions in the region and identified problems facing transport workers in Southern Africa as destabilisation, bandits in Mozambique, Angola and Zimbabwe, health and safety, overworked drivers, ill-developed roads, the harassment of drivers at border posts, and the refusal of multinational companies to adhere to parent company policies and international labour organisations standards.

Satucu, which has been charged with drafting a constitution and the formation of the Southern African Transport Workers Federation, is to call a larger launch conference to be held in Harare, Zimbabwe, not later than September 1988.

The Satucu workshop was sponsored by the African-American Labor Centre (AALC-AFL-LCIO) with which it has pledged solidarity.
Extent of unionisation disclosed

MORE than 25 percent of respondents indicated that their employees belonged to trade unions.

They tend to come mainly from the manufacturing sector and from the larger organisations. Although this result in itself is not surprising, this sector also gave significantly different responses to several other questions.

The segment tends to be more negative about the state of the Western Cape economy and a higher proportion, 75 as opposed to 66 percent, feels that a significant downturn will occur within the next two years.

These respondents also see labour problems and increasing costs of employee benefits as far greater threats to their business's future prosperity.

In both cases three times the percentage of respondents mentioned these factors than for the respondents with non-unionised employees.

Firms with unionised workers expect to give marginally larger increases than those with non-unionised workers. An average increase of 13,5 percent is expected.

A smaller percentage expect to reduce their workforce (15 versus 28 percent) while those who expect to increase their workforce expect to do so by an average of 4,5 percent — or 0,5 percent more than for the respondents with non-unionised employees.

It is apparent that even for owner-managed businesses unions provide increased stability for the employee.

Even though this segment is more negative about the economy, it nonetheless forecasts higher wage increases, and proportionately greater job creation, while fewer businesses expect to retrench any employees.
**Unions look at unity**

FOUR South African trade unions met in Zimbabwe last weekend to explore trade union unity, both inside and outside the Republic.

A National Council of Trade Unions statement released to Zimbabwe's domestic news agency, Zana, said that at the meeting were Nactu, the Azanian Trade Union Co-ordinating Committee, Cosatu and Sactu.

The meeting was jointly hosted by the Organisation of African Trade Union Unity and the International Labour Organisation in preparation for an ILO conference against apartheid.

The four trade unions concerned accepted an offer by OATUU's secretary general, Hassan Adebay Sunnonu, to explore trade union unity.

"The offer was accepted on behalf of Nactu by its president, James Mudaweni. The Cosatu and Atuc delegations also endorsed the offer.

"The Sactu delegation, led by veteran trade unionist Mark Shope and international secretary, Aaron "BB" Pemba, acknowledged and stressed the need for trade union unity and agreed "there are more issues that unite us than divide us"." -- Sapa
Labour peace: 'no easy road'

PRETORIA — A decade of experience with black trade unions had shown there was no easy road to either labour peace or constructive relations, Anglo American group consultant on industrial relations Bobby Godsell said yesterday.

Speaking at the SA Institute of Mining and Metallurgy symposium, Godsell said few still harboured the illusion that unions would either never arrive, or would somehow disappear.

Legitimate workers' aspirations as articulated by unions had to be addressed. Equally, coercive, unfair and at times even barbaric behaviour had to be effectively resisted.

Godsell said the trade unions reflected new power realities.

Union leadership, and especially the relationships management had developed and maintained with union membership, would determine the constructive or destructive use of newly acquired worker power.

"There is no way to take the power away. There is no road open back to the past," Godsell said.

He said in many industries wages and working conditions were not what they should be.

If white managers and artisans could legitimately expect to be paid wages roughly comparable with those in developed economies, so could black operatives.

And if white workers enjoyed a properly funded retirement benefit, so should black workers.

Godsell said industries could not stand still and racial inequities had to be addressed.

Management should not wait for coercive union tactics, he said.

They should seize the initiative and set the agenda for improvements industry could manage.

Most second-line supervisors were white and they had found themselves managing men at work simply because they were the last line of white employees.

"They are more bosses than bases," Godsell said.

The days of racially based authority, if not completely over, were rapidly departing, he added.
OFS unions call indaba on dismissals

BY DAN DHLAMINI

The dismissals of workers who participated in the recent Cosatu/Nactu three-day protest, has prompted trade unions in the small town of Kroonstad to call a workers' indaba.

The meeting will be held on Tuesday at Kroonstad's Fawu offices.

According to Thami Phalso, the trade union spokesman, the meeting has been called to discuss ways of persuading the employers to reinstate the workers who were dismissed for heeding the protest call.

Phalso alleges some members of Sarhlu were forced to sign forms without having been afforded time to consult their union or seek advice on the matter.

He said the unions which would be represented at the meeting were Fawu, Sarhlu, Ccawusa, Actwusa, the South African Municipal Workers Union, the National union of metal workers of SA, the Domestic workers union, and the Transport and general workers Union.
Sarhwa, a movement of Ahmadiyah, has instructed its lawyers to make a second attempt to have the SARS (South African Revenue Services) staff association declared unlawful. The SARS staff association has instructed its lawyers to make a second attempt to have the SARS staff association declared unlawful. A battle between the two unions took place when workers had signed their resignations and left the premises of the company. The workers who were not paid their salaries were informed that they would be treated as if they were in a state of illicitness. The workers have been instructed to pay legal costs.
Two men thrown from train in wave of strike unrest

The Argus Correspondent

JOHANNESBURG. — Four men have been murdered and several others assaulted in attacks on workers defying a strike at Afcoil plants in Johannesburg in the last few weeks.

Two Eldorado Park men, Mr Johan Abrams and Mr Fazel Jappie, died after apparently being thrown from moving trains and two others, Mr P. Singh and Mr D. Hanriden are in a serious condition in the Johannesburg Hospital after they were attacked on their way to work at the Transvaal Mattress and Furniture Company in Village Deep.

The other two murdered men are Mr Ben Rampu, a shop steward for the Boilermakers Federation, who worked at the Edelco plant, and a casual worker, who has not yet been named, who worked at the Powercraft factory.

It is believed the four deaths and wave of assaults at the factories have been the result of some workers refusing to join a strike demanding the reinstatement of workers dismissed recently.

The sister of one of the dead men, who did not want to be named, said she was deeply shocked by her brother's death.

Two weeks ago my nephew found a job at Transvaal Mattress. He told his father about it, and he also applied for work. They had only been working there a few days when this terrible thing happened.

STOPPED AT CAFÉ

"They were walking from the bus stop to work when my brother stopped at a café to buy cigarettes. My nephew was waiting outside when other people on their way to work came rushing past. They told him to run because they were being attacked.

"My nephew went into the shop to warn his father, and as they came out, they were confronted by this group. My nephew, who is only 16, managed to run away, but my brother could not run fast enough.

"They caught him and apparently beat him up in the courtyard before they took him back to the station. We are not sure exactly what happened, but the doctors told us he was thrown from a train."

The sister said her brother was 42 years old, was married and had six children, the youngest of whom was two years old.

"We can't believe that something like this can happen. It is really terrible," she said.

The human resources director for Afcoil, Mr George Kimont, said they were still investigating the situation.

"We are in a difficult situation because we still don't have all the facts. We know that a number of people who are employed in the Afcoil group have been injured and that some have been killed. There's no way I can suggest what might have happened but it is true that the employees who were killed were non-strikers," he said.

The labour dispute at Afcoil plants was sparked several months ago after a number of workers at Star Manufacturers were dismissed for alleged assault. Workers at the factory went on strike and were then dismissed.

This was followed by a wave of sympathy strikes at other plants. Negotiations are in progress between Afcoil and the union concerned, the Paper, Printing, Wood and Allied Workers Union to resolve the issue.

A spokesman for the union said it would issue a full statement today in response to allegations that its members had been involved in the murders and assaults.

"In terms of policy, we are a non-violent union committed to negotiation and we would never encourage members to commit such acts. The union will take steps to investigate the matter fully," she said.

Police confirmed four men were thrown from trains, two of whom have died, and said incidents of intimidation had been reported. They declined to give details in order to protect those involved.
Only radical unions against ‘strike curbs’

By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Piette du Plessis, said yesterday.

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill.

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division.

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis’s strong attack on the “radical” trade unions indicates that little compromise seems possible.

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty.

Mr Van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses, including the ban on sympathy strikes, intermittent strikes and product boycotts.

“The evils in the bill are a manifestation of the Nats’ design to squash political opponents by prohibiting all strike action which could be used to exert political pressure.”

Mr Du Plessis said he disagreed with every point Mr Van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of an unfair labour practice.

Mr Van Gend had said the bill would curb strikes and he agreed with this. “We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally.”

The South African Consultative Committee of Labour Affairs (Sacola) not only supported the bill but had also published advertisements in newspapers explaining their position:

“Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa.”

These unions were acting in a way to fulfill the calls by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations.

“We want to take a firm grip. We want to stop them disrupting the economy.”
Unions set for 'growth'

Own Correspondent

JOHANNESBURG — The most important development since the introduction of the 1979 labour reforms was that workers had turned into human beings in the eyes of employers, the architect of the 1979 legislation, Professor Nico Wiehahn, said yesterday.

Speaking at the public launch of Webber Shepstone Findlay, a new law firm specializing in labour law, Prof Wiehahn said the 1990s would see a further growth in unionization.
Dramatic drop in SA strikes

Own Correspondent

JOHANNESBURG. — Strike action in South Africa in the first six months of the year is down by 88% on the same period last year, and is at its lowest levels since 1993, according to a preliminary survey of mandays lost conducted by industrial relations consultants Andrew Levy and Associates (ALA).

The survey, which excluded political stayaways showed 120 055 mandays were lost to strike action in the period to June 30, compared to 1,1m last year. The data was based on analysis of 76 strikes.

By far the industrial sector most hard hit by industrial action was automobile and allied, which accounted for more than 42% of the mandays lost. Next was the public sector with 13%.

The report noted that the retailing and mining sectors, normally high on the list of strike-prone industries, were conspicuous by their absence. Non-auto parts of the metal industry, too, have enjoyed their most strike-free period for years.

An analysis of strike triggers indicated a dramatic reduction in the proportion of strikes due to disciplinary incidents. The survey showed just 12% of strikes were triggered by disciplinary action, compared to close to 20% last year.

The ALA report suggested this could indicate that the handling of discipline on the shopfloor has become more institutionalized as a result of greater experience on the part of management and labour. Part of this included the large number of disciplinary cases referred to the Industrial Court and to private arbitration.

"War-weariness"

The wage dispute trigger accounted for just over 30% of strikes, similar to last year. Other grievances, with no single one prominent, accounted for the remainder.

Explaining the dramatic downturn in the incidence of strike action, ALA’s Mr Gavin Brown argued this did not necessarily mean the beginning of a long-term trend. More likely, he said, the unions were suffering a “war-weariness” and were taking a “breather” after the numerous high-profile, large and lengthy strikes last year which “caused a significant loss of membership and imposed crippling legal, administrative and financial burdens on the unions involved.”

The report said the figures may also confirm the commencement of a review of strategies and tactics on the part of labour.

Mr Brown said unions’ previous propensity to strike relatively early during a dispute, or even during negotiations, as a form of leverage, had been replaced this year by a willingness to keep on talking. But while strike levels were likely to increase in the long-term, the rate of increase was likely to slow down, he said.

One factor, already beginning to show, was that the increase in union membership was slowing down.

"Many sectors are approaching saturation point in terms of unionisable workers. Where there remains potential for growth — as in the public sector — is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector.

Commenting on the survey, Nactu’s Ms Dale Tiffen said it reflected a more mature union approach, in that “people were thinking more strategically.”
The Greeks developed the idea that high drama, to succeed, should purge the emotions. They called the process catharsis — "the purging or purification of the emotions through the evocation of pity and fear, as in tragedy." Something of a ritualistic drama was enacted and all passions were spent afterward. Does the same apply in industrial relations? Up to a point.

What might be called the "catharsis theory" of trade unions holds that large industrial unions worth their salt will, from time to time, feel impelled to exercise their muscle — most dramatically by striking. This demonstration effect is a kind of emotional release, in addition to seeking to pitchfork one or the other into deadlock.

If the black miners found their catharsis — some might say nemesis — when they struck the mining industry last year, the question is whether the metalworkers feel this year is theirs for letting off steam. So far the evidence says it's not. Perhaps the union movement as a whole is taking a breather after the intense conflict of recent years.

The unprecedented level of strike action by the unions in 1987 entailed great sacrifice by workers in lost pay, but left them with precious little to show for it. Exhausted, poorer and facing a much tougher government and employer stance, the year appears to be that the rank and file as well as the unions have put a brake on the propensity to strike. This is borne out by a report from industrial relations consultant Andrew Levy & Associates (ALA) on man days lost through strike action in the first six months of 1988 compared to the same period last year (see graphs), which saw protracted battles in the retail, transport and postal sectors.

It should of course be remembered that the figures exclude man days lost as a result of politically motivated work stayaways, which are very hard to quantify accurately. In recent years, though, ALA research has found that stayaways account for roughly three-fourths of all man days lost and strikes for the rest. As a function of shopfloor developments, however, the number of days lost is clearly down on the trend over the past five years and only mean that those who have seen the unions' role as "political" have suffered a setback.

Even though the Cosatu unions did achieve wage increases above the rate of any other group of employees last year, this was not a direct result of strike action. The best example is of course Cyril Ramaphosa's union of mineworkers (NUM), which, he has conceded, was damaged by its three-week strike last August. This year, a less mighty NUM decided discretion was the better part of valour and accepted (after having declared a dispute) the Chamber of Mines' final wage offer — with a sweeterener in the shape of the swifter introduction of a retirement benefit scheme for all workers (Current Affairs July 8).

The planned provident fund for miners is an historic achievement and is no doubt the kind of workplace issue many would argue is the proper function of unions — other (political) things being equal.

The NUM, after its "strategic retreat," will concentrate on rebuilding and consolidation. It has made huge gains for its members in recent years and even this year's wage offer keeps its lowest-paid members abreast of inflation from a higher base. Whether the mine with which it claims the change signifies a whole new maturity in collective bargaining, or merely war weariness, remains to be seen. After four years of NUM-chamber bargaining, perhaps the two sides have now found the measure of each other.

An important question now is whether the miners' settlement will affect their fraternal affiliates' approach to bargaining disputes, most importantly the metalworker unions grouped under the IMF, which will now decide on Wednesday whether to strike or accept Seifisa's wage proposals.

A strike in the metal industry by half its 300 000 work force, the IMF half, would naturally bump up dramatically the number of man days lost for the year as a whole. Once again, however, the appetite for a strike coming so soon after five stayaway days (with their consequent loss of earnings) is not there. The union is, partly for that reason, not at all keen on a strike and will probably accept Seifisa's 1988 wage offer if a suitable facesaver (say on public holidays) is thrown in.

A more significant ramifications of the miners' settlement within Cosatu, where the NUM has been the flagbearer and a leading proponent of the "populist" or political tendency (as opposed to the more "workerist" line), could well be that the latter will gain ground as being better pragmatists. It must, however, be noted that Cosatu acknowledged at its special executive meeting in May that it needed to improve its internal structures and pay more attention to democracy and consultation within its ranks. Greater cognisance of rank and file feeling over industrial action is to be welcomed, especially given the old charge of intimidation, of which there is probably less than employers like to believe and more than the unions like to admit.

Possibly, too, the unions are realising the need for a strategic reassessment in the light of government's stated intention to dampen unacceptable levels of extra-legality activity. The risk here is that this could also swamp legitimate trade union activity, hence the resurgence of the pragmatists who know pragmatism is still possible within the rules of the game.

If there is a new reality facing the unions, it applies no less to the employers and government, suggests Kate Jowell of UCT's Graduate School of Business. Employers,
she observes, have also been on a "learning curve" in that they have become more astute at bargaining and are less likely to behave precipitately and so see a dispute run away with them. On the other hand, they've also become firmer and the lack of resolve sometimes evinced in the past is gone. Encouragement may also be taken from the fact that the employers (grouped as Sacocola), the unions and government are prepared to discuss differences — over the highly contentious new labour Bill, specifically. According to Jowell, the parties sought to be trying to develop a social contract of sorts, since workplace co-operation affects the wider society.

Industrial relations is indeed the one sphere of SA life where black-white conflict has been successfully institutionalised. At a time of acute political polarisation and gloom, the collective bargaining system retains its strength and proves that given the right framework, compromises can be reached.

**BIO-TECHNOLOGY**

**The gene revolution**

- Far from a Frankenstein monster, genetic engineering is here to stay

Everyone knows that the major sanction against SA is the embargo on new investment. Included in that could be the transfer of technology — particularly what is called bio-technology, the science of beneficial genetic tampering. The world of eight-legged chickens and 10 cows lies a way off yet, but there are more intriguing and immediate possibilities.

After all, out of such methods came the Green Revolution, which converted India from a major food importer to self-sufficiency, with big spin-offs for a more prosperous peasantry — some would say, just what we should be doing in our own rural areas.

But all such processes cost money and there is no formula for growing the millions of rands needed to finance technological wizardry. Not in SA.

So — because we lack venture capital — SA could end up an "also ran" when it comes to the rewards of what, despite a few knockers and bumps, still promises to be one of the really significant international economic growth areas of the next few decades.

Bio-technology — the use of living organisms, or substances derived from them, in trade and industry — has been with us since man first learnt to brew beer, make cheese, or even selectively grow crops for food.

But it took on a new meaning and dimension in the mid-Seventies when US molecular biologists learnt to selectively alter life processes, through genetic engineering, to produce pre-determined useful end-objects. The breakthrough came when scientists found ways of reshaping genetic structures (the templates which give life forms their characteristics) of living plants and animal cells to fulfil different functions.

Application of these new techniques could well mean that agriculture's green revolution will be superseded by a gene revolution. The technology raises hopes of eventually harvesting crops from deserts, seawater and other environments which do not at present support farming. Furthermore, bio-tech developments in pharmaceuticals promise more innovative advances in the next 10 years than occurred in the past 200.

Bio-technology is also likely to have major implications for the environment. Products of genetic engineering could dramatically improve human and animal health with new drugs, new therapies, and new ways of converting energy. Energy derived from plants could increasingly substitute for renewable fossil fuels. New high-yield crop varieties and those resistant to unfavourable weather conditions and pests could revolutionise agriculture.

Integrated pest management will become more common. Bio-technology could make crop production cleaner and more efficient alternatives to many wasteful processes and polluting products. New techniques to treat solid and liquid wastes could help solve the pressing problem of hazardous waste disposal.

It didn't take long for US entrepreneurs to latch on to the awesome commercial potential (other people conjured up horrific images of the catastrophic effects of this new-found expertise either being abused or going accidentally awry). The result was that in the mid to late Seventies microbiologists on the universities to establish bio-technological start-up firms with venture capital which was theirs almost for the asking, mutually through private financing and later through going public.

But the catch — and it remains a big one — is that to bring a bio-technological product from initial research through to being ready for commercial manufacture, typically takes upwards of 10 years — a long time to wait for any financial return.

However, one does not understand that when the US it reckoned to cost about US$100m to fund a new pharmaceutical bio-technology product from early research through to marketing.

Undaunted, Europe, Japan and Australia soon followed the US. The saying did the rounds that the two growth sectors to be in were micro-technology (computers) and microbiology (bio-technology). Needless to say, SA did not jump on the bandwagon in any but the smallest way — there was no rush to supply or demand venture capital. Even at the height of the listings boom, the JSE had no bio-tech newcomers beating paths to its doors seeking public support in exchange for a share in the spoils of the gene revolution.

The flag, it seems, in this field — almost to the exclusion of others — is being carried by large chemical firms such as AECI and Sentrachem (which have their own laboratories as well as funding work by universities) and the Department of Agriculture. Perhaps the one notable exception is a computer company to establish a bio-technology firm, Sandton-based Bio-Drones; and even it has close ties with SA Druggists.

That AECI, SA Druggists and Sentrachem are involved may indicate the promise of this area. However, it is a sad reflection of SA's big business syndrome, coupled with an infrastructure complex, that investors and those who seek capital have not even caused a ripple of activity. Had bio-technology, like computers, meant importing technology rather than developing it locally from scratch, investors would probably have fought for a slice of the action.

The FM understands that one highly qualified microbiologist did the rounds seeking support for a bio-tech company her proposals fell on deaf ears. She eventually rejoined a university team to do just what she had proposed as a commercial undertaking.

However, perhaps the problem is more fundamental. Barry Adams, senior partner at consultant Arthur Andersen, argues that long-term venture capital could be available but the incentives aren't attractive.

"We don't have start-up firms because there isn't the motivation there is in other countries (particularly Japan). This is partly..."
Business moving right — but look left, unions told

Staff Reporter

WHILE much of the private sector is swinging to the right, change is likely to come from a small grouping on the left, according to business executive Mr Christo Nel.

However, he urged trade unions to begin distinguishing between conservative and progressive businesses so that progress in labour relations could be made.

Writing in the influential Leadership magazine, Mr Nel, who delivered a paper on economics at talks with the African National Congress in Dakar, said South Africa was experiencing a rise in business conservatism parallel to the rise of the Conservative Party.

Yet at the same time a "small, creative minority" was emerging that was ready for "a leap into the future".

Mr Nel said last year’s white elections had resulted in the re-emergence of "verkramptes and closet supporters of the Government" and quoted the managing director of a company as saying: "I would never have supported the Nats, but now I feel I must — to help keep the rightwingers at bay."

However, change in business thinking was "never initiated by a majority."

It was brought about by a creative minority which provided the "courageous pioneering spirit" needed to break new ground.

But this needed to be matched by differentiation on the part of organised labour between conservative and progressive employers.

"The challenge lies in the development of an understanding of each other’s limitations and accommodation of the different dynamics driving each other."

"The rise of the creative minorities within business to accommodate non-negotiable positions, while responding to those opportunities for interaction that do arise." It could also enable organised labour to "focus its energy more productively on change-minded creative minorities rather than waste time hoping for a cohesive mass-response which is not likely to be forthcoming."

Mr Nel argued that the current pattern of indiscriminate labour action, which he said took no account of individual businesses’ positive efforts, weakened the position of progressive businesses while strengthening that of conservative ones.

Above all, the rise of conservative business should not be viewed as an "insurmountable obstacle."

"To succumb to such an illusion would constitute an abdication, if not of responsibility, then of opportunity by either organised labour or the creative minority within management."

"Both parties would be guilty of entrenching the current phase of polarisation and conflict."
Union stops court action, says Ergo

By Mike Shuma, Labour Reporter

The all-white Mine Workers' Union (MWU) has withdrawn its industrial court action over recognition against the East Rand Gold and Uranium Company (Ergo), a company spokesman said.

According to the spokesman, the MWU had taken Ergo to the industrial court after the failure of a conciliation board in May to resolve the dispute. The union had accused Ergo of committing an unfair labour practice by refusing to negotiate on substantive issues until recognition had been concluded.

However, the general-secretary of the MWU Mr. Peet Ungerer denied the union had withdrawn its application. "The fact of the matter is that we had an executive committee meeting (on Wednesday) to discuss very urgent matters. I asked the registrar of the industrial court not to withdraw the case but to temporarily remove it from the court roll."

"We have now asked the court to place the case on the roll again," said Mr. Ungerer.

The Ergo spokesman said the union had declared a dispute when the company insisted on clarification of the following points prior to recognition of the MWU:

- The conflict of the MWU's constitution with Ergo's non-racial employment policy and equal opportunity philosophy
- The MWU's rejection of joint bargaining with other unions and the implications of the MWU's recognition for black employees who would be excluded.
Metal industry shop stewards meet today

JOHANNESBURG — Some 450 shop stewards of the metal industry will meet here today to decide whether to extend the strike, now in its third day.

The local secretary of the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced yesterday that the strike — initially planned to last between two and five days — could be extended to two to three weeks.

Between 14 000 and 25 000 workers, mostly in the Witwatersrand area, have been striking since Wednesday morning.

The proposed extended action is an attempt by the union to push Seisa into reopening wage negotiations and raise their offer of a 17.4% increase, including an hourly minimum rate of R3.02. The four IMF unions are demanding a minimum wage increase of 23%.

Mr Fredericks said the full shop stewards council would meet at Wits University today to decide whether the strike should continue for longer than five days.

Seisa's director, Mr Brian Angus, yesterday said he had received more reports of strike action, but could not confirm when the workers had begun striking. He said 14 800 workers at 102 companies had taken action since Wednesday — Sapa.
About turn on employee benefits

By AUDREY D'ANGELO
Financial Editor

BLACK trade unions have become extremely sophisticated about employee benefits — demanding packages tailored to meet the needs of their members — and all the major life insurance offices have been courting them in recent years.

Dave Geary, senior marketing manager (pensions) at Sanlam explained yesterday "Black pension and provident fund business amounts to at least as much as white. Although on average black wages and salaries are lower than white, there are many more blacks than whites in the total workforce and numbers are growing."

Sanlam, Old Mutual and Southern Life are among life offices which emphasize that the days of " paternalistic" schemes are over and that employers should consult the workforce on the benefits they want. All three advise that worker representatives, either through the union or from the shop floor, should be among the trustees of pension and provident fund schemes.

Against this background Old Mutual has offered a package of what appears to be three existing schemes, all offered by all the major life offices — pension scheme, provident fund and group savings scheme — as a new product under the name "bridgebuilder."

An announcement accompanying the launch this week left great emphasis on the fact that the scheme does not tie up all a worker's contributions but makes money available as loans when it is needed, and gives complete flexibility to meet individual requirements.

Old Mutual's group marketing manager, Eric Le Roux, explained that this was done by putting each individual worker's arrangements on a computer. The worker can choose whether to belong to a pension scheme, with regular monthly payments after retirement, or a provident scheme with a lump sum payment. He can decide his retirement age. He can also decide how much to pay into a group savings scheme. Funds can be withdrawn from the pension or provident scheme — up to the amount he has contributed — only towards the purchase of a house. But he can withdraw money he has invested in the group savings scheme at any time when faced with a "life crisis."

Pointing out that lower-paid workers usually have no chance of a bank overdraft, Le Roux said that many left jobs if they needed money, purely to recover their pension contributions, and later suffered hardship as a result.

Geary said Sanlam could also offer complete flexibility to any organization by offering a choice between pension and provident funds and had been offering such packages for 10 or 20 years. Its research showed that 84% of lower-paid workers realized the necessity of providing for retirement, and 51% preferred a single lump sum to a monthly pension while 49% preferred a pension.

But, Geary said, although Sanlam provided group savings schemes when required it had never actively marketed them. "To utilize funds earmarked for long-term needs to meet short-term needs does not make sense."

Geary agreed that such schemes might not be the best way of saving because there was a risk of double taxation if a contributor withdrew funds from a group savings scheme set up through an insurance policy. The insurance company was taxed on the proceeds, and the individual could also be taxed on any funds withdrawn in less than 10 years.

Charles Davies, Southern Life GM (employee benefits) said that Southern strongly advocated consultation with employees over benefits and had stressed its importance in a statement issued two and a half years ago.

This was one of the reasons for its success in this market. It provided flexible schemes "we are like a country. We can provide what the organization wants us to"
IMF in wage rise deal

JOHANNESBURG. — The International Metal-workers' Federation (IMF) yesterday concluded a wage deal with the giant Siemens group for wage increases ranging from 56 to 80 cents an hour. The IMF said striking employees at their plants returned to work yesterday.
Bargaining deal for public sector

Pretoria. — The framework of a new collective bargaining system for public servants has been submitted to the cabinet.

It is backed by a memorandum from the Commission for Administration and provides for "impartial" arbitration in the event of deadlocked salary negotiations.

The issue of greater involvement of public service staff associations in determining salary increases and other employment conditions has been a problem for years.

Until now, the public sector had to accept the deal handed them by the cabinet.
Union to meet on Seifsa strike offer

JOHANNESBURG — The International Metal-workers' Federation's national strike committee is to meet today to consider a fresh offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) aimed at resolving the 11-day-old metal industry wage strike.

Neither the unions nor Seifsa would disclose details of the offer. Seifsa stressed it had been made informally after three meetings last week and still had to be confirmed by membership.
Unions more responsible, says Pietie.

DURBAN — Trade unions were displaying more realism and acting more responsibly, Mr Pietie du Plessis, Minister of Manpower, said at the Natal National Party congress yesterday.

This had been reflected in massive reductions in the number of workers involved in strikes.

There had been 321 strikes in the first six months of this year compared with 355 in the same period last year.

But the number of workers involved had dropped from about 180 000 to 55 000 and man-days lost had plummeted from about one million to 136 000.

Many unions had started out radically but were now adopting the system.

But if unions wanted to snatch political power through revolutionary means, the government would restrict them.
Metal workers strike ends with settlement

The Argus Correspondent

JOHANNESBURG — The metal workers' strike is over.

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17.4 percent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 99,000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry.

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers’ Union and the SA Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday.

Numsa spokesman Dr Bernie Fanaroff said the strike had been “successful” and had “changed the power-balance in the industry”.

“It is the first time Seifsa has recognized that it must now deal with the unions that represent the majority of workers in the industry,” he said.

Seifsa director Mr Brian Angus described the agreement as a “breakthrough” for collective bargaining.

Agreed proposals included:

- A 17.4 percent rise ($1.50 an hour for artisans and 41c an hour for labourers), backdated to July 1; and
- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council.
Johannesburg — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day wage strike.

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers' Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike.

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa's help," he said. The wage dispute was originally declared jointly by the four IMF unions.

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said.
Big unions spurn invitation to talks with State

Weekend Argus Correspondent

JOHANNESBURG — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks' time.

The meeting has been organised by the Minister of Manpower, Mr Pietie du Plessis, to discuss key issues including privatisation, deregulation and developments in the country's economy.

It is expected that South Africa's foreign relations would also come under the spotlight.

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis.

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending.

"We are opposed to National Party government policies and we see no point in going to be lectured by them," said a Numsa spokesman.

"Our experience of the government's bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions," said a Numsa spokesman.

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers' Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu's policy of non-collaboration.

Some not invited

National Union of Mineworkers' secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union's executive committee.

Union sources do not, however, expect the NUM to accept the invitation.

However, the general secretary of the white SA Confederation of Labour (Sacol), Mr L Cilliers, said his leadership had been invited to the summit and would be attending.

Earlier this week, two of South Africa's biggest labour federations said they had not been invited.

The director of the Steel and Engineering Industries Federation, Mr Brian Angua, confirmed that Seisa had received an invitation to attend the meeting.

A spokesman for the Federated Chambers of Industry, Mr G Bremedenhout, said his organisation had not yet received an invitation, but hoped that one would be forthcoming.

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue.
Eskom in court over salary rises for 22,000

Salaries for about 22,000 Eskom employees hinge on the outcome of arbitration due to start in the Industrial Court in Cape Town today.

The arbitration involves eight unions representing Eskom employees and arises from cost-of-living increases given by Eskom from April this year.

The matter has gone to arbitration because Eskom employees are barred from striking.

The unions claim that in November last year they and Eskom management agreed that pay increases for this year, to be implemented from April 1, would combine a cost-of-living and a merit component.

**Higher Achievers**

But that in the interim Eskom worked out a "pay for performance" system and in March announced 4 percent increases for employees in three of performance ranking and slightly higher increases for those in bands one and two of higher achievers.

Both the increases and the unilateral implementation by management are being contested by the unions.

They claim that a 16 percent increase would be necessary to keep pace with inflation as salaried staff's pay has been significantly eroded over several years, that previous salary increases consistently showed some relation to the consumer price index but the April increase fell far short of the pattern, and that the performance system showed serious shortcomings in design and implementation.
Employers warned over suing trade unions

The Institute for Industrial Relations has come out with a warning to employers about assuming that they can resolve industrial relations issues simply by suing trade unions for damages.

The institute, a non-profit organisation with employer and union members, said employers should be cautious that the consequences of adopting such drastic measures could ultimately be more financially devastating to their own interests and should not believe that short-term retributive action was a better solution.

“The institute believes that it is not in the interests of sound industrial relations to sue trade unions,”

“Responsible employers want to deal with strong unions who have the resources to educate and train their members and representatives in responsible industrial relations practices.

“Weak unions who cannot effectively meet the needs and aspirations of their members are not the sort of unions which South Africa needs,” it said.

The institute also pointed out that Section 79 of the Labour Relations Act did not only allow for trade unions to be sued, employers could be sued by employees with a claim to have suffered because of illegal industrial action by the employer.

Threat of damages

It urged both parties to avoid suing for damages which was “certainly not likely to foster a sound and productive employment relationship in the short, medium or long term.”

Meanwhile, the threat of damages suits has had a probably unexpected side-effect in that unions, wary of being too closely associated with industrial action at the outset, have backed off somewhat from going to newspapers with strike news.

So a lot of information now comes from workers in the first instance. The problem here is that workers are usually not as versed in all the nuances and complexities of industrial relations issues as their union organisers who means that the information they communicate is sometimes less full or less reliable than it could be.

Got consequences

This has got immediate and historical consequences.

Immediate because the news about industrial actions has become more difficult to get, historical because newspapers, apart from their other functions of enlightening, educating and entertaining, are also source documents for the future.

Any historian in 2035 who wants to find out what was happening in 1993 will use newspapers as a primary source of information and reducing what’s in the Press will simply make the historian’s life a little more difficult.
More and more employers and unions would come to realise that the only effective industrial relations structures were bilateral ones, independent of the state, SAB beer division human resources director Rob Childs told the IPM conference at Sun City yesterday.

Alluding to the Labour Relations Amendment Act (LRRA) and emergency restrictions placed on Cosatu's political activities, Childs said attempts to curb legitimate union activity destroyed the ability of capital and labour to resolve industrial conflict, channeling it into areas where it could not be dealt with properly.

Thus, Childs believed, more individual employers would contemplate "privatising" their relationships with recognised unions. This would mean the avoidance of official structures and a greater use of private mediation and arbitration.
Union membership jump is "dramatic"

CHRIS CAIRNCROSS

CAPE TOWN — The most dramatic measure of progress in SA industrial relations in the post-Wiehahn years since 1979 had been the significant jump in trade union membership, said Mine Surface Officials Association president Robbie Botha.

The statistics spelled out the measure of progress that had been achieved in eroding racial barriers in the union movement over this period, Botha told the Boksas congress.

Botha recorded that when Wiehahn was first briefed in 1977 there were some 176 registered trade unions in SA, with a total paid-up membership of 870,000.

Ten years on, union membership had grown to about 2.1-million, or 34% of the economically active workforce.

Even more dramatic, the combined membership of the predominantly black federations Cosatu and Nactu was probably about 950,000.

Botha said a second "barring", issue of the post-Wiehahn era was the industrial council system.

The new unions had been able to enter these forums and, although they undoubtedly required some changes, the system now seemed destined to continue.
Industrial councils ‘give unions clout’

BY AUDREY D’ANGELO
Financial Editor

SA’s industrial council system “gives trade unions more clout in respect of negotiations than any other system in the world”, Robbie Botha, executive president of the Mine Surface Officials’ Association, told delegates to the Building Industries Federation of SA conference yesterday.

“It prevents fancy tricks by both employer and employees”, Botha pointed out that although the industrial councils were initially condemned by the newer trade unions as “outdated, undemocratic and a dubious survivor from an old order”, these unions took part in the system now that they were bigger.

“With their growth, the newer trade unions have been able to enter the industrial councils and although the system does undoubtedly require some changes I am confident it will continue.”

Praising the Wiehahn Commission for the reforms resulting from its report, Botha said that by introducing them in spite of opposition from hardliners in his own party, the then Minister of Labour, Fanie Botha, had saved SA from disaster.

Without these changes in labour legislation, “Armageddon would probably have been upon us before reform could cushion the impact of mounting revolutionary onslaught”.

However, Botha said “The massive increase in black union membership has had a profound effect on the whole spectrum of industrial relations”.

“In the first place there has been a dramatic change in the topography of trade union groupings. The Trade Union Council of SA (Tuesa) which was pre-eminent in the 1970s and which had a truly ‘mixed’ membership has gone out of existence. “The present predominant federation is the mainly black Congress of SA Trade Unions (Cosatu) Quite apart from the fundamental differences in policy and operation between the two there is an irony of fate here “Tuesa was the voice of the organised white and coloured workers Cosatu is the voice of its predominantly black membership “In 1977, before Wiehahn, it was the black worker who lacked a powerful and coherent voice Now it is the white and coloured workers who find themselves in that position. The exclusively white unions are relics of the pre-Wiehahn era and are becoming increasingly irrelevant.”

Botha said violence and intimidation were assuming alarming proportions in industrial relations with “brutal physical violence and murder unfortunately too common”.

Because of this he doubted whether the Wiehahn recommendation that peaceful picketing be legalized could be carried out.

However, no industrial relations system, anywhere, could be regarded as having reached its ideal form “We are doubtless a long way from that in SA but by the same token we have come a long way since the appointment of the Wiehahn Commission “If in future developments we can keep the principles on which the Wiehahn Commission based its work as the fundamental guidelines, then our developing system will reflect not only equity in industrial relations but also the kind of society which will give equal opportunity of security and happiness to all”. 
leader Cyril Ramaphosa’s threat of a strike in 1988, Jowell argues that both the unions and management achieved significant progress for IR in the settlement of the mine strike. The industry acknowledged public acknowledgement from the Minister of Manpower of the legitimacy of strikes as an economic weapon as long as the Queensbury rules are followed, she says, adding, “I see it as a pragmatic move to settle against the hawks, on both sides.”

The old distinction between legal and illegal strikes is thus becoming blurred. Surveying the year in labour relations, Jowell also maintains it saw the beginnings of a union dialogue with business on broader social and economic issues Cosatu leaders appeared more frequently on business platforms in 1987.

For example, its general secretary Jay Naidoo, despite the tenor of his speech to the FM’s Investment Conference in November, was praised for actually agreeing to appear at such a forum and enter into dialogue with business.

Jowell sees Cosatu’s document on the “South African political and economic crisis” as a very positive indication of its willingness to debate such questions.

In spite of the unions’ political profile, Levy states that reasonably stable bargaining relationships have developed. “As a result, industrial conflicts, at least in the private sector, have become more institutionalised. It now centres far more on the content of bargaining than whether there will be bargaining at all.”

However, unions fared less well in 1987 than in any other year since the early Eighties, and ended up compromising more than employers, according to Levy.

Contrary to the declining trend in union membership elsewhere in the Western industrial world, South African unions overall increased their membership in 1987 (diagram 5 and 6.)

According to last reported figures (1986), 36% of the economically active population were union members.

The bulk of this growth has come from black workers joining Cosatu, which has clearly emerged as the union federation to be reckoned with.

Cosatu’s rival, the National Council of Trade Unions (Nactu) made hardly any progress at all during the year. Its strong black consciousness stance has prevented unity with the bigger federation, which could turn its fortunes. Similarly, the whites-only SA Confederation of Labour (Saclo) saw its membership decline to around 60 000. As part of the Right, however, it is suggested that its influence could in future extend well beyond its numbers.

The Inkatha-linked United Workers (Uwusa) achieved registration, and therefore full bargaining status this year.

But despite its pro-free enterprise stance, Uwusa’s IR ability appears to leave much to be desired.

All in all, concludes Levy, labour relations in SA continue to provide a safety valve, a means of organization, protest, and the expression of conflict, as well as providing a vehicle and proving ground for the concepts of negotiation and compromise.

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**10 MAJOR STRIKES OF 1987**

<table>
<thead>
<tr>
<th>Length (days)</th>
<th>Estimated strikers</th>
<th>Company</th>
<th>Union</th>
<th>Trigger</th>
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<tr>
<td>63</td>
<td>11 000</td>
<td>Post Office</td>
<td>POTWA</td>
<td>Party in wages with whites</td>
</tr>
<tr>
<td>46</td>
<td>2 600</td>
<td>Maroela Bantu</td>
<td>NAAWU</td>
<td>Wages</td>
</tr>
<tr>
<td>30</td>
<td>20 000</td>
<td>SATS</td>
<td>SARWU</td>
<td>Damaszal</td>
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<td>270</td>
<td>Kohler</td>
<td>PWAWU</td>
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<td>6000</td>
<td>Iscor</td>
<td>REAWU</td>
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<td>Revartax</td>
<td>CWU</td>
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<tr>
<td>16</td>
<td>970</td>
<td>Mining Industrial Rubber</td>
<td>CWU</td>
<td>Wages</td>
</tr>
</tbody>
</table>

Source: Giles Fries
a flood of money is poised to move into equities — up to $250bn over the next two years from private individuals, bolstered by increasing investment by pension funds with assets of $920bn.

Outsiders are less sanguine, with predictions of average profits (as Westerners normally understand them) growing by only 6% which still leaves the average prospective Tokyo p.e close to 60 while dividend yields are not expected to rise above 1% Even taking total cash flow (used to show the real underlying picture), Japanese manufacturers' shares are selling at double the price of those in Europe and U.S.

On balance it is possible Tokyo will outperform the rest of the major markets.

Foreign holdings of all shares have shrunk from 8% to 1.5% so they are less of a factor. But domestic institutions (as opposed to the private clients of investment houses) have not shown an inclination to wade in and there are fears that if manufacturing activity picks up it will see a withdrawal of "zaitekkusu" money for investment in plant and equipment.

Few were prepared to call a halt to the bull run in international markets last year. Equally few are offering a certain course through the uncharted waters of 1987 so long as currencies oscillate and macro-economic forecasts remain subject to a high degree of risk. Caveat investor is the watchword (although European bonds are favoured) or, according to the Financial Times headline "A time for keeping your money under the mattress."

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THE QUAKE OF 1987

| Percentage change |
| New York | 443 | +8 | +2.3 |
| Tokyo | 442 | -21 | +14.9 |
| London | 446 | -38 | +2.0 |
| Frankfurt | 444 | -4 | +37.0 |
| Paris | 448 | -42 | -30.0 |
| Sydney | 446 | -50 | -12.0 |
| Hong Kong | 443 | -52 | -11.0 |

(Man equity indices)

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THE CONSENSUS

Score-card in 1987

The main measurable achievement of the unions (which really means those grouped under Cosatu) in 1987, has been to secure for their members higher wage increases than any other group of employees in SA. At average settlements of 18%, unisoned black workers appear to be the only ones who have kept up with inflation (Current Affairs December 11). Cosatu can, therefore, justifiably claim a measure of success for its continuing "living wage campaign," launched at the beginning of the year.

Together with better wages, of course, have come improvements across the range of working conditions, thus firmly establishing the principle of having the whole job package up for negotiation with employers. In this sense, the unions have achieved what UCT's Kate Jowell calls a "consciousness raising among employers." Labour consultant Andrew Levy observes:"There is little doubt that what Cosatu achieves today becomes standard employment practice tomorrow, and in this respect they are the trend-setters for the SA employment scene in many respects." But while economic improvement, the proper raison d'etre of unions, was achieved, the overriding impression of the year's industrial relations (IR) scene has been its political character.

As the State of Emergency became omnipresent, and alternative political avenues of expression for blacks were crushed, the unions, particularly those grouped under Cosatu, took on an increasingly political stance. They gained many strictly industrial relations benefits; but also lost out in terms of strike "victories."

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As never before, the black trade union movement was impelled into political terrain. As, in many ways, the "vanguard of the struggle" — once community groups, the UDF, and even the ANC, were effectively clamped down on by government via the State of Emergency — this was inevitable, and confirms the trend of the past decade. Of course, the value of unions taking on a high political profile, understandable though it may be in the South African context, is dubious in terms of sound labour relations, however much it may do for political consciousness raising among blacks.

At its second national congress in July, Cosatu adopted the Freedom Charter as its guiding philosophy with much rhetoric about building socialism, and "feeding into" the international sanctions campaign. This policy, however, appeared to throw the unions into disarray as worker opposition to the adverse consequences of disinvestment began to be felt. During the protracted strike at Mercedes-Benz, for instance, shop-stewards clearly stated "We do not want Mercedes to leave SA." Rhetoric apart, the Cosatu conference also saw greater union unity — a little too fast in terms of organisational problems, some believe — in the formation of 12 industry-based unions for better bargaining...
UNIONS INTO POLITICS
A New Red Drags The Trade
Concentration

The problem of the public sector is that the public sector employs a large number of people, and these jobs are often perceived as secure. However, this concentration of resources in the public sector can lead to inefficiencies and a lack of competitiveness. It is important to ensure that the public sector operates efficiently and that it is competitive with the private sector.

Reflection

The public sector plays a significant role in the economy, and it is important to ensure that it is well managed and efficiently run. The public sector must be accountable to the public and ensure that it is providing value for money. It is important to review the performance of the public sector regularly and make changes where necessary.

Alan Fine

PwC's Botshonomics

SA Unions Reject

News Focus

The latest example of the link between PwC's Botshonomics and SA Unions.

SA Unions Reject

News Focus
Whites told they should join Cosatu

WHITE workers should realise that their future lies in unity with the organised black workforce, the Congress of South African Trade Unions said in a statement at the weekend.

Cosatu information officer Mr Frank Meintjies said white workers were being dumped by the Government which was "now firmly committed to an alliance with the powerful interests" controlling industry and commerce.

The federation was responding to the Government's decision to impose a wage freeze in the public sector.

Mr Meintjies said workers in the public sector — including thousands of white workers — faced the grim prospect of increased poverty and hardship.

"Cosatu members in the public sector have had to suffer starvation wages, racial wage scales and a complete lack of basic trade union rights," the Cosatu official said.

Cosatu, he said, was heartened by "the rising tide of anger" among white workers in the public sector.

Their militancy echoes the militancy of black railway workers who faced a barrage of repression during the railway strike last year," Mr Meintjies added.

Demand

The federation supported the demand by white railway workers for a "living wage". But white workers "must realise their future lies in unity with the organised black workforce.

There was growing awareness among white workers about the Government's deep-rooted commitment to the cheap labour system, Mr Meintjies said.
JOHANNESBURG — The politicisation of the union movement is a natural consequence of the absence of channels for the expression of black political aspirations at the centre and is likely to continue to bedevil labour relations for some time, says the president of the Chamber of Mines, Mr Naas Steenkamp.

He said at the annual meeting of the Association of Mine Managers that as a result managers had to deal with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and beyond our legitimate role to address the problems of political participation, but this does not mean that we can in the meantime decline our share of responsibility for promoting the process of democratising our society.

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when, on occasion, it imposes major strains on us."

Wage talks

Mr Steenkamp said the mining industry's approach was to try to resolve conflicts through collective bargaining.

"It is in this spirit that we enter the 1988 negotiations," he said, referring to forthcoming wage negotiations with the National Union of Mineworkers (NUM).

He said last year's strike was an unfortunate episode. It was hoped that an acceptable settlement would be reached this year without a repeat.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers the lessons learnt were painful and expensive."

Profits

Recalling Mr Cyril-Ramaphosa's statement that the 1987 strike had merely been a dress rehearsal for 1988, Mr Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said industry profits were under extreme pressure and the viability of some mines was on the line as costs continued to spiral upwards.

He said the mining industry had to work for lower inflation and had to bear this in mind in its wage and salary reviews.
The trade union movement has made increasing use of its power base for political purposes, according to National Manpower Commission (NMC) chairman, Mr Hennie Reynders.

In a foreword to the NMC's annual report tabled in Parliament yesterday, Mr Reynders comments that this trend is burdensome to the labour relations system with matters that actually do not form part of the relationship between employers and employees.

He notes that the focus of labour relations in SA is largely on the conflict potential between employer and employee and predicts that this will continue to be the case for some time as a result of the circumstances that are peculiar to this country.

This is in sharp contrast to labour relationships in the West where they exploit the cooperation potential including worker participation in management decisions.
While business tended to understand organised labour's grievances, the government insisted threats and blamed agitators and outside interference.

One of the striking features of the stayaway was the fact that for the first time the two opposing labour organisations, Cosatu and Nactu, agreed on a common stand on any matter, which affects black workers.

It was endorsed by the South African Council of Churches' laymen and clergy.

Although the central issue was a protest against the Labour Relations Amendment Bill, the government-imposed restrictions in February also formed the basis for the peaceful protest.

The aim of the Bill is to curtail their newly-found bargaining power which appears to have become a thorn in the flesh of both the workers and the employers and the authorities.

After the economical hurtful effects of the stayaway and its political implications, it now seems unlikely that the government will persist on the passage of the controversial Bill.

An important side effect of the stayaway was the fact that in a rather unusual move, Manpower Minister Pietie du Plessis invited Cosatu for frank discussions on the Bill.

The Minister's invitation was seen as a radical departure from the government's usual tactic.

Although angered by the effects of the stayaway and failure to avert it at last week's protest meeting with Cosatu, business leaders seem willing to continue the debate on the Bill.

They now also appear to agree that they can no longer divorce themselves from politics or matters concerning civil liberties.

Workers employed by parastatals like Iscor, Satu and the SABC who did not report for duty during the stayaway, are unlikely to get sympathetic treatment by their bosses, who would like to be seen as "no-protest" employers.

Whether this week's stayaway will lead to better understanding and the creation of better lines of communication between workers, employers and the government, will largely depend on the authorities' attitude.

Amanda Kwedi addresses Fawu cultural day

Seminar on worker politics amid protest

By KERRY CULLINAN

The Institute of Industrial Relations held a seminar on political issues in the workplace on Tuesday, the middle of a three-day national workers' protest.

One of the intentions of the seminar was to encourage debate between trade unions and business on the role of politics at work and whether unions should involve themselves in politics.

Businessmen far outnumbered unionists, with all those belonging to Cosatu and Nactu-affiliated unions sitting out from the Sandton Holiday Inn, where the seminar was held.

Instead, it was left to Bokkie Botha, chairman of the Federated Chamber of Industrial Relations' manpower committee; Don Mould and the white-only Mine Surface Officials' Association, and others to explore the issues.

Botha, speaking on the role of employers' organisations, said that in the last few days employers had come together as never before. He quoted the SA Co-ordinating Committee on Labour Affairs advertisement in support of the Labour Relations Amendment Bill as one example of employer unity.

He agreed unions should have the right to engage in political protests, but did not see why employers had to suffer because of government policies.

"Workers could have worn black armbands or held lunchtime demonstrations instead of staying away," he said.

Mould said Cosatu was being used by outside communists, and appealed to trade unions and churches to stay out of politics.

He also said Cosatu was guilty of misusing its power by calling the three-day protest, which he claimed was aimed at drumming up support for revolution in SA.

Graeme Rowan of the SA Society of Banking Officials said politics divided people. "Polarisation has already occurred in Cosatu as a result of its political stance."

Preparing and serving food and fruit on tables. -
Unions and politics go hand-in-hand

IN SPITE of employer objections, trade unions are involved in politics and will remain so for the foreseeable future.

There is a strong move within South African management circles against the involvement of trade unions in politics, saying they should confine themselves solely to bread-and-butter issues such as wages and working conditions.

The notion is, of course, ridiculous. When the majority of the population is denied meaningful political rights, they are going to grab whatever chance they are given to express their political aspirations, and in SA that means trade unions.

There is a powerful European precedent for such involvement. Whether right or wrong, it makes no difference. Unless the Government bans every trade union in SA, the unions will continue to make political statements.

Chamber of Mines' external relations senior general manager Johan Liebenberg bears this out. At a recent luncheon held by the Public Relations Institute of SA (PRISA), he said:

"Trade unions are the vehicle for the expression of black aspirations. They will continue to play a major role in SA politics and challenge the whole system until other developments take place."

IR consultant Duncan Innes goes even further. He believes that any union which does not address itself to political issues is not adequately fulfilling its duty to its membership.

In the Business Magazine, he states: "Many large employer bodies indulge to a greater or lesser extent in politics.

"If it is right for employers and other groups to indulge in politics, then surely the same right cannot be denied to organised labour."

To govern people while denying them political representation is unjust. To tax a people while denying them political representation is unjust. Such injustices are the source of all major confrontation in SA, he says."
Unions 'pressured into SA politics'

BLACK trade unions are pressured to become involved in politics because black South Africans do not have a direct say in the first tier of government, the Minister of Manpower, Mr Piet du Plessis, has admitted in an interview.

However, "the establishment of acceptable structures through which the social, economic and political aspirations of black South Africans can be met, will lessen the pressure on black trade unions," he said in an interview in the latest RSA Policy Review, published by the Bureau for Information.

"In this manner, they will be in a position to direct all their attention to labour matters."

The Labour Relations Act stipulates that unions cannot be used to further the aims of political parties or use their funds or offices to further interests of political parties.

Mr Du Plessis said there was no doubt that some union leaders did not strive for labour peace, but "want to further their revolutionary aims under the guise of unionism."

He also said he was convinced the majority of white employers supported the labour relations system.
Unity still 'on cards' 

From MONO BADELA

JOHANNESBURG. — Joint action against apartheid appears to be the basis on which unity between the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) could be built.

This emerged from interviews with Cosatu general secretary Jay Naidoo and Nactu's assistant secretary Phandelani Neholovodwe.

The two union leaders were asked how talks on unity had progressed following talks in Harare between various anti-apartheid organisations, including the two rival trade union bodies, the African National Congress and the South African Congress of Trade Unions (Sactu).

Recently Cosatu and Nactu co-operated during a three-day stayaway against the new Labour Relations Amendment Bill, which is expected to curtail union activities severely.

Peaceful protest

Cosatu's Naidoo said: "Unity can only be achieved through action against apartheid and exploitation."

"We are prepared to enter into action with all anti-apartheid organisations and have committed ourselves to calling a conference of a broad range of anti-apartheid organisations to further deliberate on the above issues."

He confirmed Cosatu met Nactu "to clarify the confusion on the number of days for a peaceful protest."

"We still reiterate our commitment to the principle of 'one federation one country' and we believe that much progress can be achieved by joint action on the ground."

Nactu assistant secretary Phandelani Neholovodwe said during the talks with Cosatu before the three-day stayaway "we agreed we would investigate future cooperation in what we termed 'common action'."

"It is only by joint action that we shall achieve that unity. There is some hope at the moment."

"Nactu took a policy decision at its founding congress in Broederstroom in 1986 to unite with all non-collaborationist worker organisations. We don't see any difficulty whatsoever in discussing the question of unity with Cosatu," Neholovodwe said.
INDUST. REL. — WORKERS’ ORGANISATION — GENERAL

1989
Shades of Rand Revolt

Although black trade unions or socialist parties had been formed by the early 1930s, the first black trade union in South Africa was formed in 1943 by the Congress of South African Trade Unions (COSATU) in the mining industry. This union was formed in response to the government's policy of forced labor and the demand for workers in the mining industry.

The union was able to gain some concessions from the government, but it was not able to organize workers in the mining industry. The government's policy of forced labor and the demand for workers in the mining industry made it difficult for the union to organize workers.

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**Crucial congress for MWU**

The whites-only Mine Workers Union (MWU) is to stage its most crucial annual conference in recent years next week, with strategies for countering the employment of qualified black miners topping the agenda.

The first black miners acquired blasting certificates late last year after amendments to the Mines and Works Act, and at least 17 have since been deployed underground.

Negotiations between the MWU and the Chamber of Mines on the issue — with the MWU seeking extended safeguards for members' job security — have not been concluded.

MWU general secretary, Peet Ungerer declined to detail the options to be considered. However, sources believe the union is likely to bring one or more court actions, alleging that mining companies acted unfairly and/or contravened agreements between the MWU and the industry.

These agreements, negotiated when job reservation was in force, do not address the new circumstances.

The closed shop agreement requires that blasting certificate holders employed on chamber mines be MWU members. At issue would be whether this applies to whites only.
Solidarity groups destroy role of sectarianism

I. The importance of solidarity

II. The role of solidarity

III. The benefits of solidarity

IV. The challenges of solidarity

V. Conclusion

Solidarity is a powerful force that can help to overcome sectarianism and its destructive role. By working together, individuals and groups can create a stronger and more united society. Solidarity can be achieved through collaboration, cooperation, and mutual support. It is essential in building strong communities and achieving common goals.

[Picture of a group of people standing together]

Sello Rasethaba

Guest Column
Metal industry
union proposals
met with
Seifsa demands

EAWTUSA and Numasa have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers' Federation. It is understood this arrangement fell apart because of anger that Numasa last year negotiated a separate strike settlement with Seifsa.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from being compelled by unions to negotiate company-level agreements—a legacy of last year's strike when numerous employers entered private agreements with Numasa.

Employers have also proposed removing the 10-hour week limitation on overtime work, in contrast to Numasa which has proposed the limit be reduced to five hours.

Numasa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.
IN South Africa a majority of the black people and some of the more liberal-minded whites are persuaded that the end of racial discrimination is impossible without the adoption of a socialist system.

This is all very understandable. Free enterprise in South Africa was introduced by white settlers and was associated with the colonial system and today is often regarded as a form of neo-colonialism.

This rejection by black radicals and some whites of private enterprise as a form of neo-colonialism creates a barrier which prevents cooperation with businessmen who would otherwise be their allies in the battle against "apartheid."

The future of trade unions calls for special attention.

The opening up of the movement to black workers on the same terms as to whites is one of the most important reforms carried out by the government — and it deserves more credit for it than it often gets. In the South African context it was a revolutionary change.

Black unions are already a very powerful force but their further development on sound lines will require great wisdom and patience from the workers' leaders and industrialists alike. Great difficulties must be faced.

The union leaders are inclined, for easily understandable reasons, to use their power not only for legitimate industrial purposes but, as an instrument in the political struggle.

The result is that industrialists who share the unions' hatred of racial discrimination often find themselves involved in conflicts in a manner which can easily cause them to be perceived as allies rather than opponents of the government's policy.

I bring these practical details to your consideration not only as important in themselves but as a suggestion of the means by which people of goodwill might help to transform South Africa.

They illustrate by implication too what is wrong with a policy of sanctions.

The proponents of sanctions are very rarely prepared to define their objections, and in so far as they do attempt to do so they invariably seek to prescribe an unrealistically short time scale.

For the most part they aim at majority rule with no guarantee of the rights of minorities. They are quite willing, in some cases eager, to see private enterprise replaced by state socialism, and apparently would not be unduly concerned if South Africa's policies should be aligned with those of the Soviet bloc.

They give tacit, even sometimes open, support to Kwame Nkrumah's demand "Give me first the political kingdom."

It is implied of course that as soon as political power is exclusively in black hands all other good things would necessarily follow.

Nothing could be further from the truth.

The fact is that in the majority of the new African states a new tyranny has limited individual freedom, wrecked the economy and over large areas has produced a state of endemic violence and sometimes starvation.

"But if sanctions won't work to transform South Africa, what will?" This rhetorical question is thought by many people to be sufficient in itself to justify a vicious and ineffective policy.

The underlying assumption is that apartheid is so horrible that something must be done about it, and if you can't find something sensible to do it is better to do something foolish than to do nothing at all.

The argument is, to say the least, a doubtful one. But fortunately it is just not true that there are no sound alternatives to sanctions.

There is a growing acceptance by South Africans that the constructive and practical exercise of influence and pressure from outside could help to solve our problems.

This should take the form of promoting what has come to be called "Black Empowerment." Much can be done in a practical way to improve the social and economic situation of black South Africans, and I hope it will not be thought mere special pleading if I point, by way of example, to the work of the Urban Foundation with which Mr (Jan) Steyn and I are closely concerned.

And while I do not believe it to be possible or desirable for others than South Africans to work directly in the political sphere there can be no doubt that social and economic reform would exercise a strong, if indirect, influence on the distribution of political power.

To work for change in South Africa along these lines involves hard work and is not spectacular.

It is not likely to appeal therefore to those whose interest in South Africa concentrates on the invention of slogans and the organisation of demonstrations which may be useful in the internal politics of their own countries.
The pattern of union membership shows that 30 percent of the Western Cape businesses surveyed employed 80 percent of the unionised workers.

Of these businesses, just over a half of the employees are members of trade unions. This means that 33 percent of the labour force represented by the sample is unionised and also implies an increase relative to last year where 27 percent of the respondents indicated that they had union members on their payroll.

Over the next year, a 2.7 percent growth in jobs can be expected for this sector of the economy. On a pure number of jobs created basis, the non-unionised segment will create about 700 jobs while the larger businesses will create about the same. Across sectors, the service sector is likely to make the most significant contribution to job creation.

Looking in percentage terms, no union smaller businesses and service sector businesses will be the major contributors to employment creation.

As with most rosy pictures however, there is a darker side:

- Wages and salaries are expected to decline in real terms. Owner-managers expect to give lower salary increases than their inflation expectation.
- Businesses with unionised employees expect to give higher nominal salary increases than non-unionised firms but nevertheless, real wages will decline by almost two percent. Only for the manufacturing sector is the decline in real wages expected to be less than one percent.

When the declining real wages are combined with the net expected increase in employment, however, the result suggests that business total wage bills are expected to increase in real terms across most sectors.

The major real wage bill increases are expected to occur in the smaller, non-unionised businesses and in the service sector. This result is directly due to these segments being expected to increase employment by more than the others.

Given the fact that the wage bill is expected to increase in real terms by more than the anticipated real growth in sales, the question one is led to ask is how is profitability to be maintained.

Owner-managers expect to increase productivity principally through increased cost control and computerisation. It is instructive to note that increased training is not perceived to be a priority.

Given the expressed trends of negative real wage increases and increased employment, possibly managers should re-examine the aspect of training and its potential for increasing productivity.
Insult angers workers

BLACK workers at the United Brewery in Garankuwa are angry about management's failure to take action against the white employee who has allegedly referred to a black colleague as a "kaffir".

Workers told the Sowetan that the black employee was instead persuaded to "make peace" with the white electrician who allegedly called him a kaffir. They said the incident took place three weeks ago at the time when members of the staff were being issued with beer rations.

According to them, the black employee was charged with the issuing of beer and they said trouble started when he refused the white man permission to sign on behalf of a friend who was not present.

They said when the man explained that it was against company regulations to accept beer on behalf of someone else, the white man reacted and allegedly said he was becoming white "Kaffir, jy raak wit!"

Staff members said they were angered by the "racist remark." They said the man in question has on many occasions been summoned to appear before the disciplinary committee because of his attitude towards black people.

Other employees also pointed out that relations between white and black employees were "generally strained". They said most of the whites employed at the factory did not associate with their black colleagues.

They said some have allocated themselves places to sit at the factory's pubs and the canteen.

Mr Mike Hall, the United Brewery's general manager, refused to discuss the matter with the Sowetan. He would not confirm or deny the allegations but stated "such behaviour would not be tolerated by this company. Necessary action will be taken should we find out there has been such an incident."
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Perception of trade unions 'not correct'  

Political Staff

The general perception that labour unions in South Africa were undesirable and irresponsible was not correct, the President's Council economics committee said yesterday.

It had been authoritatively told that most of the trade unions in South Africa were reasonable and responsible in their bargaining, their actions were not considered newsworthy and they consequently got little publicity.

Although the number of strikes increased dramatically in 1987, the committee was informed that 56% lasted for less than one day and 80% for less than three days. Only 7% of the strikes had lasted for 14 days or longer.

The committee said in its report on "a strategy and action to improve productivity in South Africa", which was tabled in the council yesterday, that it was stated in evidence that "radical demands on the labour front are as a rule made by the trade union federations as opposed to the trade unions. "These demands get extensive publicity but have no force in the bargaining process between the labour union and the employer."

Job security was an important consideration for many employees, particularly in the public sector, the committee said.

In order to foster workers' security, the committee said it was convinced that employers should avoid retrenching workers as a result of increases in productivity. Other ways of reducing staff, such as not filling vacancies, should be preferably be used when the work force had to be reduced, the committee said.
Anger over paid holiday swap deal

By LEN MASEKO

Employers in the metal industry yesterday said they would grant employees a paid holiday on Founders' Day tomorrow while those who opt to work will be paid overtime rates.

A spokesman for the Steel and Engineering Industries' Federation said the arrangement was agreed by trade unions and member companies in the industry last year. The agreement also allows employees, through ballots, to swap Founders' day for June 16.

But the deal has angered the right-wing White Workers' Union, which has warned of action — including a possible strike — against employers who tampered with the legal public holiday system.

The union has warned that the trend towards swopping the two days is creating an explosive situation, with June 16 "being forced down the throats of white workers who wished to have nothing to do with Soweto Day".

In terms of the Seifsa agreement, employees are allowed, by a 75 percent ballot, to decide whether they wish to substitute June 16 as a paid holiday for Founders' Day. This means employees who voted in favour of the substitution will get a paid holiday on Soweto Day while those who are against this arrangement will get a paid holiday tomorrow.

Employees who want to work tomorrow will get overtime pay. "They will also get the opportunity to work in time should a closure be observed on June 16, 1989," the Seifsa spokesman said.

Seifsa has also recommended to its members to make alternative arrangements for employees who were against the substitution.
A new law is to be introduced this year to make provision for some trade union rights in the civil service, the Commission for Administration has disclosed.

The measure, in the form of an amendment to the Public Service Act to provide for collective bargaining, could dramatically change labour relations in the civil service.

The commission said the draft system was approved by the cabinet last year and the proposed legislation would be tabled in Parliament this year.

It added that the need for collective bargaining, in one form or another, for the public service was first emphasised by the Wernham Commission, which recommended that the principle of collective bargaining rights for personnel in the public sector be accepted.

The cabinet then instructed the commission to investigate the matter further.

"Solutions had to be found to meet the public sector's circumstances..."
Council to negotiate Post Office salaries

LEGISLATION for a unique collective bargaining mechanism for the Department of Posts and Telecommunications should be accepted this year, says the Postmaster-General, Mr Johan de Villiers.

He was opening the congress of the Postal and Telegraph Association of South Africa in Kimberley last night.

He said the idea was to defer salary and other service conditions to a bargaining forum, to be known as the Negotiating Council.

The council would have the authority to negotiate salaries and service conditions and to take binding decisions.

But in the case of general salary adjustments the Minister would have the authority to refer matters back to the negotiating council should he disagree with its decisions.

The council would meet under the chairmanship of a neutral labour expert.

Recognised staff associations and the department would be represented on an equal basis.
said the union would declare another dispute with BP over its refusal to proceed with negotiations.

**Warring drivers halted**

DURBAN _ Four taxi drivers in KwaZulu's Isithebe industrial park were permanently interdicted against assaulting members of the Amalgamated Clothing and Textile Workers' Union (Actwusa) last Friday.

Over 30 men wielding knives, pangas and knobkerries ambushed national and local organisers Elias Banda and Siphiwe Ngidi and 16 female shopstewards in a combi on February 2.

Banda recognised three Inkatha-affiliated United Workers' Union (Uwusa) officials before he vaulted a two-metre fence to escape men shouting, "Get his head".

The Actwusa unionists, who fought and received industry-wide recognition for about 8 000 workers a month later, had to meet in a combi after the KwaZulu Finance Corporation evicted them.

Union lawyer Craig Tanner said an interdict against Uwusa, postponed when they did not show up in court the first time, had been extended until May 9.
No decision yet on unions

The Department of Manpower had not reached any decision on whether farm workers and domestic workers would be allowed to organize themselves into trade unions, the Acting Minister of Manpower, Mr Eli Louw, said yesterday. Introduction of legislation in this regard would be considered once consultations had been concluded, Mr Louw added.
Workers: 35% unionists

Some 35% of South Africa's economically active population belonged to trade unions last year, the Department of Manpower said. A total of 2,084,323 employees belonged to registered and an estimated 330,000 to unregistered unions at the end of 1986.
White miners agree to a 13.5 pc rise

White miners agreed yesterday to a wage increase slightly below South Africa's 14 percent inflation and well down on their original 20 percent demand.

The Chamber of Mines, representing the six major gold mining companies, agreed on a 13.5 percent rise with the Council of Mining Unions (CMU) for 1989/90. It took effect from this May, the chamber said.

The CMU represents 26,000 miners, mostly whites. It settled last year for 12 percent.

The chamber is also negotiating with the National Union of Mineworkers (NUM), which demands increases of up to 96 percent for its 140,000 members.

The NUM annual pay settlement normally takes effect in July after negotiations regarded by analysts as the most crucial in South Africa's industrial relations calendar. The NUM won rises of between 13 and 16.5 percent last year. — Reuter.
Trade unions concern over dispossession

Johannesburg — It is special's and jobs.

From Alan Fine

The business of large government organizations

is the servicing of large organizations by large business. The large business is not concerned
with the organization's internal operations.

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controlled by large corporations.
A "BARGAINING COUNCIL" to negotiate on salaries and conditions of employment of educators is to be created in terms of a section of a bill tabled in Parliament yesterday. This council will represent all teachers irrespective of race.
A charter for workers

FOR several years the union movement has been grappling with the question of a workers' charter. It's an issue that has caused rifts in the movement, most notably within some unions where advocates of such a charter have divided from those supporting acceptance of documents such as the Freedom Charter.

It was, for example, one of the issues at the core of the split in the Commercial, Catering and Allied Workers' Union (Cawusa) and a breakaway from the National Union of Textile Workers (NUTW) during 1986.

The necessity for a workers' charter is urged as a safeguard for worker rights and a basis for worker participation in future constitutional debate.

A major step towards the creation of a general charter was taken last month when the Amalgamated Clothing and Textile Workers' Union (Actwusa), continuing the NUTW tendency, adopted its own charter.

Actwusa's charter proposes that "All employers are obliged to recognize a trade union chosen by the majority of workers in any establishment and such recognition shall include:

- No victimisation of workers on the grounds of union membership or participation in union activities;
- A requirement to bargain collectively and in good faith;
- Reasonable guaranteed paid time off for elected shop stewards to participate fully in all affairs of the trade union movement;
- Full disclosure of all financial and other information about the enterprise to meet any demand made, or about to be made, by workers;
- Other reasonable organisational facilities to trade unions such as uninterrupted rights of access, inspections of plants to ensure minimum regulations are complied with, unrestricted use of notice boards for union notices and the right to hold meetings in all establishments.

The charter further adds that "All industrial disputes requiring adjudication shall be resolved through a jointly appointed arbitrator or a judge whose appointment has been jointly agreed between organised labour and employers.

"All workers are free to join the union of their choice. Worker participation in the management of establishments shall be set out in detail in law, with a separation of rights at public owned enterprises. In public owned enterprises, at least half of the management board shall be elected by workers.

"The articles of such enterprises shall commit themselves to promoting worker control of the enterprise, delegates elected by workers shall sit on management meetings where decisions are made which affect the workers.

"In both instances, the worker delegates shall be subject to recall in terms of the constitution of the union concerned.

"All workers are guaranteed the right to peaceful picketing during any strike.

"All workers have the right to strike in support of any demand which their union has declared official in terms of the constitution of such union and no worker shall be dismissed as a result of such a strike.

"No laws governing conditions of work (such as the income tax laws, the Basic Conditions of Employment Act, Labour Relations Act, Machinery and (Occupational Safety Act, Mines and Works Act) shall be made by the state without prior negotiation with the trade union movement.

"In addition, workers shall be entitled through their trade unions to negotiate with all employers nationally on the minimum demands of organised workers. In the course of such negotiations all the rights set out in this charter, in particular the right to strike, shall apply."
**Verligte surprise in middle management**

By DICK USHER, Labour Reporter

*ABC* 26/S/89 (13)

WHITE middle managers are much like the rest of us - people struggling to adapt to the demands of a rapidly changing society.

And, while conventional wisdom is that they are inherently more conservative than top executives, a survey by the South Africa Foundation just released shows that they are possibly more forthright on certain political issues than their seniors.

The foundation survey covered a wide range of middle managers from 36 companies in the PWV region, testing their views on black advancement, business and social change.

It was undertaken by Dr Philip Frankel of the University of the Witwatersrand, who found that their views on the broader socio-economic and political issues did not differ substantially from mainstream white opinion, but "to a surprising extent" showed considerable accord with business leaders on reformist issues.

A key difference of opinion was that they showed signs of sharp hostility to organized black labour.

However, in spite of these apparent contradictions in attitude, Dr Frankel finds that they "have the potential to become an important factor in building and defending a broader constituency in society as a whole for peaceful change in South Africa."

They are overwhelmingly in favour of change and the group surveyed was almost unanimous that the government's reform programme was too slow.

None considered it too fast, and a mere 1.6 percent thought it just right.

**Lobbying**

On the role of business in trying to change government policy, 85 percent were in favour, particularly by direct lobbying and through greater co-ordination and unity within the business community, while only 9.5 percent strongly disfavoured the idea.

Only 8.7 percent thought removal of National Party from office would be an effective way for business to increase its influence on government.

And, if middle managers became State President for a day, they would abolish the Group Areas Act and open discussions with black leaders.

**Deregulation**

These two actions scored highest among actions favoured by middle managers as being in the best interests of South Africa, followed by abolishing apartheid and deregulation.

Freewing Nelson Mandela rated about equally with speeding up reform on the RSC front, and there was also major support for creating an equal opportunity society through a military coup.

They are, however, the men in the middle who come to black management advancement, when it comes to applying and executing policy determined by top executives and in the middle of daily interaction with organised black labour.

**Imbalance**

Thus, while strongly supporting change, they almost equally oppose the concept of affirmative action. Nearly 90 percent disagreed with the idea that "in order to correct the racial imbalance in the ranks of South African society we need to discriminate against white managers when it comes to promotion policy."

According to Dr Frankel, they expressed considerable reservations about black advancement programmes in practice and only half regarded such programmes in their companies as successful.

But although he found elements of racial prejudice, particularly at the lower end of the scale — where black mobility appeared to be a clear threat to their own prospects — there was also widespread rejection of reverse discrimination as opposed to equal opportunity.

**Hostility**

A full 90 percent argued strongly for promotion on merit alone and half agreed that the biggest problem facing black executives was the racism of their white counterparts.

As regards organised labour, managers expressed considerable hostility to the conduct of black trade unions.

This area, where middle management interacts with organised labour on a daily basis, showed quite widespread divergences of opinion and some confusion.

Thus, while 61 percent thought that trade unions were essential to communication between labour and management (and 27 percent disagreed), nearly 60 percent thought that trade unions should stay out of politics, but nearly the same percentage agreed that "no black trade union in South Africa can keep out of politics if it is to protect the economic interests of its members."

**Danger**

About 35 percent disagreed with this, while slightly more than 30 percent agreed that black unions were becoming a danger to the South African economy.

Dr Frankel said that most white middle managers (in the PWV region at least) are "largely unaware of the wider implications of black labour, and of the reasons for the popularisation of black unions."

Overall, he found the picture encouraging.

The survey showed "ambivalence on the issues of black advancement and organised black labour, this co-exists in our survey with widespread support for change and a rejection of racial discrimination in the workplace," said Dr Frankel.

"There are no insuperable obstacles, it would appear, in building on the latter sentiments to overcome impediments to success black advancement programmes and industrial relations, where such impediments are based on the perceptions of white middle managers."
Fruit industry slams anti-trade union ad

By CHARL DE VILHERS

The deciduous fruit industry has condemned an advertisement in its own mouthpiece which warns farmers against “falling prey to trade unions.”


The insert, produced by the Johannesburg-based Liaison Bureau for Industrial Relations Services (LBIRS), includes warnings to farmers against “falling prey to trade unions” and inadvertently “assisting the ANC in their power struggle.”

The fruit industry’s public affairs manager and spokesman for the powerful Unifroco international fruit-marketing group, Mr Fred Meintjes, said yesterday: “An advertisement like that is totally uncalled for and shows a total lack of insight. An approach like that to industrial relations will not have much benefit.”

Magazine editor Ms Hannarie Wenholt said she had not seen the advertisement, which had been inserted “at the last-minute” into copies of the magazine already at the printers.

Describing the brochure as an information sheet to farmers, LBIRS co-director Dr Kobus Slabbert said yesterday he was not opposed to trade unions “as such” but to “politicised” unions which “misled” workers.

“The ANC is advocating that farm and domestic workers fall under labour legislation,” he said. Farmers who were confronted with trade unions needed to “know their opponents.”
Police disperse Soweto Day

The Kliptown Starrs, a community radio station, broadcast live from Soweto on June 17th. The police dispersed the crowd with tear gas and rubber bullets.

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African education, the struggle continues.

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High-level talks were held in Soweto yesterday as the government and the Soweto Congress met to discuss a proposed constitutional amendment. The talks were described as "very encouraging."
June 16: Man killed in city

A motorist was killed in Durban, Pietermaritzburg and East London by a group of people in Cato Thaba after his car was forced to stop at a burning barricade on Thursday night, the eve of the anniversary of the bloody Soweto uprising.

The murder was recorded in yesterday's unrest report, which also said a bus in Khayelitsha was badly damaged in a stoning incident. Police would disclose no details on the murder.

It was the only unrest death reported in South Africa as hundreds of thousands of people countrywide stayed away from work in observance of the 13th anniversary of the uprising on June 16, 1976, when police shot and killed two Soweto students in a crowd of some 15,000 protesting the introduction of Afrikaans as a compulsory language of instruction.

Many businesses yesterday shut down voluntarily despite the government's refusal to declare an official holiday.

Johannesburg as well as East and West Rand towns came to a virtual standstill while in Dur-
Workers observe Soweto uprising

JOHANNESBURG. — Workers are expected to commemorate the 13th anniversary of the June 16 Soweto student uprising today, while overseas demonstrations have been arranged too.

Political bodies, trade unions and youth organisations have appealed for June 16, generally known as Soweto Day, to be observed with dignity, and restraint. Prayer services have been planned by various groups throughout South Africa.

A number of firms have announced they will be closed on Soweto Day. Many of the larger companies, particularly those with a union presence, have said they accept today as a paid holiday.

However, it is expected that a number of employers, whose staff are not union members, will adopt a no work, no pay attitude.

Mr. The Soweto Divisional Commissioner, Brigadier J J Vikor said: "My men will go on with their normal crime-prevention operations. However, if people break the law we will act."

Police spokesman Captain R Bloomberg said: "We are prepared for any eventuality and intimidation will not be tolerated."

Police said they would mount a three-day security operation in Natal townships to curb any violence.

* In Cape Town, police said they would take strong action against any form of intimidation against workers who go to work today.

* The leader of the Labour Party, Mr. Allan Hendrickse, said June 16 marked the turning point in South Africa's history and his party would continue to honour it. — Staff Reporters and Sapa.
Public holidays should be given to all — union

By Mike Silama, Labour Reporter

White miners obliged to report for work on May 1 were paid for the day and provided with food for doing very little or no work, according to an article in the June issue of the Amalgamated Engineering Union’s (AEU) mouthpiece, Metalworker.

And the AEU, blaming the Government and the Chamber of Mines for the situation, is up in arms.

An editorial in the publication deplores the agreement between the Chamber and the (black) National Union of Mineworkers making it possible for NUM members to observe May Day (May 1) as a holiday.

Because of the Mines and Works Act, miners are not entitled to a holiday on the Government-declared Workers’ Day, which this year coincided with May Day.

Says the editorial: "As everyone knows, May 1 is May Day in communist and socialist countries, so there can be little doubt that the choice of May 1 (by the NUM) was politically inspired."

The AEU said it believed that only the Government should declare public holidays, and that "the mining industry should not be permitted to proclaim holidays, particularly when there are political implications."

A failure by Government to do this could lead to a situation where some workers were forced to commemorate "political events which are in conflict with their own views."

The AEU also demanded that mineworkers be entitled to all South Africa's public holidays.

"We deplore the uncompromising attitude of the Chamber in refusing to permit members of (white) unions to enjoy May 1 this year as a paid public holiday, when black employees were given the same day ... as a holiday," said the AEU.

White workers spent May 1, "cleaning machinery."
HISTORY, they say, has a habit of repeating itself.
In the early 1980s, after Steve Woods had helped negotiate the first recognition agreement in the Western Cape with the General Workers' Union, he says that he found himself an object of some curiosity among industrialists.
The curiosity, apparently, had something to do with the suspicion, if not fear, with which the union was regarded and he found himself dealing with questions such as "How can you possibly sign an agreement with those people? Don't you know you're letting the side down? What kind of insanity is this?"
That type of thing.
Adrian Graham, industrial relations manager for Pepsi-Cola Africa, said this week that he finds himself in a similar position.
Last year the company signed with Food and Allied Workers' Union what was probably the first in-house agreement to stand beyond the Labour Relations Act, in which the parties agreed to conduct their industrial relations according to a set of rules they had written themselves.
After this he, too, found himself regarded with a degree of curiosity. He has even been told that it wasn't legal.
At the same time he's also found that the step has aroused interest and people in industrial relations have asked to see copies of the agreement for study and reflection.
If it proves useful to those who have seen it, Mr Graham is happy.
"It's an agreement that we worked out between us which we felt would best serve the interests of the company and its employees.

Give away
"People ask how we could give our rights away like that, and I tell them we haven't given anything away.
"We've established a base of mutual respect from which, with trust in each other, each retains rights and obligations underpinned by a mutually agreed set of rules and procedures," he said.
"Trust is built on respect, respect is built on trust — you can't have one without the other.
"At wage negotiations this year, for example, we made an offer we thought realistic and when challenged by the union offered them a financial audit.
"But they accepted our bona fides without the audit, which we felt was an indication of trust in us."
Mr Graham said that without trust and respect no agreement could produce industrial peace.
"And it's not that we don't have problems, it's important thing of that the important thing is to deal with problems as soon as they arise, and to deal with them in a way that doesn't undermine anyone's rights or dignity," he said.
"Shop stewards are always included in the process and we take care to communicate with them all the time.
"In the end, the proof is that it works.
"Both of us have placed our trust in an ongoing relationship, rather than the letter of the law.
"Obviously only the future will tell whether that trust was justified."

* Last week's column about the Public Servants' League referred to National Education, Health and Allied Workers' Union involvement at Groote Schuur. It should have referred to the Health Workers' Union, an unaffiliated union.
Unions split on May Day holds up Seifisa wage talks

ALAN FINE

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers' Day appears to be the only significant stumbling block in the way of a metal industry wage settlement.

Seifisa director-general Angus confirmed yesterday that the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

The CMBU has accepted Seifisa's 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers' Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays such as Workers' Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days' production.
Unions reject public holiday offer wording

METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Seifsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Seifsa said in a statement issued after a meeting on Saturday.

"The Confederation of Metal and Building Unions (CMBU), Yster- en Staal- en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day."

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said. — Sapa.
Deadlocked

WAGE negotiations between the metal industry's employers and trade unions have stalled over the issue of public holidays. Confirming this, the Steel and Engineering Industries' Federation of South Africa (Seifsa) said three unions have rejected May 1 as a public day. These unions, which include the Confederation of Metal and Building Unions, prefer to accept Workers' Day (first Friday of May).

Other unions have accepted May 1 again today to resolve the.

Meanwhile, the Federated Mining Union (FMU) and Rustenburg Platinum have ended wage talks, agreeing on wage increases ranging from 13 to 17 percent. FMU's general secretary, Mr. Sidney Zamba, said the wage agreement became effective on July 1.

In terms of the agreement, minimum and top rates for surface employees have been set at between R430 (lowest grade) and R1762 (top grade). And, for underground miners, minimum and top rates have been set.
Metal unions agree over holidays plan

The Steel and Engineering Industries Federation of SA (Seifsa) has undertaken to respond on Friday after consultation with its members.

The parties also agreed on a formula facilitating the payment of the wage increases already accepted by most unions from July 1.

A Seifsa spokesman said employers who implemented wage increases immediately would be permitted "to set-off such increases when they eventually become statutory upon being published in the Government Gazette". The date of implementation had not yet been agreed on.

The joint union proposal will make both May 1 and Workers' Day, which falls on May 4 in 1990, paid holidays next year. This would overcome union objections to members being unable to spend the statutory Workers' Day with their families.

Yesterday's union proposal can be implemented without an additional day's production being lost because June 16 falls on a weekend for the next two years.
Union is told to reject new bank hours

MORE than 300 angry Standard Bank employees have instructed their union, the 34 000-strong South African Society of Bank Officials (Sasbo), to reject the bank’s extended Saturday trading hours due to come into effect on September 5.

The meeting, which rejected calls from the floor for illegal strike action, censured Sasbo for accepting longer hours without first reporting back to them. Sasbo acknowledged that the society had misread its members’ feelings on the issue.

Sasbo is expected to meet Standard Bank for further talks on the subject tomorrow.

The society’s Standard Bank members have scheduled further protest meetings in Johannesburg and East Rand areas during next week — Sapa.
MORE than 300 angry Standard Bank employees have instructed their union, the 34 000-strong South African Society of Bank Officials, to reject the bank’s extended Saturday trading hours due to come into effect on September 9.

The meeting, which rejected calls from the floor for illegal strike action, censured Sasbo for accepting longer hours without first reporting back to them. Sasbo acknowledged that the society had misread its members’ feelings on the issue.

Sasbo is due to meet with Standard Bank for further talks on the subject today.

The society’s Standard Bank members have scheduled further protest meetings in the Johannesburg and East Rand areas during next week.

Ikageng club clean-up

THE Ikageng women’s club (Mofolo branch) under the chairmanship of Mrs Joyce Nela had a hectic weekend last week.

They undertook the of Mahenguville on Saturday, and on Sunday they went on an outing to the Heia Safari to be treated to a buffet and Mzumba dance vibes, including all the wonders of the hol-
Pension fund/race bar to be fought in court

21/9/89
Drew Forrest

The long-running dispute over the admission of black workers to the all-white Mine Employees' Pension Fund (MEPF) returned to the Industrial Court this week after an abortive attempt to settle the issue out of court.

The dispute, which started in 1985, centres on mine employers' demands that the R3 billion fund be opened to the increasing number of black skilled workers on the mines.

The Council of Mining Unions (CMU), representing white workers in the industry, is resisting the demand.

The case reached the Industrial Court in May this year. It is due to be heard again this week.

Sources indicate that an attempt was made last week to settle the matter informally.

When this failed, they said, the SA Boilermakers Society, which has black members, withdrew its support for the CMU over the issue.
Unions to extend demands in the 90s

TRADE unions in the 1990s will extend the range and extent of their demands, says the director of the School of Business at the University of South Africa, Professor Nic Wiehahn.

Speaking at an industrial relations seminar in Port Elizabeth, Prof Wiehahn said unions would concentrate on issues such as shorter working hours and longer holidays.

The "no work no pay policy" would be re-addressed as would the issue of maternity leave.

Safer working conditions, security of income, worker representation, grievance procedures, state-subsidised pension funds and other benefit schemes would become major issues.

Unions would aim for better medical aid schemes, health care of an ethical nature and black advancement. Retrenchments and redundancies would also be issues.

There would be increased pressure on management to press for political change and to publicly reject apartheid.

He added that unions would also push for the adoption of a labour code instead of labour laws.

Issues such as contributions by management to the education of trade unionists' children would be emphasised.

Prof Wiehahn said management would retain an important responsibility in the 1990s — to manage.

"Management's attitude in the labour scene must change from an attitude of toleration to one of acceptance. "Management must develop greater cooperation with unions, a closer relationship with the workers and a greater willingness to negotiate."
Trade unions to exercise muscle

TRADE unions will exert great influence on political, social and economic practices in the next few years, says an IFP report.

A three-year scenario prepared by industrial relations practitioners and co-ordinated by the IFP covers 1987 to 1990.

Looking at major institutions influencing industrial relations, the report finds that labour will have the greatest political effect on industrial relations (as opposed to the State and employer). Trade unions will mostly influence industrial relations as a consequence of their involvement in community matters.

Second only to the State, labour will have the greatest economic effect on industrial relations, showing the growing strength of employee antagonism to the present forms and structures of economic activity.

The report does not intend to predict or prescribe a set of responses to likely actions by the major actors in the industrial relations system.

It says "It is rather the intention of the institute to provide a resource for members who are addressing current and future problems and issues in South African industrial relations and to assist them in anticipating issues and formulating responses appropriate to the challenges in their environments.

The major actors in the scenario are seven institutions which are expected to influence the position of mine or factory industrial relations in the next few years.

Conservative

First is the Congress of South African Trade Unions (Cosatu), followed by the National Congress of Trade Unions (Nactu), the United Democratic Front (UDF), employers, the State, the African National Congress (ANC) and white conservative labour.

The report says that although each actor is identified separately, "in reality each actor is in relationship with one another and their actions are influenced by other’s actions."

"In this regard, the likely influences on industrial relations practitioners over the next three years will emerge out of a process involving all the actors in relation to each other."

Ground rules

It lays down "ground rules" for the behaviour of the seven major actors.

Cosatu and Nactu. These federations are likely to continue stridently recruiting members. They will continue to preserve their formal independence from political groups and organisations.

They are likely to intensify a rigorous work-based trade unionism in which, among others, the collective bargaining agenda is widened to include issues previously regarded as non-negotiable, such as health and safety, disclosure and new technology.

Workplace conflict will become more evident and will be taken to heighten the political identity of members and to forge a discernible political consciousness, which will involve an increasing mobilisation of members against employers and against their alleged collusion with the 'apartheid State'.

Steps will be taken to increase the political identity of members and to forge a discernible political consciousness, which will involve an increasing mobilisation of members against employers and against their alleged collusion with the "apartheid State".

Recruiting

- The ANC and UDF. It must be remembered that this report was written in 1987, before the restrictions placed on the UDF. Predictions in the report until the restrictions are, however, largely accurate.

- Employers are likely to continue to recruit supporters from union members and employers.

As a generalisation, the ideological position of the actors will become more clearly defined, and positions on many issues, such as sanctions and solidarity actions, will become more firm, affording less flexibility with employers or the State.

Racial

Greater certainty of purpose among the actors can be expected to lead to an increase of potential conflict between the actors and the State over a range of issues which will result in greater uncertainty on the shopfloor.

White conservative labour (WCL) will probably reinforce its racial identity and increase its support and influence on the shopfloor, which will raise the potential for increased tension.

- The State will continue its dual strategy of law and order and reform. There is likely to be a readiness by the State to intervene in industrial relations through actions primarily directed against trade union activities which are not regarded as bona fide.

- The employer is likely to confine himself to the business of business, which may represent a tactical retreat from attempts to influence the broader body politic.

He will adopt an attitude of pragmatism which will involve ad hoc accommodations intended to ensure short-term workplace resolutions and also become more flexible when confronted by competing demands.
Saturday bank storm

S/Times 24/1918

EXTENDED hours on Saturday have upset bank employees.

More than 300 Standard Bank employees have objected to the proposed longer hours, even threatening to strike.

The strike was averted after a meeting at which South African Society of Bank Officials (Sasbo) members decided to hold protests in the Johannesburg and East Rand areas.

Sasbo was criticised at the meeting for accepting the longer hours without consulting members. Although the union admits that it may have misread its members' attitude, it still believes the scheme is a good one.

There appear to be two major employee groups with the system. Most women workers at Standard Bank branches are against working on Saturdays, saying they need these mornings for domestic and other chores.

OVERTIME

Many employees are dissatisfied with the large tax deductions which result from the overtime pay, although in total they stand to increase their earnings by about R12 million in Saturday pay.

Sasbo general secretary Ben Smith says the scheme is a good one, giving members greater benefits in the long run.

"Our advice is to give it a chance. Members should allow the system to bed down before passing judgement."

John Verster, Standard Bank divisional general manager of human resources, believes the issue has been blown out of all proportion by the media.

He says that a pilot run of the scheme took place last Saturday and it went off extremely well, employees voicing few objections.

CONFIDENT

"We have stressed all along that this is only a pilot, and we realise that we may run into some problems. We are confident we can iron them out and are holding discussions with Sasbo."

Dr Verster says it has not even been established whether Sasbo members really threatened strike action or not. He says none of the Standard Bank employees made threats of this sort.

Other banks are treating the issue with caution, adopting a wait-and-see attitude. First National Bank (FNB) says it will not follow the same route as Standard until it sees what the outcome of the pilot tests are.
MORE than 1,000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

A m a l g a m a t e d Beverage Industries' plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.
Mines' white pension fund must be 'open'  

By Drew Forrest

Protracted attempts by white mine unions to exclude skilled blacks from the R3 billion Mine Employees' Pension Fund (MEPF) have been ruled unfair by the Industrial Court.

Yesterday, the Chamber of Mines described the judgment as a "major blow against race discrimination".

Comment from the Council of Mining Unions, which represents white miners and artisans, could not be obtained.

Beginning over four years ago, the dispute over the 20,000-member MEPF centred on the Chamber of Mines' demand that the 40-year-old fund be opened to skilled black workers on the mines.

The CMU, representing white miners and artisans, resisted the demand.

Earlier this year the Chamber also won a Supreme Court action setting aside regulations promulgated by the Minister of Economic Affairs and Technology which could have been discriminatory.

Welcoming the judgment, the Chamber's president, Mr K W Maxwell said, "There can be no place for discrimination of this kind in this day and age."
Bloody strike on the factory floor

GENERAL Motors, Kiaatree, the United Workers' Union of South Africa (UWASA), Mocca Mayalco and Impala Platinum were struck in the summer of 1985-6, for two reasons: the first was a wage dispute, and the second was a political struggle. The first was a wage dispute and the second was a political struggle.

In the year one union federation — Tuesday — lay down and died, three more unions went into the gap. But not without angry, bloody union strike. PHILLIP VAN NIEKERK reports on the year in labour.

In the year one union federation — Tuesday — lay down and died, three more unions went into the gap. But not without angry, bloody union strike. PHILLIP VAN NIEKERK reports on the year in labour.

National Union of Mineworkers (NUM) and the Chemical Workers' Industrial Union (CWIU) embarked on rolling strikes demanding the release of union leaders. The strikes took employers by surprise and put pressure on them to meet their demands. In the meantime, the government, securing the release of union leaders and a measure of protection for the unions.

The strike was a symbol of the workers' resistance against the apartheid government.

Cosatu May Day rally in Soweto ... into the uncharted terrain of political struggle.
How M-Net’s glittering prizes ensnare the press

The premise of M-Net is that it may well rank amongst the top ten in profits for its newspaper owners. The message is that the government has final veto power over M-Net and can use it to cut the press into submission. By RAYMOND LOUW, former editor of the Rand Daily Mail.

Blinkered and blinkist: The modern newspaper reader as portrayed by Cape Times cartoonist Tony Oregan.  

Applicants are invited from suitably qualified persons for the undermentioned posts

FACULTY OF ARTS

Department of History

Department of English

Jenner Lecturer

FACULTY OF COMMUNITY AND HEALTH SCIENCES

Department of Psychology

Serenity Counseling Service: An applicable Doctorate or Masters degree in Psychology. Registered or eligible for registration as psychologist in South Africa. Two years’ experience in the training of professional psychologists is strongly recommended.

INSTITUTE FOR COUNSELLING

Co-ordinator: Centre for Student Counselling and Health Services

Applications are invited from suitably qualified persons for the undermentioned posts

NEWS/86

All year 1986 will go down in media records as marking the witch hunt in earnest of most of the junior editors of newspapers in South Africa from going down in flames after the last VEREENIGING affair turned against them.

This was the year of the birth of M-Net (Media Network), the TV service, curated by the major newspapers, which was designed to enable it to keep some of the advertising account they had for years lost to the state-controlled South African Broadcasting Corporation’s TV services.

It was also the year for press, despite

Despite the public protestations at the height of the legislative control, government planning had put an end to these

There was a sense of power that the government could use the threat of closing M-Net as an instrument for trimming its political enemies. The threat was real.

This possibility was the unmentioned consideration when the government summoned the publishers who constitute the Newspaper Press Union (NPU) to try to extract concessions on the current clampdown on the press.

The argument put forth was that the cuts but eventually showed their limitations for outright confrontation with the government — particularly when two of the major groups, which comprise the NPU support, National Party interests. They acceded to the government’s view that the country is in the grip of a "nationalist" threat. The other group was well organized and able to negotiate "establishment press" and the so-called "alternative press" of the vigorous Weekly Mail, the Catholic Church-funded South African Broadcasting Corporation’s TV services.

The press’s search for additional resources has become a major preoccupation. The loss of all its assets, presents, equipment and buildings — closing many popular newspapers and the Rand Daily Mail, reversing the closure, has translated into a massive set-back for the newspaper industry. The closure of the Rand Daily Mail, reversing the closure, has translated into a massive set-back for the newspaper industry. The closure of the Rand Daily Mail, reversing the closure, has translated into a massive set-back for the newspaper industry.

Despite the witch hunt, the major newspapers, the Sunday Times, and the Cape Times, and the Daily News, have all been able to keep their presses open, to publish, and to cut out the editorial operations. The tremendous gap in the country’s information system caused by the closure of the Rand Daily Mail in April last year — the paper was an eloquent in generating the spread of information throughout the country — has not been made good.

Indeed, Sauer, once in the forefront of vigorous anti-apartheid campaign journalism and the new white establishment press group is already on the addictions of blacks and champion their cause, has reiterated its own conservative line.

The editor of the Sunday Times, the biggest paper in the country, and Sauer’s major profit-opponent, indicated the essence of that swing by confirming publicly for the first time (December 14) that he had switched support for a black liberal opposition (the previous editor’s) to President Botha and his "led" and "law and order" program.

The new press curve, however, is not a "total" turning point. The government, the editor declared, apparently quite oblivious to the increasing credibility of the regime have been created by his enthusiastic support for the National Party.

Despite the cut-outs, the Argy Company was unable to maintain its overall dominance of the newspaper industry. During the year the government-supporting National Press’s profits (R123.5-million).
May Day, 1987: The state is everywhere... but then so is organised labour

BY PHILIP VAN NEERIKEN

The struggle against the ugly mood among workers and unions and a desire to stem some of the violence that was seen as a foretaste of revolutionary forces will push the government to a hard decision on how to handle the matter.

The trade union movement is the best organised and most deeply entrenched opposition to the system outside South Africa.

While township-based organisations have borne the brunt of the repression under the State of Emergency, the unions have emerged relatively unscathed.

The union's response to the Emergency last June and July — industry-based strikes and legal challenges — put pressure on employers and the state, and shoddered them from the worst of the crackdown.

The state's strategic aim was to stamp the street committees and quiet the township mob — which was at least partially successful.

The state's security apparatus, including the Joint Security Management Committees, has been strengthened.

Trade unions have been targeted. The state has stepped up its offshore activities and selectedItem-based action and spontaneous activities such as the migrant labour unrest.

There is a significant difference between the tactics used by employers and unions. Employers have created space and negotiated the state to a large extent in legal relations.

This space has proved a valuable double-edged sword. It has left organisations such as the Congress of South African Trade Unions (CSTU), more expanded and more exposed of them.

The national onslaught on their township allies has provoked questions of political issues and the development of collaborative structures outside the formal sector in an era where Congress has consolidated its position as the policy of alliance with community-based organisations.

Both the S.A. Transport Services (Sas) strike and its extension to the escalation of labour unrest on the SABC have revealed that the state is divided in its response to the unrest.

There is no doubt about the large, security-oriented grouping who would favour an all-out clampdown on the unions or at least force them to retreat from the reformist path.

The Minister of Labour and Order, Allan Wale, last week warned trade union leaders whose actions violate the National Union Act that the security forces would take action against them.

Wale said Congress was involved in "the activities of exploitation, blacklisting, organisation and mobilisation of the workers in plan for a so-called living wage campaign."

He said that the National (Constitution) Congress theme for 1987 was "Advances to People's Power" and that the Labour section was "an ideal seen in which to reach the masses."

"Reiterated pronouncements by the organisations' leaders are blown up; they say that the trade unions must work for the "living wage" (or "advance to people's power")." Certain events succeeding the recent disturbances, especially the rail strike, must be seen in this context.

At the same time the unions, like Wale, were to the election of labour unrest on the SABC in recent weeks have revealed that the state is divided in its response to the unrest.

The fact that facilities were provided by the cultural organisations was black money and we saw nothing wrong with it," Wale said.

Although unions are a federation, no affiliates have been established yet.

"There is a policy that if any sector has a membership of 5 000 then it can form a section but we have not yet gone around doing that," he said.

He said unions might be formed in three weeks when Wale holds his first annual conference.

It was wrong to compare Wale's growth to that of Congress because "they have been in existence longer than we have."

Those who accuse Wale of breaking the solidarity of workers should realise that we have "the desire to work together as our number two in Congress, putting the change of the economic system in the country into socialism."

Wale believes it is the right of every worker to propagate his beliefs in the same manner as those with opposing views, without fear of victimisation or retribution.

"Although the black man in South Africa has not benefited from the capitalist system as a protected group, there is still a system that can change from tears of bread," he said.

It is the only system that can create jobs for anyone who has put evidence of Uweka's involvement or attacks is being "free to take action or speak the truth of the law."

Uswasa: Celebrating May Day at home this year

BY SFASO NYAKA

The Ithala-backed United Workers' Union of South Africa, which organises workers in South African cities, is planning to celebrate Workers' Day and their first anniversary.

"Instead we have announced to our members that we will have to celebrate the relative safety of our lives," Uswasa secretary general Simon Conco said in an interview yesterday.

With wages frozen and unemployment at +17,000, despite our differences with them — and owing to our unions' financial position, we would have found it very difficult to celebrate the day," he said.

Conco said the state President PW Botha's declaration of Workers' Day as the first Friday in May may have prevented the state from having to face the reality that it had compromised Uswasa's belief that the government was wrong in deciding on the public holiday without consulting the workers.

The lack of consultation on the part of the government means that they think they are the right things in the wrong way, he said.

Conco said his union's aim was to engage employers and workers in progressive democratisation of industries if rallies were banned.

"South Africa is no stronger to sensate decisions and sensitive killings. That is why we insist that before any decision is taken proper consultation should take place."

Uswasa secretary general Simon Conco on the issues facing his organisation on May Day 1987

"We told anyone who organises workers to "redleg" in a demonstration that may cause death without sticking to the rights and duties of those who will be directly affected would be acting eminently.

Conco said there was a tendency among the leadership of certain organisations to "use the anger of workers to achieve the ends that have been contributed without the workers'."

Conco said despite a lack of funds, Uswasa was going in expertise in industrial relations and management.

Uswasa had also been faced with very suspicious employer behaviour. Most of the time there has been an upturn in the number of union leaders and in the number of subsidiaries that they are co-opting the leadership and colleagues.

"The makers me very angry," Conco said.

"They are talking about black worker exploitation workers in protest demonstrations if rallies were banned.

The state of the economy has not been involved in the make action but has been concentrating on improving the numbers of employment and the death of several wage and recognition agreements.

The federation, he said, "has also taken several offending employers in court and has concluded 15 recognition agreements in Natal and 20 in the Transvaal.""
This school is also mindful of employer concerns that the heavy hand of the state could mean employers will have to bear the brunt of the potential struggle in their factories.

Different groups could also explain the length of time Sasi allowed the strike to drag on before calling a stop.

In 1982, when a few hundred General Workers’ Union members went on strike at the Port Elisabeth docks, demanding that Sasi deal with them, it was only a matter of hours before they were fired and deported on buses back to the “homeland”.

When the City Deep deep-engraved saga had just been through its own Witsisa Commission and was clearly bent about how to deal with the escalating problem.

But by then the long-standing grievances of Sasi’s heavily discriminated against workforce were piling up and other demands, such as recognition of the South African Railways and Harbours Workers Union (Sahuw), came to the fore.

At the same time the government — wary of the trouble miners were creating on the railways — could not afford to be seen to be giving in to the demands of black workers, particularly over recognition of a Cosatu affiliate.

The Cosatu structure is so vast and complex, I was not quite sure how much of the Cosatu network was actually involved in the same time as giving warning of just what they were capable of.

The major thing they proved, connected to the emotionally significant May Day celebrations in 1982 and the whole election mood, could only help fuel the volatile situation.

But Cosatu’s strategic goal remains the establishment of a foothold inside the railways, one of the most significant economic sectors to be properly organised.

The next few days will tell whether the gap will still be there, whether the factions and union will indeed become a battleground between the state and the workers. The nature confronting Cosatu is an ominous one, much as that of the homelands.

Cosatu’s leadership has to be careful to prevent Cosatu’s advancement to be a complete struggle for political power resets unions politics. It is the struggle between the main vested political parties, the National Congress of South Africa and its allies, and the Nationalists, in all their guises, over the congresses, the Congress of South Africa’s structure, the Nationalist movement.

Cosatu has been the leader of those campaigns, like the Living Wage campaign.

Cosatu’s growth has been in relation to the most important sectors of the economy.

We have the miners’ unions (NUM) which had a membership of 300,000. The membership is growing, with a merger going ahead around May 23/24.

We have the most densely unionised sector in the country. The textile, food and Allied Workers, Paper Wood and Allied, Construction.

And in the public sector, you have the unions most militant sector. It is obviously a sector that is relatively strongly organised, but is one that has seen the most militant activity in the past month.

The NUM re-elected its leadership in June. The Congress of South Africa’s structure had an impact on the growth of the labor movement.

Cosatu has forced organisations to respond and consult, and unlike the NUM, it has seen this year a growth in militant activity.

We would suggest that this year there is a trend of militant mass militancy. Mass organisations have renewed the upsurge of the State of Emergency. People have learnt to live under repression, they have learnt to fight repression. It has definitely had a radicalising effect.

In fact we have not only renewed the State of Emergency but also the attacks on our members in the Natal area. When Unions was beaten last year, some people had predicted a mass exodus of our members in that area. Instead we have experienced tremendous growth in that region.

We have seen an increase in the formation of Cosatu in the workers are able to take decisive action. We now talk in terms of actions, actions are often expressed in the form of the workers are very much on the front line.

The struggle for political power rests outside parliament. It is the struggle between the main vested political parties, the National Congress of South Africa and its allies, and the Nationalists, in all their guises, over the congresses, the Congress of South Africa’s structure, the Nationalist movement.

"We must respond to that challenge."
SOUTH AFRICAN TRANSPORT SERVICES
JUDGE FOR YOURSELF

S.A. Transport Services strike that lasted 6 weeks

For six weeks S.A. Transport Services warned strikers that they would receive no pay for no work. S.A. Transport Services Management was extremely patient during this time.

During the strike:

- S.A. Transport Services continued to provide transport to and from places of work where applicable;
- Worker benefits i.e. travel concessions were not withdrawn;
- Housing, medical and pension benefits were not suspended;
- S.A. Transport Services not only maintained an open door policy for negotiation but went out of its way to try to get workers’ representatives to come to the negotiation table;
- Strikers were not locked out at any stage.

During this time the instigators of the strike:

- Prevented strikers from returning to their jobs;
- Prevented them from earning wages to provide for themselves and their families;
- Made false promises that they would pay the strikers if S.A. Transport Services refused to do so;
- Canvassed membership through intimidation and assault;
- Caused violence to spread to civil unrest;
- Threatened the lives of thousands of innocent people;
- Caused damage worth millions of Rand to S.A. Transport Services property and equipment; and
- Caused disruption of your train services.

JUDGE FOR YOURSELF

SPONSORED BY S.A. TRANSPORT SERVICES
their teeth

Some teeth of anger expressed in.punishment violence, to the weapon of war, primitives as they are," he said. "People are deliberately arming themselves for combat, though in a way we have never known before."... and in making these preparations they are looking for reprais that are more effective, more unpleasant, for the mass crowd of men, from the escalations and spread of violence, even in our own well-being. A further escalation becomes quite clearly, the security forces will respond."

This development should also be seen, Hugh said, as a way "the people's army, people's war concept" proposed by the African National Congress (ANC). "We have just begun to see our organization," said Lucas, 27, the bemused agreement. "The important thing is not what we can turn into weapons - since anybody can be made lethal - but who can see the results of our work and be able to do something about it. When war will be developed and strengthened."

So far, guns have rarely been used against police in South Africa - and not so much as a way to get at weapons. Many youths much down for a rock almost automatically when a stranger pulls people into their ways. "A well-dressed rock can be as lethal as a bullet," a senior police officer and after a week's day in the East Rand townships. "And then 10 or 12 hours later you find a bullet on the face. This is something that is often more difficult to deal with because they are not making any noise."

Among the bullets are street fighters, who are being "fitted" with a gun. "The first time, I thought the bullet was going to take us in," he said. "But then I realized that because of the incident there were more than before, because they are not accounting, much trouble will be expected on the part of the police to get the gun out of their ways."

The police have used a few rounds in recent weeks as a warning to go back to areas where violence has been reported. The police have said that in areas where the police have found weapons in recent weeks as a warning to go back to areas where violence has been reported. The police have said that in areas where there have been reports of violence, there have been no reports of violence. "This is something that is often more difficult to deal with because they are not making any noise."

The "kids are mobilizing." Few would go unprepared for major funerals.

PHOTO: PARK MEMBERS, colorful uprisings to keep the war. Definitive preparations are becoming common in advance of antiapartheid demonstrations and funerals throughout the country. Coloured youths have taken to wearing two or three heavy knotted caps, or the ebullient Julius Malema, in particular, who wears a white T-shirt and black trousers as part of his police uniform. Some youths have worn a suit of body armor and other articles of body armor and other articles of body armor.

Few go as far as the major funerals without some large headstones that can be used as protection against teargas, which is often used to disperse marchers as they have the cemetery. The headstones are piled in piles of waste that must be handled by the government to prevent the spread of disease. Column of.aware vehicles often preceded by a vehicle with sirens...
SPORTSMEN JOIN WORM TEAM

**LETTERS**

**Cronin and Black Mamba Rising: The debate continues**

**Jeremiah Croni**'s reply to recent letters from Linoel Abrahams and Ferreux Asile, although pertinent, does not dispel the very real weaknesses in his initial review of Black Mambas Rising (Ww 3 March 13). The most glaring weakness is his attempt to downplay the importance of the debates around issues of leadership, democracy, accountability and class politics and consciousness within wider national political forces at present (which is, of course, what the so-called 'populist/working class' arguments are, framed of these issues, he gives us a (possibly politically uniform) voice'.... What is needed is a political assault on the country, their people, their 'polity'.

As an aside, I was surprised by the very positive comment from a top Djuma editor that this debate is worthwhile simply because the everyday consciousness of black workers contains an admixture of racism, class and other elements. Are we required to accept that more abstract analytical conceptualizations are sufficient if we don't fit empirical reality in an immediate and practical fashion? There is no simple formula. Lenin was able to provide a clear- cut between theory and description which was not helpful, and which is further blurred by the review's hortatory and insipid tone.

I had the impression that the present review is of such quality and political style in community and trade union politics is both exciting and noteworthy: the ease with which contributors seem to generalise from these three-court linked posts in Durban to the country in general is very slightly bewildering. But this does go with infinite structural complexity and, on the single form of poetry.

Moreover, as his poem to the "traditional" nature of this poetry, Croni seems to forget that the modern trade union or political meaning audience is much larger, more diverse and, in particular, can suit the language that is no longer the only one in the language. This could be refreshing and provide an option for all concerned.

"In seeking for those, we represent the interest of those concerned with an ignoring of the way they may be or should be..." - P. Adams, Chairperson, ECC, KwaZulu-Natal

The current demand for Pink Democrats, freedom to bring books and gay issues to the school, and the determination, noted in the tardiness of the response of Gay Students at the moment, sets the tone for the most practical, and the lack of solidarity with the strikers. We unequivocally express solidarity for all the strikers and in particular with the women who have been legal, and gay activists a focus for their own supporters. It is clear that they represent the principles of the totality for all. We are not complacent, but that oppression of people may fight together to free all human potentials. - Ink Democrats, Roggebaai

We have had enough errors because the recent massacres announced in the Government Gazette, in the name of the people taking action to secure the release of detainees.

It is our firm belief that by using such means, the Nationalist government has decreed a violent, violent and violent, and the use of such means, with which many people have long disagreed, the government is guilty of pushing people towards violence.

It is noteworthy that the massacre of any means to achieve this was one of the potentially raging forces taken into account by the recent trial of those charged in the Durban house explosion in Durban. Mr Justice Sharpe also accepted that the spark to McIlwain's hadn't been the use of the people in the case of Emergency on June 2nd last.

Somehere there is more than sufficient evidence to suggest that the most likely "method" of further repression measures is to increase confusion and to install a climate for negotiation.

Concerns for the greatest reason for relaxing rather than increasing restraints, a further consideration is thus the law as an attempt to be too reconcilable people come to love and support not just for the observance of law but for laws, laws and law enforcement. It could be argued that we have already advanced dangerously close to this point. Those who have been part in electing the lawmakers for this kind of action against the judicial system because without trial is perceived as an abrogation of the role of the courts and role by notices and dessa an abrogation of the role of the legislatures.

In the best interests of peace, as an enduring respect for and adherence to the law, the notice in question should be immediately withdrawn and all matters relating to detention without trial should be the subject of legitimate debate, representation and action. - Dr. Philip Sheh, Woman for Peaceful Change, Now, Durban

It is addressed to: WEEKLY MAIL, LITTEY, R.C. 9000, P.O. Box 9000, Durban, South Africa. Please note that letters may be subjected to a pseudonym. Shorter letters will be given preference. We reserve the right to edit letters for clarity or space.
Albanian aborigines.

The plan: To get the US out of Europe

By JONATHAN STEBLE

There is no more convincing support for the argument that the US should leave Europe than the recent events in Europe. The US has been involved in the region for a long time, and it seems that the US has been able to maintain a strong presence there. However, the recent events in Europe have shown that the US cannot continue to do so.

The main reason for the US to leave Europe is the growing number of conflicts in the region. Europe is a region with a number of conflicts, and the US has been involved in many of them. The US has been trying to maintain stability in the region, but it seems that it is not able to do so.

The US should leave Europe because it is not able to maintain stability in the region. The US should leave Europe because it is not able to maintain stability in the region. The US should leave Europe because it is not able to maintain stability in the region. The US should leave Europe because it is not able to maintain stability in the region. The US should leave Europe because it is not able to maintain stability in the region.
A SHORT obituary notice from the National Union of Furniture and Allied Workers about the death of a long-serving member arrived this week.

George Fletcher, 70, who died in Cape Town recently, became a union shop steward in 1937 after entering the furniture industry in 1935 as an apprentice cabinet maker.

In 1938 he became an alternative member to the Co-ordinating Council for the Furniture Workers of South Africa and was also elected to the executive of the Furniture Workers’ Union of the Western Cape, continuing in this capacity and as a shop steward until 1958.

According to the union’s obituary, Mr Fletcher worked in several factories and was also chairman of the union for a period and a member of the industrial council until his retirement in May this year.

When the national union was formed in 1959 he was appointed as its first organiser and from 1971 until retirement was branch secretary for the Western Cape.

The report of Mr Fletcher’s death revived thoughts of a project that someone should undertake.

Long-serving trade unionists such as Mr Fletcher have lived and acted through turbulent and exciting times and are the repositories of much of the history of that period.

But, when people die, their personal knowledge of the events with which they have been involved dies with them.

A prime example of this is Norman Daniels who, in his time, has been involved in three significant union federations and much of the manoeuvring that went into their creation — the South African Congress of Trade Unions (Sactu), the Trade Union Council of South Africa (Tucsa) and the Congress of South African Trade Unions (Cosatu).

There are many others — Dulcie Hartwell of Nudaw and Oscar Mpetsho of Fawu come immediately to mind — who have played important roles in the growth and development of trade unionism in South Africa who one knows will never get around to recording their own personal experiences of these events.

One only has to think about the National Party’s intrusion of party politics and the perversion of worker ideals to further its reach for power, the machinations and back-stabbling and politicking that accompanied it to realise that a record of personal experience during this time would be an invaluable addition to the history of unionism.

But, eventually, will all these memories be lost to us? It’s simply not possible to recreate the personal experience and reminiscence once the person is gone.

Considering the rich South African tradition of oral history, it would seem most fitting that someone should find a way of funding a project to do in-depth interviews of as many people as possible with lengthy association with unionism.

History is too important to be left as the preserve of professional historians.
INDUSTRIAL RELATIONS—WORKERS’ ORGANISATION—GENERAL

1990
We’re not biased, Haggie tells union

Management of Haggie Rand’s Germiston plant has rejected a union charge of bias in inter-union conflict which has led to five deaths among the workforce since September.

The National Union of Metal Workers (Numsa) recently refused a management offer to mediate in the conflict between its members and those of the Inkatha-linked United Workers Union of SA (Uwusa), saying it was not satisfied with the company’s impartiality.

A Haggie spokesman said the company had given unpaid time-off to the 37 Uwusa members at the plant after a member of the union had been killed. They had later ambushed rival unionists, but the company could not have foreseen this, he said.

Management had also asked police to act on complaints that Uwusa supporters were loitering outside the factory.

In a statement last week, Numsa said proposals for tighter security and protection for its members had been discussed at a general meeting and would be sent to management.
UK firm accused of discrimination

THE Chemical Workers Industrial Union (CWIU) has accused UK multinational Reckitt & Colman of discriminatory practices at its Edendome plastic plant on the East Rand.

In a statement yesterday the union said the company had retrenched eight female employees from the plant's canteen.

The union demanded that the company transfer to the factory where, according to the CWIU, jobs were available which were currently filled by male temporary workers. The company refused on the grounds that the factory was not geared to employ women.

"As there is no objective reason why women cannot do the factory jobs, we can only conclude the company discriminates against female workers purely on the grounds of sex," the statement said.

A company spokesman refused to comment.

The CWIU statement said Reckitt & Colman was also attempting to jeopardise current negotiations on the Labour Relations Act by using "strong-arm tactics". Last year the company terminated the CWIU's recognition agreement which had given workers full strike rights. "Workers can only conclude that any agreements made with employers are worthless," the union said.

‘CP lacks support for stayaway call’

TWO trade unions representing close to 200,000 white metal, building and railway workers predicted yesterday the CP would be unable to mobilise substantial support for a work stayaway in protest against new NP policies.

They were responding to CP spokesman Koos van der Merwe’s disclosure on Wednesday that the CP was considering calling on its estimated 800,000 supporters to stage a stayaway and cripple public services as part of a strategy to force government to call another white election.

However, credence given by the Mineworkers’ Union (MWU) to the CP call suggests that serious divisions loom within the ranks of organised white labour.

Public Servants Association (PSA) president Colin Cameron issued a strong warning to members against participation in a stayaway, while the whites-only State Council of Labour declined to comment at this stage.

Federation of Sats Trade Unions general secretary Abraham Koekemoer said his union was reluctant to comment as federation members included all shades of political opinion.

But, he said, "I am not so sure the CP will get the support they think they will."

He believed even among the CP support, most had an overriding loyalty to their employer and their jobs.

He had received calls from CP supporters who said such action would be wrong after they had criticised Cosatu and Satriwa stayaway and strike tactics.

Therefore only a small minority of white railwaymen were likely to support a stayaway call, Koekemoer said.

Confederation of Metal and Building Workers’ Unions (CMBU) director Ben Nicholson agreed that only "the lunatic fringe" would heed the CP call. He said few would allow this issue to directly affect their livelihood through lost wages.

"Responsible conservative (with a small c) members are not prone to accepting stayaway calls. They would rather express their views in less confrontational ways, like by petitioning their MPs," he said.

But MWU general secretary Peet Ungerer said it was clear his members were extremely upset, and the white backlash would be strong.

He stopped short of publicly supporting the call, saying this was a matter his executive committee would almost certainly discuss later this month.

Cameron said it would be extremely improper and illegal for public servants to consider jeopardising these services.

Immigration rate is nearly 1 000 a month

PRETORIA — Immigrants arrived to settle in SA at the rate of nearly 1 000 a month in the first 11 months of last year, according to Central Statistical Service.

The net gain in January-November was 5,947 — 10,412 immigrants and 4,465 emigrants.

In the same 11 months in 1995 the gain was 2,540 — 9,593 immigrants and 7,248 emigrants.

The figures indicate a slowdown in the numbers leaving SA — a trend that is expected to continue.

Gained in the 11 months were 1,296 professional, semiprofessional and technical workers, among them 342 engineers and 51 medical doctors.

Most emigrants in January-November were headed for the UK (1,260), followed by Australia (1,697).

Introducing Carlton Premier Class

An exclusive way to make business
It's the song — not the singer

PEOPLE who could know better are jumping up and down and exhorting the South African labour movement, in the light of events in Eastern Europe, to abandon its socialist tendencies forthwith.

Socialism/communism, they declare, has been discredited and unions should cease espousing this sterile doctrine in favour of supporting free enterprise capitalism.

From this tiny corner of the world however one has to question if it is socialism that has been rejected and discredited, or whether it's simply what is generally called Stalinism that has suffered this fate.

If the latter holds true, it might have important consequences for South Africa in that the ANC's line on the future tends to follow Stalin's two-stage concept of bourgeois nationalist revolution followed by socialist revolution.

A resurgence of the Trotskyite tendency, for example, which has significant adherence especially in the Western Cape, would imply a deepening of conflict between those prepared to accept the two-stage concept and those advocating socialism in one big step.

But the overall significance of events in Eastern Europe is that the engine room of change there — as in South Africa — has been the workers' rejection of the ruling hierarchy's view of the world.

In East Germany, for example, workers embarked on major industrial action that involved voting with their feet and walking out of the country, precipitating a crisis that felled the government.

But none of it necessarily means they have turned their backs on an important component of socialist thinking — the demand for an equitable share of the wealth they help to produce — in favour of accepting whatever the hierarchy chooses to hand out.

If anything events are a vindication of Marshall McLuhan's concepts of the world as global village created by the revolution of electronic communication through which not only events but ideas become readily, if not instantly, accessible to a bigger and bigger section of humanity.

There's no stopping an idea whose time has come and the idea that seems to have come appears to be that people will no longer submit to arbitrary authority in their lives, whether in politics or the workplace.
Public sector gets the okay to form unions

Own Correspondent

DURBAN — The Government will now allow the nearly 1 million public-sector employees to form trade unions and engage in collective bargaining, according to a statement by three Cabinet Ministers.

Democratic Party spokesman on the public service, Roger Burrows, said that previously, the Commission for Administration and Ministers had recognised only four associations — one for each population group — as negotiators.

"This appears to be a full recognition of the right of State employees to form trade unions with whom it is prepared to bargain," Mr Burrows said.

"It obviously stems from the negotiations early this year with the health workers' union following the strike in Cape and Transvaal hospitals."

"Whether it means Government employees will fall in future under the provisions of the Labour Relations Act is not yet clear. This option has been the aim of most State employees for some time."

Mr Burrows said the Government decision was "definitely a shift". It would irritate the recognised staff associations and give unions a boost.

In their statement, the three Ministers — Ehi Louw, Minister of Manpower; Gene Louw, Minister of Internal Affairs and National Education; and Wim de Villiers, Minister for Administration and Economic Coordination — said: "Due to the importance of sound relations between all employees and employers, the Government recently deliberated on the position of employees of the State."

"The Government endorses in principle the basic rights of employees and employers in all sectors of the national economy, and in particular the basic rights of freedom of association and collective bargaining."

The Government planned to give recognised employee rights to teaching staff and other State employees.

It aimed to limit its intervention in the relationship between State employee and employer to the minimum, the Ministers said.

As such, the Government had instructed the Commission for Administration and the Department of National Education to establish, through negotiation with representative parties, efficient and suitable arrangements for the relations between employers and employees.
Groote Schuur at 30 percent capacity as violence erupts

Strike cripples hospital

Cape Town

The crisis at strike-hit Groote Schuur Hospital has deepened with the announcement that the hospital can handle only 30 percent of its normal load and all heart and kidney transplant operations have been suspended.

Yesterday, strikers rampaged through the hospital, threatening and assaulting working staff and damaging property. It was the 10th day of the shutdown by non-medical staff which has spread to 14 other Cape Town hospita l

A spokesman for the Health Workers' Union confirmed that "intimidation and certain incidents involving strikers" had occurred at Groote Schuur and that the hospital authorities had threatened to call the police.

He pointed out that workers would maintain discipline and order from today.

Strikers forced a door leading to the maternity block to try to reach workers ignoring the strike. A worker was injured in the scuffle.

Free obstetric and maternity units on the Cape Flats which deal with a large number of deliveries were locked because of fears for the safety of staff.

Workers at 12 day hospitals in the Cape Peninsula have joined the strike, leaving township residents without medical care.

The union and the Cape Province Administration have stressed that the strike to end but negotiations have not yet begun.

Strikers holding out

Strikers are holding out for a meeting with the Minister of Health, Dr Rama Venter.

A tense atmosphere prevailed at Groote Schuur yesterday, but it was not part of the strike plan.

He said Groote Schuur workers had been told not to march through hospital.

The dean of the UCT Medical School, Professor J P van Rensburg, said he was worried that the situation could worsen.

"The situation has become untenable. Nursing staff have to do everything including transporting patients."

A specialist at the Red Cross Children's Hospital where workers have been striking since Wednesday said the children had not yet been severely affected, although the situation was changing if the strike did not end.

"Next week the outpatient and specialist clinics will close and we are going to turn patients away." he said.

Last week, Cape Town Administrator Mr Robin Motting made a renewed appeal to strikers to return to work and guaranteed safety of all hospital employees.

A witness admitted to Groote Schuur Hospital for major cancer surgery was sent home without being operated on because of the hospital workers strike.

According to a Cape Town newspaper report, Mr. Marnie Moeke, a retired nursing sister from Hout Bay, was a diabetic who also had cancer of the colon.

Yesterday, she was fully prepared for surgery when her specialist told her the operation, a colonomy, was to be postponed until the strike was settled.

Steam again after 87 years

By Joe Openshaw

Tomorrow at 5 pm the Emil Kessler, a diminutive steam locomotive which 100 years ago hauled the first train the Rand Tram, from Park Hill (now Johannesburg Station) to Boksburg, will again steam out of Johannesburg after being out of service for 87 years.

The occasion launches festivities from March 17 to March 20 to mark the inauguration of the Rand Tram service between Johannesburg and Boksburg on March 17 1889.

The passengers in the vintage coach hauled by the Emil Kessler — Engine No. 2 — on tomorrow's run will be Beef mowers and Transnet dignitaries who will arrive in horse-drawn coaches at Platform 14 of the Johannesburg Station where a wooden and iron replica of the original ticket office has been built.

The Emil Kessler stopped working in 1913, was declared a national monument in 1936 and was for years a static monument in the old concourse of the Johannesburg station.

Genius behind the restoration of the Emil Kessler, built in Breda, Holland, in 1886, is Mr Pat Ridehals, a 63-year-old railway pensioner considered a world expert on steam who emigrated to Australia four years ago.

In October last year Mr Ridehals was rehired by Sotr and brought back to the Springs loco sheds to get the Emil Kessler going in time for the centenary festivities," Mr. Ridehals, preservation manager of the Sotr Museum told The Star.

Special steam trips with the Emil Kessler on Thursday March 21 and Saturday March 23 are also part of the festive week.

The header will be assisted on these hauls by another veteran, a ZASM 44 tender.

During the week two steam trains will pick up 1000 schoolchildren a day from the East and West Rand.

The festivities close on March 25 with a 14 day steam Safari from Johannesburg to the Eastern Cape with 75000 passengers aboard.
Minister hears PSA complaints

GERALD REILLY

PRETORIA — The Public Servants' Association bluntly told Administration Minister Wim de Villiers at a meeting here last week that levels of discontent in the service were a grave threat to efficiency in state departments.

Main complaints concerned the latest 10% pay hike for government workers, lack of funds for occupational differentiation and inadequate negotiating machinery.

PSA GM Hans Olivier said the discontent could depress workers' morale further, and weaken staff motivation.

"We also said we could not understand why government had talked to an unrecognised trade union."

This was a reference to the Health Workers' Union.
Public servants want another 10 percent

By Norman Chandler, Pretoria Bureau

Public servants do not intend taking strike action for higher salaries, but are seeking another 10 percent rise payable from September 1.

Their biggest union did, however, decide in Pretoria yesterday to change its attitude towards salary negotiations after what it termed "non-recognised militant groups" had successfully forced the Government to pay them more after strikes, stayaways and protests.

The officially recognised Public Servants' Association (PSA) said after an extraordinary council meeting that it would not call a strike "as striking is immoral and to withhold services is unacceptable".

But PSA president Dr Colin Cameron admitted at a press conference that there were some members "who did say we would have to reconsider our stance if the salary demand failed".

"To my mind, there is no way in which we can strike in terms of the law. We would, through striking, be diminishing our responsibilities to the public. It is not fair to withhold one's services ... The dedication of our civil servants is in fact the strongest basis of any representation (for more money)."

In a statement, the PSA said: "In view of the obvious success achieved by non-recognised militant groups — that have members within the public service — with stayaway actions, protests and strikes, it is now compelled to revise its policy concerning negotiations."

This is an apparent reference to industrial action over wage levels taken at hospitals and other institutions in various centres in recent weeks.

The PSA is seeking a 10 percent salary increase on top of a 10 percent non-pensionable rise received this month. The 20 percent total would be the same as originally asked for during salary negotiations earlier this year, but which the Government said it could not meet.

It is also requesting an interview with President de Klerk to thrash out a "serious confidence crisis".

The executive accused the Government of being completely out of touch with PSA salary demands.

Future crises

The 10 percent rise being sought is one of eight which delegates decided to press for. The others are: re-evaluation of career groups to correct anomalies; the April 10 percent figure to be converted to a pensionable allowance; uniform optional retirement at 60; an increased housing subsidy; maternity leave benefits; widows' pensions increased from 50 to 75 percent; and improved transfer benefits.

The PSA also wants recognised negotiation machinery put in place in order to avert future crises.

A decision to pass "a unanimous motion of deep disappointment in the Government over its unsympathetic attitude towards the remuneration needs of public servants" was also taken. Dr Cameron said: "The whole situation is one of discontent and disillusionment."
White workers oppose unbannings

Labour Reporte

SA's largest white worker grouping, the 100,000-member SA Confederation of Labour, has expressed disgust at the Government's capitulation to communist-inspired movements.

Reacting in a statement to the unbanning of the ANC and the SA Communist Party, Sacoll secretary Mr. Nic Celliers said more strikes and violence could be expected this year.

Attacking the Government for recognising May 1 as a holiday, he said 'leftist elements with communist encouragement' could misuse Workers' Day to sow chaos and violence.
Numsa in mediation
with Brollo Africa

BRULLO Africa and the National Union of
Metalworkers of SA (Numsa) began medi-
ation yesterday on recognition of the United
Workers Union of SA (Uwusa) at the
Blandfontein plant on the East Rand.

Numsa members went on strike last
week demanding withdrawal of stop-order
facilities for the Inkatha-affiliated Uwusa,
which Numsa claims has only 15 members
at the factory.

Management refused to comply to the
demand, but agreed to postpone an urgent
Industrial Court application regarding the
fairness of Numsa's action for 24 hours,
pending the outcome of mediation. The
result of mediation was not known at the
time of going to press.

Numsa objects to the company's use of
the Labour Relations Act to allow a minor-
ity union with a "violent history" to gain
access to and recognition at the factory.

The company believes Numsa's demand
is unfair in the light of both Numsa's and
Brollo's commitment to freedom of asso-
ciation, agreed to in 1982.

Meanwhile, Numsa and Hagge Rand's
management agreed not to disclose details
of their meeting yesterday to the Press.

The meeting was held at Numsa's re-
quest to discuss union proposals aimed at
stepping up security at Jupiter and Ger-
miston. Six people had died and six more
were injured in conflict between Numsa
and Uwusa.
Miners seek 20 pc pay rise

By Drew Forrest

Unions representing 24,000 skilled workers on the mines have put in demands for a 20 percent wage rise and foresee "difficult" negotiations with the Chamber of Mines this year.

The demand forms part of the 1986 wage proposals of the Council of Mining Unions, which represents largely white mine artisans and miners.

The chairman of the CMU, Mr. Bon Nicholson, said the purchasing power of skilled workers' pay packets had been eroded by at least 20 percent since the last round of wage talks.

"The mines are losing skilled workers to manufacturing industry, where pay is better and conditions less onerous," he said.

Other CMU demands include:
- An additional seven days leave, giving workers a minimum of 28 days leave a year.
- A five-day working week, instead of the current 12-shift fortnight requiring miners to conduct an extra blast on alternate Saturdays.
- Double time for Sunday work in line with the Basic Conditions of Employment Act.

Mr. Nicholson said the mines currently had an exemption from the Act, and effectively paid time and a half on Sundays.

Mr. Nicholson said the unions had proposed to the chamber that negotiations start early next month.
Surprise twist turns the cricket tables
Strike set to end today

A strike arising out of union rivalry at Brollo Africa in Elandsfontein is set to end today following Industrial Court action by the company.

Nearly 500 National Union of Metalworkers members downed tools on February 8 over a demand that the company withdraw stop-order facilities for the Inkatha-backed United Workers Union.

Refusing the demand, and a call to stop consulting Uwusa, as being "improper and unfair", the company applied for urgent relief from the Industrial Court.

Brollo said strikers had agreed to return to work today, and to comply with the company's recognition agreement.
Union recognised

The SA Nursing Association (Sana) will be recognised as a staff association to negotiate conditions of service for nurses, the Minister of Administration and Privatisation, Dr Dawie de Villiers, said in the House of Assembly yesterday.

Replying to a question by Mr Mike Ellis (DP Durban North), he said the Commission for Administration had recently made this recommendation after receiving an application from Sana.
Union drops blood boycott

The Black Health and Allied Workers Union of South Africa yesterday unconditionally retracted a call for a boycott of donating blood at the South African Blood Transfusion Service. A dispute arose between the union and the SABTS after a union statement on Friday calling for a boycott.

The full text of the retraction reads: "The Black Health and Allied Workers Union of South Africa hereby retracts unconditionally the statement made, calling for a boycott of blood donation at the South African Blood Transfusion Service." — Sapa
Growing row over Bacher decision

By Mike Shaffa

Dr Ali Bacher, mastermind of the rebel-tour concept, is in the midst of apparent growing acrimony over the cancellation of the English cricket tour's second leg.

However, influential people in cricket have jumped to his defence.

"It would be a sin if Dr Bacher were lost to SA cricket because of squabbling within the board," said one source. "He has devoted his life to the game and has one of the most brilliant minds in cricket today.

But there is no doubt that some of the SA Cricket Union (SACU) board would like Dr Bacher's head for his controversial handling of a compromise deal with the National Sports Council (NSC) whereby the second Test and other games were cancelled and the tour's second leg scrapped.

The SACU last week issued a statement saying Dr Bacher did not have a mandate for his decision. But by the weekend, SACU president Mr Geoff Dakin had issued a statement that Dr Bacher's views on the future of SA cricket "in no way differ from those of SACU" and the board confirmed its full confidence in him.

Observers say it would be a tragedy for cricket if the row escalated and those wanting Dr Bacher's head were allowed to have their way.

They point out that Dr Bacher was best equipped to interpret threats to the peaceful completion of the tour and the follow-up leg in November.
We’ve never seen the white workers so angry, say unions

For the first time since the 1922 strike, white workers are making angry noises about strikes and illegal action. Officials of ‘moderate’ white unions say they have never seen their members so angry, reports EDDIE KOCH

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WELCOME home ... Veteran unionist Ray Alexander is welcomed at DF Malan Airport by United Women's Congress leader Mrs Dorothy Zilhanguni. Picture: Benny Gool

Don't join CP, Alexander urges white workers

By KURT SWART

RETURNED ANC exile Ray Alexander praised the "working men and women, students, religious organisations", and the defiance campaign for paving the way for her come home.

Speaking at a press conference yesterday the veteran trade unionist said "The working class of South Africa is responsible for bringing us back."

Ms Alexander, 76, and her husband, high-ranking ANC and Communist Party member Professor Jack Simons, arrived in South Africa on Friday after 25 years in exile to enthusiastic and emotional welcomes in Johannesburg and Cape Town from thousands of ANC supporters.

"For instance the tight control of the white officials at the airport, and the policeman who came with their dogs to attack the people who came to welcome us.

"The planes were full of fat, solid and compliant whites — fat boers who turned their backs and cold-shouldered us just as they did when we left."

He said the couple had been given the right to stay only three months.

"We are being treated like illegal immigrants. On the other hand, the tremendous enthusiasm of our reception was beyond our wildest dreams."

Prof Simons admitted that President De Klerk's unbanning of the ANC had come as a great surprise.

"We thought — what is he after? Is it a trap? Are we going to be put in prison or gathered together and shot. We decided, okay, we'll go back and test the water," he said at a press conference.

He also spoke out against sexual discrimination, and praised "martyrs" who had died in the struggle for democracy.

She said South Africa was "truly blessed with leadership here and in exile ... that is truly unique."

She announced plans to arrange meetings with white trade unions and to speak to white workers "I appeal to the white working class — don't go to the CP, and the AWB. The future for you lies in the mighty ranks of Cosatu."

In a fiery speech, Prof Simons said some things had not changed during his exile.
the Minister of Foreign Affairs

the Prime Minister of the United Kingdom

The Prime Minister of the United Kingdom (Mr. Johnson) said: In conclusion, I want to address a few remarks on thegrave situation in which we find ourselves. The recent developments have raised serious concerns about the stability and security of the region. It is imperative that we take immediate action to prevent further deterioration of the situation.

I understand the urgency of the situation and the need for a rapid response. However, I believe that we must also consider the long-term implications of our actions. We cannot afford to act impulsively and undermine the interests of our region.

In light of the current developments, I recommend that we

- Increase diplomatic efforts to engage with all parties involved
- Offer economic assistance to support the moderate and progressive forces
- Enhance our intelligence and surveillance capabilities
- Coordinate with international partners to ensure a cohesive response

We must work together to address this crisis and ensure the safety and security of our citizens. The world is watching, and we cannot afford to fail in our duties.

Thank you.
SAA in crisis as engineers quit

By Drew Forrest

South African Airways faces a crisis over the resignation of key technical staff in response to the voluntary redundancy package offered to the entire Transnet workforce last month.

Insiders said services at Jan Smuts Airport could be disrupted by the imminent departure of up to 170 ground engineers who have accepted the package.

Other departments may also be affected.

They said crisis meetings between union representatives and top management had been in progress all week in an effort to convince engineers to stay.

One source said SAA's plans to provide extra flights had already been shelved.

Transnet (formerly SA Transport Services) declined to comment on the reports.

Senior labour manager, Mr. Vic van Vuuren, said 4,000 employees had taken up the offer, which expired yesterday, but could not provide a breakdown of the categories of worker affected.

UNPREPARED

Employees who accept the offer, which provides for a minimum of three months' pay, are bound by it and will not be able to return to Transnet for three years.

Sources said Transnet had expected mainly unskilled workers to quit, and had been caught unprepared by mass resignation of technicians.

They added that Transnet had given no indication in its original announcement that the offer was discretionary and applications had been automatically processed.

"Ground engineers work long hours, and those who are staying have refused to put in additional overtime," said one source, who said he had "no doubt" SAA services would be affected.

A key problem, he said, was that many licensed engineers were responsible for certifying that planes are fit to fly — had they quit.

It is unclear whether attempts to roll back the tide of resignations have met with any success, but sources said some workers in the NDT (non-destructive testing) section had been persuaded to reconsider.
No resolution yet on
the 'Mandela Benz'

UNION shop stewards and management at the East London Mercedes Benz factory will continue discussions today as rival unions argue over a proposal to build a luxury car for ANC deputy leader Nelson Mandela.

Mercedes-Benz public relations manager Wendy Hoffman gave no details of discussions yesterday, but said management was continuing to negotiate with all staff at the factory.

White workers in the SA Iron and Steel and Allied Industries Union (SAI-SAU) union are angered at the black National Union of Metalworkers of SA (Numsa) proposal to build the car for Mandela in their overtime.

SAISAU, representing 2,600 workers at the factory, has expressed its opposition to the project to management.

SAISAU felt if a special car was going to be built, it should be built for President P W de Klerk.
Rolling work stoppages by hundreds of white railway artisans linked to demands for a market-related wage hit the Cape Peninsula yesterday.

Sapa reports that members of the Artisan Staff Association downed tools at the Peninsula's mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot. Letters of protest were handed to department heads.

Last week, similar stoppages took place in Germiston and Sentra Rand.

The union says workers are angry at delays in talks aimed at bringing railway artisans' pay in line with private industry.
White railway workers down tools over salaries

CAPE TOWN — For the first time in about 40 years, dissatisfied white artisans and tradehands employed by Railnet, the railways division of newly commercialised Transnet, downed tools yesterday in a bid to have their salary demands met.

A spokesman for the Western Cape division of the Artisan Staff Association (ASA) said about 2 000 artisans and trade-hands at mechanical, electrical and maintenance workshops and sheds in Salt River, Bellville and the Cape Town harbour had joined the day-long work stoppage by noon.

Their bid to disrupt rush-hour traffic at western Cape stations, including Cape Town, was prompted by prolonged wage negotiations and implemented on the day Sats became Transnet. But the effect was limited by supervisors who stepped in to keep trains running.

ASA executive officer David Oosthuizen said the one-day stoppage was an attempt to warn management of the consequences of not addressing ASA members’ demands for market-related salaries. He said the association would decide today whether to continue the stoppage in the electric running sheds.

A Railnet spokesman said the railways would try to ensure services ran as close to normal as possible.

Deliberate

While supervisors worked to achieve this yesterday, Oosthuizen said a continuation of the stoppage would be more effective in disrupting the entire western Cape train service. He said there had been reports of similar stoppages in the Cape midlands and East London and that Natal was expected to follow today.

Oosthuizen said Transnet MD Anton Moodman had scheduled a meeting between management and the ASA for April 9 after ASA claimed management had deliberately delayed negotiations by saying it did not have a mandate at two labour council hearings.

The ASA’s demands for market-related salaries are allied to discussions about rationalisation of trades and productivity.

GERALD REILLY reports that negotiations for salary and wage increases for more than 150 000 Transnet workers which could send the annual pay bill soaring to above R4.25bn started before the labour council in Johannesburg yesterday.

It is understood the pay increase demanded by the Federation of Sats Trade Unions — it represents 12 unions — is 17.5%, although federation general secretary Abe Koekemoer declined to comment last night.

Since the last pay increase for Sats workers of 10% in July last year, the CPI has risen by 15%.

The meeting is expected to last three days.
Fewer race divisions in unions

Political Staff

The strict racial division in trade unions had decreased appreciably and by last year nearly 80% of members belonged to unions which were registered as multi-racial, the National Manpower Commission (NMC) said yesterday.

Membership of registered trade unions rose from 2.08 million in 1990 to 2.13m last year, according to the NMC, whose annual report was tabled in Parliament yesterday.

The Department of Manpower, whose annual report was also tabled yesterday, said that at the end of October last year, there were 454,397 white members of trade unions, of whom 244,457 belonged to exclusively white unions.

The number of unions which did not specify racial composition of membership increased by 47.9% in 1990 and 73.9% last year, the department said.
10 000 in Transnet wage strike

Staff Reporters

For the first time in 37 years, more than 10 000 artisans of Transnet (formerly Sats) countrywide downed tools, a spokesman for the Artisan Staff Association (ASA) said yesterday.

Strikers are demanding an increase of R900 a month on the minimum monthly wage of R1 942, ASA general secretary Mr K Cuthbertson said. The maximum wage is R2 175 a month.

Transnet spokesman Mr Jan Breedenkamp disputed the numbers involved in the strike.

He said about 50 of the 1 160 artisans who stopped work in East London and the Western Cape on Monday were still on strike.

The strike was premature as wage negotiations had started yesterday, he said.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

He said the union fully supported its members even though the strike was spontaneous.

A meeting between artisans and management was scheduled to take place on April 9, Mr Cuthbertson said.
PRETORIA — The Artisan Staff Association has arranged a crisis meeting with Railnet management for April 9.

Until then the "spontaneous" strike action in workshops throughout the country was likely to continue, association general secretary Kenny Cuthbertson said yesterday.

It could extend beyond April 9 unless management came up with acceptable proposals.

Cuthbertson said at least 10 000 of the association’s 17 000 members were involved in the strikes across at major centres and other towns.

Management’s apparent indifference to the association’s claim for market-related wages had caused anger and frustration.

Another factor was management’s decisions to grant special allowances to “critical artisan grades.”

This was done unilaterally, Cuthbertson said, without consultation with the association, sparking the strike action.

After a protest meeting in Bloemfontein on April 22, management suggested the issue should be referred urgently to the labour council.

“But when we got to the meeting the following day we found management representatives had turned up with virtually no mandate to negotiate.”

GERALD REILLY

About 2000 artisans accepted management’s general offer to railway staff to resign.

They left a critical shortage of skilled workers in some areas.

Some of the grievances were:

☐ The certainty of market-related earnings outside the service.

☐ The ready cash from pension and accumulated leave payments and the long hours of overtime worked by many artisans, Cuthbertson said.

Meanwhile, Sapa reports the work stoppage by almost 200 Railnet artisans in the Cape Peninsula yesterday morning did not disrupt tram services in the western Cape, a Railnet spokesman said.
Only 3 000 Transnet artisans on strike

The strike by 10 000 artisans of Transnet (formerly Sats) had dwindled to fewer than 3 000, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which started on Monday and spread countrywide, was currently limited to Pretoria and Durban, general secretary of ASA Mr K Cuthbertson said.

The reason for the dwindling numbers of workers involved in the strike centred around the legality of the strike, he said.

"Artisans cannot strike for more than three days and the strike in East London and other areas had already gone on for three days," he said.

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month. Workers also complained that train drivers were given a general wage increase but artisans were not.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A meeting between artisans and management is scheduled to take place on April 9.
Transnet's artisans go back to work

By Shehnaaz Bulbulia

The strike by artisans of Transnet has been called off pending the outcome of a meeting between management and workers, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which began earlier this week and spread countrywide, involved more than 10,000 workers.

For the first time in 37 years, artisans downed tools, demanding higher wages.

The general secretary of the ASA, Mr. K. Cuthbertson, said a meeting scheduled between both parties is due to take place on Monday. He said striking artisans had resumed work and were waiting for the outcome of the meeting with management.

"The ASA will be meeting with management and hopefully the matter will be solved," he said.

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1,942, he said. The maximum wage is R2,175 a month.

Workers also complained that train drivers had received a general wage increase but artisans had not, he added.

Most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A Transnet spokesman said the situation had returned to normal. Management would discuss grievances with the ASA.
More jobs the challenge for unions, says Kantor

By GRAHAM LIZAMORE
Staff Reporter

The challenge facing South Africa, and particularly the trade unions, was to provide more jobs in a labour-abundant society — however, unions only looked after their members and not workers as a whole, Professor Brian Kantor, director of the School of Economics at UCT, said today.

Addressing the inaugural annual congress of the South African Institution of Civil Engineers in Cape Town, Professor Kantor said although trade unions denied that there was a trade-off, that more money meant fewer jobs, the unions had to admit that what was good for their members was not necessarily good for workers generally.

Professor Kantor said the crisis among public-sector workers, particularly in hospitals, showed that while workers were demanding more pay there were thousands in the informal sector who were scraping a living and who would eagerly accept those jobs.

"I feel a black government would more easily address this problem than a white government. Trade unions must not lose sight of this," he said.

Trade unions agreed that more investment was needed to create more jobs. But how did they propose to attract foreign investment? he asked.

Talk of nationalisation without compensation was dangerous and would make South Africa a no-go area.
White smoke

In what could signal a new labour trend, thousands of white employees of the Railways downed tools last week to press pay demands.

Illegal strike action, described as spontaneous by Artisan Staff Association general secretary Kenny Cuthbertson, occurred throughout the country. He says about 10,000 artisans and trade-hands were involved in work stoppages at mechanical, electrical and maintenance workshops and sheds in the western Cape, Port Elizabeth, etc.

East London, Pretoria and Johannesburg.

Most strikers are members of the association and other affiliates of the Federation of Sats Trade Unions.

The strike, the first of its kind in 40 years, erupted amid prolonged negotiations over pay and conditions. Cuthbertson said the stoppage was an attempt to prompt management into bringing forward demands for market-related wages, which are linked to discussions on productivity and the rationalisation of trades.

Strikers are demanding an increase of R900 a month on the monthly minimum pay of R1 942.

Grievances include the discrepancy between state enterprise pay scales and a higher, market-related rate employees believe they should be earning in the newly privatised service; management's decision to grant general wage increases to train drivers only; and the long hours of overtime worked by many artisans. This has worsened since about 3,000 artisans accepted management's lay-off package. This caused a critical shortage of skilled workers in some areas.

Railnet spokesman Jan Bredekamp claims about 1,150 artisans were involved in the stoppage but by last Wednesday work was back to normal. He adds that general negotiations for salary and wage increases for more than 100,000 workers started at the Labour Council last Monday. A meeting with the association is scheduled for Monday on market-related pay. This comes after the association alleged that management tried to delay negotiations at a previous labour council hearing by claiming it had no mandate.

Meanwhile, negotiations between the federation and the council over a 17.5% pay rise reached deadlock last Wednesday. They were to resume on Monday. Failure could well mean a dispute being declared and calling in arbitrators.
Right-wingers gird labour loins

THERE is evidence of moves to set up a whites-only super-union to express right-wing workers' political demands.

Consultant Michael O'Donovan examines the Innes Labour Brief the initial responses of white workers to political reform.

MILITANCY

He says moderate multiracial trade unionists are losing members in line with increasing militancy among white workers who believe their interests can be represented only through whites-only organisations.

This militancy is expressed in heightened wage demands and a willingness to take industrial action.

Mr O'Donovan says: "Heightened wage demands, increased industrial militancy of white workers and the erosion of the power base of moderate multiracial unions create fertile ground for the rise of an aggressive whites-only union."

"Information about the new super-union is not, at this stage, readily available. However, what is known is that the main unions backing the drive are the Mine Workers Union (MWU), Vlakfontein Staal and Transnet's Rannig and Operating Staff Union."

These unions wish to:

- Increase membership to this end the unions will capitalise on white frustration with moderate multiracial unions and on the political insecurities of workers

DOUBT

- To merge, so forming a super-union. There is doubt about the willingness of some general secretaries to step down, which could result in a federation rather than an umbrella union.
- Play an active political role through the super-union.

Although unionists involved in the formation of the super-union may be affiliated to right-wing political movements, such as the AWB and the Conservative Party, they concede that none of them reflects the interests of the white as a worker.

Mr O'Donovan says comments by those involved in the project indicate they believe the economy can be brought to a standstill by a short strike or staying away by white workers.

"This conviction is founded primarily on the belief that the extent to which whites monopolise skilled positions would render them immune from substitution during such industrial action."
Workers win court battle in Rustenburg

The Industrial Court has ordered a Rustenburg company to negotiate wages and working conditions with a union representing its employees.

The court decision follows an application by the Federated Mining Union (FMU) which challenged Rolan Essential Oils' alleged refusal to negotiate with it.

By LEN MASEKO

FMU general secretary Mr Sydney Zimba said the court found that the company's refusal to negotiate with the union constituted an unfair labour practice.

Strike

The company was ordered to hold negotiations with the Nactu affiliate within 30 days of the court judgment.

The dispute between the two parties led to a strike which lasted 12 weeks early this year.
Council claim denied

THE National Union of Public Service Workers yesterday denied a claim by the Pretoria City Council that its striking members were the subject of an interim court order for them to return to work on Tuesday, writes ALINAH DUBE. Sowetan 19/4/90

Reacting to a statement by a council spokesman in Wednesday’s Sowetan, Mr Makoto Lesufi, organiser for NUPSW in the Pretoria region said members decided to return to work after their week-long strike was reviewed at a meeting last week.

According to Lesufi, workers were happy that management agreed to meet their representative body. This had been one of their long-standing demands.

Lesufi said talks with the city council failed to materialise last Thursday. Instead of deliberating issues relating to the dispute, trade union officials were served with an interdict preventing workers from striking.
THE South African Black Municipality and Allied Workers Union is set to significantly boost its membership among council employees in the wake of a decision by the Rand Supreme Court granting the union the right to represent employees at Industrial Council hearings.

In a judgment against the Johannesburg City Council on Friday, Mr Justice P.J. Schaborg ruled that the dismissal of three employees be referred to the Industrial Council and that Sabmawu be granted the right to assist their members in the hearing.

The case arose from the dismissals of the three in November 1988, after which Sabmawu appealed to the Industrial Council to intervene and settle the dispute.

But the Johannesburg City Council objected to the presence of the union on the grounds that it did not belong to the closed shop, and therefore had no locus standi to approach the Industrial Council.

The proceedings then came to a halt.

However, Friday's judgement has effectively overturned the Johannesburg municipality's argument, thus forcing the council to recognise in an oblique manner the existence of Sabmawu.

General secretary Mr Philip Dhlamini, told Sapa on Saturday that his union would boost its membership substantially.
AN estimated 8 000 people celebrated May Day at the Athlone stadium yesterday with song, dance, poetry and speeches.

Long queues of people carrying flags and banners formed at the entrance to the stadium, where people were body-searched by marshals.

Inside the grounds numerous stalls sold refreshments and ANC paraphernalia, while the busiest stall was the one used for the recruitment of ANC members.

Some rally-goers sported silver or gold medallions bearing the face of deputy ANC president Mr Nelson Mandela.

One speaker cautioned those who criticised the ANC’s decision to take part in talks about talks by saying: “We are better qualified to do these things than you are.”

A band, initially scheduled to play one song, ended up playing five when people, rocking in the stands, demanded more. A Congress of South African Trade Unions official, warning that they were running out of time, later relented, remarking: “Majority rules!”
**White workers unite**

A backlash by organised white workers seems to be developing — and it could find expression in the mooted formation of a new all-white "super union." As a result of the political changes undermining the white monopoly on formal political power, the unbanning of political opposition groups and the integration of facilities — reflecting social changes in the workplace — a white backlash "will certainly be fostered," concludes labour researcher Michael O'Donovan of the "Innes Labour Brief." In an article entitled "Reform and reaction — white trade union responses," O'Donovan says a backlash is developing rapidly and rigorously at shopfloor level.

He identifies a tendency among white workers to move out of "moderate," multiracial trade unions into white-only unions. This is encouraged by the weakening of industrial councils, a system on which the multiracial unions of the old Transvaal tended to rely upon to serve members' interests. The weakening of industrial councils will further impede these unions' ability to serve their constituency adequately.

Increasing militancy among white workers has been expressed in the form of heightened wage demands and a willingness to embark on industrial action to achieve them, according to O'Donovan. In the former case, multiracial trade unions report that white workers have increased their wage demands from the "traditional" range of 15% to the 20%-60% range.

Factors such as heightened wage demands, increased industrial militancy and the erosion of the power-base of multiracial trade unions create the climate for the establishment of an "aggressive whites-only union movement aimed at protecting the status of white workers within and beyond the factory walls," O'Donovan observes.

While little information is available about the mooted new "super-union" movement for white workers, the main unions backing the drive are the Mine Workers' Union (MWU), Yster en Staal and Transnet's Running & Operation Staff Union. The unions' aim at this stage is to increase and consolidate membership as much as possible, with Running & Operation aiming for a fourfold increase in the immediate future. The unions are also likely to follow the

**PRESTON'S PRIZE**

*FM* chief photographer Raymond Preston took the runner-up prize in the News category of the 1989 Ifford Photo Press Awards, announced this week. His picture "Abert-Hate" (reproduced below), captures an AWB supporter hitting out at a black bystander during the neo-Nazi movement's rally in Church Square, Pretoria, last September. The winner in this category was Johan Kuus of SIPA Press, Paris. The SA Press Photographer of the Year Award went to Dana le Roux.
Unions take 13pc wage offer for 22 000

Labour Reporter

Eight trade unions and the Chamber of Mines have agreed on a 13.5 percent wage rise for about 22 000 mainly white skilled workers on the Chamber's gold mines and collieries.

The deal was the best possible given conditions in the industry, said Council of Mining Unions chairman Ben Nicholson. The CMU originally demanded 20 percent.

And although the Chamber had rejected the CMU's long-standing demand for a five-day week, an employer undertaking to debate its reasons in a further special meeting was a breakthrough, he said.

The Chamber does not believe the Fransien Commission's 1977 conditions for a five-day week, involving technical advances and changes in work procedures, have been met.

If the unions could persuade it otherwise, said a joint statement, the Chamber would re-submit their demands to its executive committee.

The wage deal excludes Rand Mines' beleaguered ERPM gold mine. In-house talks would take place once management had concluded negotiations with the Government on the mine's future, Mr Nicholson said.

Also agreed was a one percent rise in contributions to the death benefit scheme under the Mine Employees Pension fund, to enable members to convert death benefits to additional pension on retirement.
Prison warders appear in court

TWELVE prison warders and three women who were arrested in the abortive Police and Prison Civil Rights Union (Poporu) march last week appeared in the Johannesburg Regional Court.

William Shalong, 46, Alexandra; Mavis Dlamini, 49, Soweto; Alfred Mojela, Kempton Park; Gladys Xabamiga, 27, Joubert Park; Tozamile Tana, 32, Pimville; Thokozani Madondo, 33, Protea North; Michael Mhlanga, 30, Rockville; Mondzi Gungubele, 33, Phomolong; Samule Maseko, 28, Evaton; Freddie Janjie, 22, Sebokeng; Glory Ramphosi, 24, Sebokeng; Petrus Molelekoa, 28, Johannesburg; and Thina Mlambo, 24, Evaton; appeared before Mr Be P Luyt.

Bail of R1000 each was fixed. The case resumes on June 7.
Police were outraged at comments on this issue.

Photographs were shown in court.

Witnesses described the incident as a "riotous atmosphere.

A police car was damaged by "rioters.

The area was cordoned off.

Violence remained tense despite Friday's meeting.
Improving taxi drivers’ image

By SANDILE MEMELA

THE Black Union of South African Taxi Organisations (Busato) has launched a campaign to improve the image of its drivers.

According to public relations manager Isaac Ndzipho incidents like the Katlehong war have tarnished this image.

“As a result we strongly feel that we need to restore the dignity and positive image of the taxi driver among commuters. What we hope to achieve is to see the community having confidence in us ,” Ndzipho said.

Busato is the fastest growing taxi organisation in South Africa and boasts almost a million members countrywide.

The organisation is a break-away from the South African Black Taxi Association (Saba) and was established in 1989. It has close ties with the South African Long Distance Taxi Association (SALDA).

Ndzipho is reluctant to discuss the reason behind the breakaway, but said: “We do not consider ourselves a rival to Saba, but we are doing our own thing.”

He explained that Busato was often mistaken for a trade union by the public and by taxi drivers and owners.

“But we are not a union in the sense of trade unionism. Our primary aim is to promote unity among taxi drivers countrywide and create a more positive image of the industry.”

Although Busato is not affiliated to Cosatu it has links with the Mass Democratic Movement Ndzipho told City Press Busato was largely responsible for ferrying people to mass rallies organised by the liberation movement.

“In that sense it makes us part of the liberation movement. But this does not mean we are active in politics, we leave that to the politicians,” he said.

Ndzipho expressed concern that during upheavals township comrades attacked and damaged taxis.

“However, this must have been caused by the wild and aggressive behaviour and attitude of taxi drivers which has resulted in commuters losing confidence in the industry,” said Ndzipho.

But Busato has taken great strides to address the problem. Talks are underway with the Department of Transport and Economics at Rand Afrikaans University to establish courses to teach drivers people-handling skills.

“This is part of the programme to prepare the taxi driver for a new role in a new society where he will serve all people. It would not be proper for commuters to feel intimidated by taxi drivers,” said Ndzipho.

Ndzipho has identified a number of causes for the negative image of taxi drivers. Among these are their wild, aggressive behaviour and attitude, shabby dress, reckless driving, unwashed vehicles and foul language.

“We do not deny that the taxi industry has had no culture, value-systems and standards set for itself. But that is urgently being addressed,” he said.
New performing arts body is launched

By Garalt MacLiam

The Performing Arts Workers Equity (Pawo), a new body representing various categories of workers in the entertainment industry, was formally launched during a special meeting at the Market Theatre yesterday.

Attended by more than a hundred people, the meeting resolved that Pawo would be non-party, without political alignment and anti-censorship.

Discussions have already taken place between Pawo's interim committee and council members of the South African Theatre Union (Santu) with the intention of incorporating or merging Santu with the new group.

An executive committee of eight members was elected with Ramolao Makhene as chairman; Maushe Maponya as vice chairman, Carol Steinberg as treasurer and Vanessa Cooke as secretary. The other members of the executive are John Kam, Malcolm Purky, James Mjohla and Mark Fleshman.
South Africa ready to face ‘real issue’

From DAVID YUTAR, Staff Reporter

LANGEBAAOB — The return of foreign investment, increased competition, privatization and a system that puts the interests of the consumer first, are the ways to ensure economic growth and prosperity in South Africa.

Professor Brian Kantor, director of the School of Economics at UCT, said this while addressing the Federated Hotel Association of South Africa’s Western Cape congress which opened here yesterday.

Professor Kantor said that for too long apartheid had reduced the political debate to one of white versus black.

For the first time South Africans were now able to face the real issue, which was the interests of producer versus the interests of the consumer, particularly the poorest consumers who were most vulnerable to exploitation by the producers.

Professor Kantor said the interests of trade unions were not always representative of the interests of all South Africans and of the poor.

Often by demanding higher wages they had put a lot of people out of jobs.

“They represent a relatively privileged group of people with jobs — and with relatively well paid jobs, too — which has meant fewer jobs for all.”

Professor Kantor said wage policies had to recognize the fact that the labour force was growing at a much faster rate than the number of people in registered employment.

“Trade unions as well as employers will have to take responsibility for creating more jobs — and paying higher wages may not always be a solution to the problem of unemployment.”

He also made a plea for greater privatization and larger shareholdings, saying that the larger the shareholding, the greater the protection for consumers.

“Managers need strong shareholders to discipline them. Parliament is a poor substitute for shareholder control if one wants to look after the consumer.”

Professor Kantor said the one major factor that had deterred foreign investors from South Africa in the past, namely the fear of a violent political confrontation, which would result in a “scorched earth” scenario, now seemed to be diminishing.

He expressed his suspicion of too much bureaucracy and government intervention, saying that bureaucrats were in the first instance “answerable to themselves.”

“The way to impose the public interest upon all producers, whether they be inside or outside of government, is through the competitive process, where the consumer becomes the most important participant in the system.

“Only this can promote economic growth in this country.”

Mr Kobus Meiring

Cape is in shape politically — Meiring

From DAVID YUTAR
Staff Reporter

LANGEBAAOB — The Cape Provincial Administration was not merely paying lip service to the idea of the new South Africa and would not “drag its feet” in this regard, says Administrator of the Cape Mr Kobus Meiring.

Its intentions were clear, from the opening of Cape beaches and other facilities to all races, the call on local authorities to remove all discriminatory practices, and the CPA’s recent decision not to give any financial aid for development of facilities that discriminated on the basis of race.

Opening the Western Cape regional congress of the Federated Hotel Association of South Africa (Fedhassa) here yesterday, Mr Meiring said “Preparations for a democratic, peaceful and prosperous South Africa is also our earnest task and responsibility.

“My administration has no intention of dragging its feet in this regard.”

Mr Meiring expressed the hope that tourism would grow as never before with the ushering in of a new period in South Africa’s history.

He called on those involved in the tourist industry not to content to relegate the Cape’s winter season to the status of an “off season” but rather to strive towards making the region as popular and marketable during winter as during summer.
Court deals blow to whites

The all-white Mineworkers Union — and by implication the white labour movement — has been dealt a severe blow in a key Industrial Court judgment.

The court this week upheld the refusal of Anglo American's East Rand Gold and Uranium Company to formally recognise or bargain with the MWU on account of its racial constitution.

Ergo was justified in not wishing to follow retrogressive policies which would be increasingly anachronistic in a new South Africa, said court member Ameen Beibulu.

In a statement, Anglo stressed that the ruling did not stop workers from belonging to the MWU, with which it would maintain informal dealings.

The MWU went to court in February, arguing that Ergo was unfairly refusing to bargain in good faith and thwarting freedom of association.

Lawyers said the judgment could provide a legal basis for stripping racial unions of existing bargaining rights. — Labour Reporter.
Warders strike: More than half reinstated

CAPE TOWN — Of the 540 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 have been reinstated to date, a spokesman for the South African Prisons Service said.

The Prisons Service emphasised that the Police and Prison Civil Rights Union (Popercu) — of which the warders are members — was not a recognised union in terms of existing laws.

"Sufficient and effective channels of communication exist, which can be used freely by personnel to make complaints or submit requests or to take up any matter with management," the Prison Service said in a statement yesterday.

RESUME DUTIES

The Commissioner of Prisons would maintain and keep these channels open.

The Prisons Service added all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — "subject to the application of the Prisons Act, regulations and the disciplinary code on all actions of such members" — Sapa.
Whites-only miners’ union in a tight spot

THE all-white Mineworkers Union - and by implication the white labour movement - has been dealt a severe blow in a key Industrial Court judgment.

The court this week upheld the refusal of Anglo American’s East Rand Gold and Uranium Company to formally recognize or bargain with the MWU on account of its racial constitution.

Ergo was justified in not wishing to follow “retrogressive” policies which would be “increasingly anachronistic in a new South Africa”, held court member Ameen Bulbulia.

Statement

In a statement, Anglo stressed that the ruling did not stop workers from belonging to the MWU, with which it would maintain informal dealings.

The MWU went to court in February, arguing that Ergo was unfairly refusing to bargain in good faith and thwarting freedom of association.

Responding, Ergo held that recognition of the MWU would breach its “non-racial, equal opportunity” policy, offend most employees and amount to a violation of human rights.

Bulbulia found in the first instance that the MWU was insufficiently representative. A refusal to bargain in no way affected workers’ right to join the union of their choice, he found.

Recognition of the MWU would harm the firm’s relationship with other unions and invite industrial unrest. And by accepting work at Ergo, MWU members had tacitly agreed to abide by its non-racial policy.

Describing the judgment as a “foot in the door”, lawyers said it could provide a legal basis for stripping racial unions of existing bargaining rights.
'White workers disgruntled'

By DICK Usher
Business Staff

CURRENT developments on the political front and in the labour field are creating growing discontent among white employees, a leading firm of industrial relations consultants has warned.

The latest issue of IR Data, produced by Levy, Pirron and Associates, isolates two factors leading to this discontent — the threat to their traditional security by black advancement and a perception that black employees have fared better recently regarding wages and improved working conditions.

"What is becoming more evident is the growing discontent among white employees as a result of the current situation," the periodical said.

A predictable reaction to the threat posed to white artisans' traditional security by accelerating black advancement would be a hardening of attitudes to black colleagues.

It also predicted that, as a result of the perception that blacks had fared better over wages and working conditions, the lessons of unified bargaining would not have gone unnoticed.

"We must accept a trend whereby white unions will be demanding recognition and the right to collective bargaining at plant level," said IR Data.

Accompanying these trends was a general perception among black people that the political tide is flowing their way.

This would doubtless result in more vocal and aggressive action on the shop floor.

"Any vestiges of discriminatory practices will be challenged and could result in legal as well as shopfloor collective action."

The article said that these developments derived from rising expectations of black workers and would affect the industrial relations climate.

"It would be naive to assume that problems are not going to arise in the workplace as the pace of change accelerates," said the article.
We will fight judgment, says white union

Labour Reporter

The all-white Mineworkers Union (MWU) would never accept the watershed Industrial Court judgment on its recognition battle with the East Rand Gold and Uranium Company (Ergo), MWU general secretary Piet Ungerer warned on Friday.

He confirmed that the union would appeal against the judgment, which upheld Ergo's refusal to recognise and bargain with the MWU on account of its racial constitution.

Commenting that Ergo was justified in resisting practices which would be "increasingly anachronistic in the new South Africa", court member Amean Bulbulia rejected union claims that Ergo had unfairly hampered workers' freedom of association and failed to bargain in good faith.

Mr Bulbulia found that a refusal to bargain in no way affected workers' freedom to join the union of their choice. The union was insufficiently representative, and by working at Ergo, its members had tacitly agreed to abide by its firm's nonracial policy, he ruled.

Ergo's holding company, Anglo American, stressed in a statement that the judgment would not prevent white miners from belonging to the MWU, with which it would maintain informal dealings.

The judgment has important implications for the white labour movement. Lawyers say it could provide a legal basis for withdrawing existing bargaining rights from racial unions.
Unions warn Post Office of major, crippling strike

Staff Reporter

South Africa might experience a crippling Post Office strike in the next two weeks, the Post and Telecommunications Workers' Association (Potwa) and the South African Post and Telecommunications Employees Association (Saptea) warned yesterday.

At a press briefing in Johannesburg, Potwa president Kgaps Masonkuwa said because of the Post Office's failure to meet workers' demands for a R100 minimum "living wage" and a R460 across-the-board wage increase, the current go-slow and sit-ins at post offices were likely to be transformed into a full-scale strike.

A decision was expected to be taken after a secret ballot by Potwa's central executive com-

Saptea president Rabi Goband said his union fully endorsed Potwa's position and would also conduct a ballot to determine the form of industrial action to be taken.

Both unions, with the "coloured" Post Office Employees Association of SA (Peasa), have been engaged in wage talks with the Department of Posts and Telecommunications since last October.

Mr Masonkuwa said Peasa was also in full agreement with the two unions.

The three unions also demand an end to the privatisation of postal services, six months' maternity leave, and an end to the temporary status of some employees.
Post unions reject salary offer

Posts and Telecommunications offered to increase salary notches of lower-paid workers — but three unions rejected it, saying they would continue to demand a R1 100 minimum monthly wage. Telecommunications also offered to create more advancement opportunities for lower-paid employees.

A statement said about 31,000 staff members would benefit from the offer from August 1.

Postmaster-General Johan de Villiers said he had had discussions with employee associations. That the department's salary account already added to 45 percent of its budget indicated the needs of staff were taken to heart — Sapa
Taxi association not a wealthy body

By ZB MOLEFE

SOUTH Africa's black economic miracle of the '80s — the Southern Africa Black Taxi Association (Sabta) — is not a wealthy body, executive member Knox Matjila told a conference this week.

The surprising news will put a damper on the commonly held belief that the countrywide mass-member association which has cornered the country's transport industry is awash with riches.

It was delivered at a Winning Against Apartheid and Surviving in the Future conference in Johannesburg.

Said Matjila: "The belief is that if Sabta owns perhaps 100 000 taxis it must be almost as big as Anglo American. "

"The truth is rather different. Sabta is an association of individual entrepreneurs. It has few assets. It therefore relies greatly upon outside help, such as that given in the aftermath of the Welgevoed Commission."

Matjila said the outside help recommended by the controversial commission was, among other things, that Sabta assisted black taxi owners become more profitable and at the same time more knowledgeable about business.

Then Matjila told the conference, which highlighted black achievements amid apartheid-created odds "Economic changes must take place in concert with those in the political sphere. If they do not, an incoming black-dominated government will be under irresistible pressures to institute a 'fairer' economic system."

"It may be forced to take actions which it recognises as economically unsound but politically inescapable."

See Page 11
By Helen Grange

Journalists at the SABC in Auckland Park have approached the South African Union of Journalists (SAUJ) to set up a union branch at the corporation.

The union was recently asked to address several SABC employees who wished to join the union, Jeanette Minne, national organiser of the SAUJ, said yesterday.

Ms Minne said that discussions would be entered into with SABC staff over setting up an elected SAUJ branch — which would be followed by negotiations with the SABC management over recognition of the union.

It is understood that several SABC employees are unhappy with their pay packages.

Although the SABC has never prohibited employees from joining unions in work contracts, only one media union, the Media Workers Association of South Africa (Mwasa) has been established at the SABC.

However, this union has only been recognised at two SABC regional offices — in the northern Transvaal and far northern Transvaal.

“We are still talking to Mwasa about recognition elsewhere,” an SABC spokesman said.

The corporation has been heavily criticised by Mwasa in the past for its anti-union stance and its “lack of willingness to talk or enter into proper negotiations”.

However, an SABC labour spokesman denied this and said the corporation has “always allowed its workers freedom of association”.

The SAUJ, formerly known as the Southern African Society of Journalists, is a non-racial trade union which organises editorial workers.

It is represented at most English-language mainstream newspapers and several alternative newspapers and is recruiting members in the Afrikaans press and the electronic media.
White railway workers join Sarhwu strike

By KATHY STRACHAN

ABOUT 100 white railway workers yesterday joined a work stoppage in solidarity with their black colleagues at the Bramfontein station, according to management sources.

“This is the first time in South African history that white workers on the railways are sympathising with the black workers’ cause,” said Elliot Sogoni of the South African Rail and Harbour Workers’ Union (Sarhwu).

“We consider it a victory as we have been trying to get everyone to become Sarhwu members,” he said.

The strike, which began last Friday because of Transnet’s disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined.

Johan Beaurain, a Sarhwu organiser, said he had worked at the Bramfontein station previously and was surprised at this turnabout as “those people were racists before. They threatened me with my life when I joined Sarhwu and made it impossible for me to work there.”

“Now the militancy of the white workers in the 1921 and 1965 mine strikes is coming back again.”
Union funds gain investment power

By AUDREY D'ANGELO
Business Editor

INCREASING black membership of pension and provident funds will be one of the most effective ways of redistributing wealth in SA, says Southern Life director (employee benefits) Adrian Arnott.

Southern is administrator of the huge National Union of Mineworkers (NUM) provident fund, which has a monthly income of R12m from its 290 000 members' subscriptions.

This means, Arnott points out, that NUM general secretary Cyril Ramaphosa — a noted opponent of capitalism — is a trustee helping to control funds which at present total about R200m. "That means he is part of the system," said Arnott.

"And in spite of its size the NUM provident fund is not the biggest.

"As these funds grow I think the situation here will become like that in the US where union pension funds, through their investment power, own a large part of the economy."

There was also the question of investing funds in low-cost housing.

"Everyone is shouting that the life offices should invest in black housing. But, through their brokers, we are getting the message that provident funds should be invested to get the best return."

However, said Arnott, the insurance industry was working as a unit through the Life Offices Association to see what could be done to channel funds into the provision of low-cost housing and how they could best be utilised.

Discussing the effect of the present recession, Arnott said a worrying recent development was that firms with their own private pension funds were going under.

This had already happened in three cases and more were likely to follow as the recession continued.

Money in pension funds was protected, and was not distributed to creditors. It was distributed to members according to their entitlement and those about to retire would still receive the pension "and possibly a little more."

The real losers when a firm went into liquidation, warned Arnott, were people who had tried to provide for their retirement through deferred compensation.

"They do not receive this and usually they have sacrificed salary increases for it."
Teachers and civil servants could win strike ruling

Mr. Loewy said the National Education Association, the Department of Interior, and the Civil Service Commission had all backed his recommendation that the government had not met the minimum "limits of the principle of the basic rights of employees." The government's new arrangements for collective bargaining were "an act of excess in principle" and would be bad for the employees' "interests." The government had "reverted" to the position of employer and employee, he said, in 

TEACHERS AND CIVIL
SERVANTS COULD WIN

STRIKE RULING

Mr. Loewy said the National Education Association, the Department of Interior, and the Civil Service Commission had all backed his recommendation that the government had not met the minimum "limits of the principle of the basic rights of employees." The government's new arrangements for collective bargaining were "an act of excess in principle" and would be bad for the employees' "interests." The government had "reverted" to the position of employer and employee, he said, in
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Democratic Integrated Municipal Employee’s Society. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 213 Schoeman Street, Pretoria (post address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of trade union: Democratic Integrated Municipal Employee’s Society. |
| Date on which application was lodged: 12 June 1990 |
| Interests and area in respect of which application is made: All persons employed in the Local Authority Undertaking as undertaken by the local authorities in the Province of Natal |
| “Local Authority Undertaking” means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority |
| “Local Authority” shall have the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956 |
| Postal address of applicant: P.O. Box 365, Durban, 4000 |
| Office address of applicant: Suite 1406, 14th Floor, Teacher’s Centre, 113 Albert Street, Durban |

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

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

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

D. W. JAMES,
Industrial Registrar.
(31 August 1990)
KENNISGEWING 722 VAN 1990  
ADMINISTRASIE: VOLKSRaad  
DEPARTEMENT VAN LANDBOU-Ontwikkeling  

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUkREDIET, 1966  

Hierby word ’n vergadering van ondergenoemde appelant en sy skuldeisers op die plek en datum hieronder genoem, bet, met die doel om skuldeisers in staan te stel om hul vorderings teen die appelante te bewys en ’n skikkingsoorlof van die Landboukredietraad te oorweeg.  

J. H. RADEMEYER,  
Direkteur: Direktoraat Finansiële Bystand,  
Departement van Landbou-ontwikkeling  

NOTICE 722 OF 1990  
ADMINISTRATION: HOUSE OF ASSEMBLY  
DEPARTMENT OF AGRICULTURAL DEVELOPMENT  

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966  
A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.  

J. H. RADEMEYER,  
Director: Directorate Financial Assistance,  
Department of Agricultural Development  

KENNISGEWING 723 VAN 1990  
SENTRALE STATISTIEKDIENIS  

DIE HOOF: SENTRALE STATISTIEKDIENS maak vir algemene inligting bekend dat die Verbruikersprysindex soos volg is:  

Verbruikersprysindex, alle items (Basis 1985 = 100).  
Julie 1990 = 203,2.  

(31 Augustus 1990)  

KENNISGEWING 724 VAN 1990  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
REGISTRASIE AS ’N VAKBOND  

Hierby word vir algemene inligting bekendgemaak dat die Black Allied Workers Union (South Africa) met ingang van 22 Augustus 1990 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as ’n vakvereniging geregistreer is ten opsigte van alle persone in diens in die—  

I. Saagmeulynwerker in die landdrosdistrik Paulpietersburg;  
II. Waterbehandelingswerker in die landdrosdistrikte Durban en Pinetown;  
III. Wol-, Angora-, Huld- en Velbedryf in die landdrosdistrik Durban  

NOTICE 723 OF 1990  
CENTRAL STATISTICAL SERVICE  

THE HEAD: CENTRAL STATISTICAL SERVICE notifies for general information that the Consumer Price Index is as follows:  

Consumer Price Index, all items (Base 1985 = 100)  
July 1990 = 203,2.  

(31 August 1990)  

NOTICE 724 OF 1990  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
REGISTRATION AS A TRADE UNION  

It is hereby notified for general information that the Black Allied Workers Union (South Africa) has with effect from 22 August 1990 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of all persons employed in the—  

I. Sawmilling Industry in the Magisterial District of Paulpietersburg;  
II. Water Treatment Industry in the Magisterial Districts of Durban and Pinetown, and  
III. Wool, Mohair, Hides and Skins Trade in the Magisterial District of Durban
KENNISGEWING 717 VAN 1990
DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE
UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD
Die Mynkommissaris vir die myndistriek Oranje-Vrystaat het 'n strook geproklameerde grond op die plaas Allanridge 425, administratiewe distriek Odendaalsrus, myndistriek Oranje-Vrystaat, provinsie Oranje-Vrystaat, soos getoon op 'n sketskaart waarvan afdrukke onder RMT R9/88 in die Mynbreekantoor, Johannesburg, en in die kantoor van die Mynnkommissaries: OVS, Welkom, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou.
(19/5/1/2478)
(31 Augustus 1990)

KENNISGEWING 718 VAN 1990
SUID-AFRIKAANSE RESERWEBANK
ARTIKEL 12 (1) VAN DIE BANKWET, 1965
VOORLJOPIGE REGISTRASIE—OVERSEAS BANK OF AFRICA BEPERK
Hierby word vir algemene uitligting bekend gemaak dat Overseas Bank of Africa Beperk op 1990-08-23 voorlopig as 'n Bank geregistreer is
(31 Augustus 1990)

KENNISGEWING 719 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING
Ek, David William James, Nywerheidsregistrateur, maak ongevolg article 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Vereniging van Gesalereerde Nywerheidspersoneel. Besonderhede van die aansoek word in onderstaande tabel versterk.
Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te druie, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatak X117, Pretoria, 0001)
(31 Augustus 1990)
**TABEL**

*Naam van vakvereniging: Vereniging van Gesalarieerde Nywerheids personeel.*

*Datum waarop aanzoek ingediend is: 7 Mei 1990.*

*Belange en gebied ten opsie waarvan aanzoek gedaan wordt: Blanches in diens op die grondslag van 'n jaarlike salaris in 'n administratiewe, klerklike, toezig- houdende, rekenkundige, bestuurstegnemse, navor- sing- of bemerkingshoedanigheid in die Chemese en Kunsmis vervaardigingsnywerhede in die landboudistriek Potchefstroom.*

*Posadres van applikant: Posbus 487, Vanderbijlpark, 1900.*


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

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegespies as by artikel 7 (5), bepaal volgens die feite soos hulle bestaan op die datum waarop die aanvraai ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum waardige lede was, in aanmerking geneem.

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

D. W. JAMES,
Nywerheidsregistraat.
(31 Augustus 1990)

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**KENNISGEWING 720 VAN 1990**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**INTREKKING VAN REGISTRASIE VAN 'N WERKGWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die South African Lawnmower Manufacturers Association met ingang van 22 Augustus 1990 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

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**KENNISGEWING 721 VAN 1990**

**ADMINISTRASIE: VOLKSRAAD**

**DEPARTEMENT VAN LANDBOU-ONTWIKKELING**

KENNISGEWING VAN VERGADERING VAN SKULDEISERS Kragtens ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikking voorstel van die Landboukredietraad te besprak.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansele Bystand,
Deparment van Landbou-ontwikkeling.
TABEL

Naam van vakvereniging: Amalgamated Engineering Union of South Africa.

Datum waarop aansoek ingediend is: 8 Augustus 1990.

Belange en gebied ten opzichte waarvan aansoek gedoen word:


2 Alle Blanke ambagsmanne in die Fynleerny-

werheid soos onderneem deur Hanni & Sons Leather and Glove Factory (Pty) Ltd in die munis-
pale gebied van Nigel.

Vir die doeleindes hiervan word bogemelde nywer-
hede soos volg omskryf.

1. "Pulp- en Papiernywerheid" beteken die ny-

werheid waarin werkgewers en hul werknemers met mekaar geassosseer is om een of meer van die volgende aktiviteite uit te voer.

(a) Die vervaardiging van papier en/of karton en/of bordpapier en/of strooibord,

(b) die vervaardiging van pulp met die doel om die artikels in (a) hierbo gemeld, te vervaardig;

(c) die vervaardiging van enige neweprodukte deur werkgewers betrokke by die aktiviteite in (a) en (b) gemeld; en dit omvat alle bedrywighede wat daarmee gepaard gaan of daaruit voortspruit.

2. "Fynleernywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om fynleerprodukte vir persoonlike kleredrag te vervaardig.


Kantooradres van applikant: De Villiersstraat 8, Johannesburg.

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

(a) Die mate waarin 'n beswaarmakende vakver-

eniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas per artikel 7 (5), bepaal volgens die feste soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum vol-

waardige lede was, in aanmerking geneem

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

D. W. JAMES,
Nywerheidsregisterateur
(28 September 1990)

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TABLE

Name of trade union: Amalgamated Engineering Union of South Africa

Date on which application was lodged: 8 August 1990.

Interests and area in respect of which application is made:


2 All White artisans in the Fine Leather Manufacturing Industry as undertaken by Hanni & Sons Leather and Glove Factory (Pty) Ltd in the municipal area of Nigel

For the purposes hereof the above-mentioned industries are defined as follows

1 "Pulp and Paper Manufacturing Industry" means the industry in which employers and their employees are associated for the carrying on of one or more of the following activities

(a) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard,

(b) the manufacture of pulp for the purpose of manufacturing the articles referred to in (a) above,

(c) the manufacture of any by-products by employers engaged in the activities referred to in (a) and (b);

and includes all activities incidental thereto or consequent thereon.

2. "Fine Leather Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of manufacturing fine leather products for personal wearing apparel

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

Office address of applicant: 8 De Villiers Street, Johannesburg.

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

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

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

D. W. JAMES,
Industrial Registrar,
(28 September 1990)
Louw encouraged after exploratory ILO visit

MANPOWER Minister E.B. Louw yesterday described his reception by International Labour Organisation (ILO) director-general Michel Hansenne, various foreign politicians, bankers and diplomats at the organisation's annual conference in Geneva last week as positive.

Addressing a Press conference in Pretoria yesterday, Louw said his 10-day trip to Geneva and Frankfurt was exploratory.

There was no discussion of SA's readmission to the ILO. SA was a founder member of the ILO but was expelled from the organisation in 1964.

Complaint

While no formal talks had been held between the ILO and government, these were likely to take place some time in the future, Louw said.

He said Cosatu's complaint against government that race still played a role in the registration of trade unions was raised during his meeting with Hansenne.

The matter would be taken further if necessary once new labour legislation was promulgated next year.

Louw said he was convinced eradicating racial discrimination with the least delay and settling SA's future economic system were the priorities now facing government.

"The world is anxious to know what economic system will prevail in SA before deciding to invest here," he said.

He said the ILO welcomed the agreement on amendments to the Labour Relations Act finalised by his department, the National Manpower Commission, Cosatu, Nactu and Sacca representatives the week before he departed.

Louw said his discussions with West German officials had convinced him a united Germany promised a more positive commercial relationship between SA and one of its major trading partners as the new country would need more imports and exports.

He said he was particularly impressed with the economic awareness of German trade unions.

Economic education on the shopfloor was vital for SA's labour relations future and Louw said he felt the lack of industrial unrest in Germany could be explained by the high level of economic education there.

He said he found West German approval for the "steady, patient" approach Mercedes-Benz SA was taking to resolve the problems at its East London plant.

Talks on workplace violence

PRETORIA — The 250 000-strong Federation of Salaried Staff Associations of SA (Fedsal) is to ask Manpower Minister E.B. Louw at a meeting today for a commission of inquiry into violence in the workplace.

General secretary Piet Heymans said yesterday Fedsal would ask that Cosatu, Nactu and employer groupings like Sacca be involved. Fedsal wanted a code of conduct for employers and employees to prevent violence.
Changes could weaken white unions' hold

SWEEPING changes to organised labour's voting rights aimed at weakening the influence of conservative, white-dominated unions - have been proposed, according to the latest edition of SA Labour News.

The newsletter on union affairs said that the 130,000 strong Numsa (National Union of Metalworkers) wants to abolish the present one-union, one-vote system and replace it with a system of proportional representation on the National Industrial Union for the Iron, Steel and Metallurgical Industries (Niciemii).

If it succeeds, the belief is that other Cosatu (Congress of Trade Unions) affiliates will also move quickly to strengthen their own influence over labour matters at industrial councils.

SA Labour News said that according to sources within the council there is great unhappiness that the present voting system gives disproportionate power to the smaller, generally conservative and white-dominated craft unions which occupy the majority of seats on the Metals Industrial Council - Sapa.
Cape dissidents in the SA Typographical Union have formed a lobby group to challenge alleged undemocratic practices in the 40,000-strong union.

At a weekend meeting of Satu members from 23 Western Cape printing firms, workers complained Satu was racially constituted, denied lower-grade workers full voting rights and did not train members in conducting pay and recognition negotiations.

It is understood the rebels aim to oust the mainly white Satu leadership, as well as seeking the re-establishment of the disbanded printing industrial council. Satu's Martin Deyzel was unavailable for comment.
A 20c union of the unemployed

A 20c joining fee and monthly union dues of 10c — what could be more poignantly highlight the plight of the jobless?

At its recent second national conference, the miniscule sums were what the National Unemployed Workers’ Coordinating Committee (NUWCC) decided to charge its members.

Scattered, demoralised and powerless, South Africa’s unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed. It will, says NUWCC general secretary Siphiwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers’ organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent.

NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work.

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate through the “jungle” of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment. “You can’t exaggerate the strength that comes through unity,” he says.

But through campaigns, the NUWCC has broader ambitions to reshape government employment and welfare policies.

Its primary push is for “jobs for all at a living wage”, believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing; large-scale retraining for the reentranced; a state-backed co-operative sector; and proper welfare for those who cannot find work.

Shorter-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on basic foodstuffs.

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu’s political policy and, significantly, upheld sanctions against South Africa. “Structural unemployment predated sanctions,” argues Levinrad. “And we believe unemployment can only be seriously addressed in a democratic state.”

And under the slogan of “Employed and unemployed unite”, it also seeks to educate the jobless not to “scab” during strikes.

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed.

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC’s foot-hold in both the communities and the labour movement.

To this end, conference delegates agreed to integrate campaigns with those of Cosatu — UIF demands could, for example, be incorporated in the federation’s living wage push — to stage a campaigns conference and to seek the support of the international community.
New bid to form independent federation
More mechanising as unions push wages

By BLAISE HOPKINSON, Business Staff

UNREALISTIC wage demands have caused instability in the labour market and many employers have turned to more capital intensive means of production, says the Bureau for Economic Research at the University of Stellenbosch in its latest Economic Prospects forecast.

Quoting Reserve Bank estimate of 5,4 million unemployed in South Africa, the bureau reports that the fact that this figure has increased even during upswing phases of the economy has helped create a climate conducive to social unrest.

"The political climate in turn has recently started to favour trade union activity. The unions became irresponsible in their wage demands so far as the latter had little in common with economic realities and this has caused instability in the labour market," the bureau reports.

"The extent to which union activity has destabilised the flow of labour supply is accentuated by the fact that the number of man days lost on account of strikes and work stoppages increased from 0,2 million in 1989 to 5,8 million in 1987.

DAYS LOST TREBLE

"Thereafter the number decreased for a year or two, but during the first half of 1990 about 1.25 million man days were lost. This figure is about three times more than the days lost during the comparable period in 1989."

As a result of this businesses had increasingly considered the substitution of capital for labour.

"It appears as if the negative factors of the labour market still outweigh the negative impact of high interest rates and business people still prefer to mechanise, although a great many of them have adopted a wait and see attitude."

The Reserve Bank's attempts to make capital more expensive relative to labour had been made more difficult by unions continuously pressing for higher wages. The result of this was that capital and labour were both becoming unrealistically expensive.

The BER forecast continued instability in the labour market in 1991. This would create a further reluctance on the part of business to increase employment.

"At the same time fiscal and monetary policy will attempt to create a climate that will make it more difficult for a further deepening in capital. As a result business people might adopt a wait and see attitude, which implies they will use neither more labour nor more capital. This will obviously have a depressing effect on economic growth."

Projecting the 1991 inflation figure at 13,5 percent, the BER said wage and salary increases should average 13,8 percent for the year.

Consani scores with exports of R60 million

Business Staff

WITH an export order book bulging over R60 million a year, Elisies River engineering giant Consani won the coveted State President's Award for Export Achievement for 1990.

Consani, a member of the Genrec Group, has cornered about 20 percent of the world market for ISO tank containers. The containers range in capacity up to 24 000 litres and are used for the road, rail and sea transport of mainly hazardous liquids.

The award was presented to Consani managing director Mr Ian Bell by Dr Anton Rupert.

Marketing director Mr Ian Price said the international markets were highly competitive, but the standards set by Consani had found favour in Europe, the UK and the US.

MARKET WORTH R300m

He estimated the world market for the ISO tank containers was worth more than R300 million a year.

"Productivity has been given particular emphasis and our dedicated production line for these tanks enables us to supply at least 20 percent of world demand," he said.

He added the success of Consani's export drive, which mainly involved the ISO tank containers, had prompted extensive research into extending the programme to include new products.
Uwusa wins recognition

The Inkatha-linked United Workers' Union (Uwusa) has won a recognition agreement with the OTK cooperative in the Eastern Transvaal after four years of negotiation and Industrial Court action, the union said this week.

Report by Weekly Mail staff, Sapa
New federation of unions imminent

INDEPENDENT SA trade unions yesterday took the first steps towards creating a new federation eschewing political affiliations and pursuing an anti-sanctions and anti-disinvestment policy.

At a conference in Johannesburg yesterday, leaders of 15 independent unions elected a standing committee to prepare for the official launch of the Federation of Independent Trade Unions within the next three months.

National Union of Brew and Allied Workers (Nubaw) general secretary K E Mphela said yesterday there was a "strong need" for unity within the independent union movement.

As long as the new federation was independent, he would recommend Nubaw's 6,000 members give the union a mandate to join the federation.

Transvaal Leather and Allied Trades Industrial Union official and standing committee chairman Freddie Swartz said in a statement yesterday the federation could potentially unite 176 organisations representing more than 3-million workers.

SA's union federations are dominated by Cosatu, with more than 1,2-million members, while Nactu has claimed a paid-up membership of 258,000.

Swartz said the principles guiding the proposed federation would be: the establishment of a platform from which the rights of workers would be entrenched by means of just labour legislation; non-party political allegiance, opposition to sanctions and disinvestment, non-racialism; and non-violence.

SAPA reports Swartz said the process of change in SA was irreversible and to continue advocating sanctions and disinvestment was "like bleeding a dead horse and counter-productive to the interests of workers.

Recognise

"The experience elsewhere in Africa has shown that when unions become surrogates of political parties, the interests of workers take a second place."

"In a trade union context all you need to do is to recognise freedom of association and the need for violence will not exist."

Swartz claimed yesterday's conference represented a wide spectrum of political opinion, from supporters of the ANC and PAC to the NP and CP.

He was uncertain whether the new federation would support the campaign to include public sector workers and farmworkers in terms of the amended Labour Relations Act and key demands of Cosatu.
HIDE AND SEEK

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union. This is a relatively old union (registered in 1931), originally affiliated to the Trade Union Council of SA.

According to SA Labour News, a meeting of non-affiliated unions is scheduled for this week in Johannesburg. One of the main issues to be addressed is whether there is enough common ground to form a new federation. In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilized standards are based."

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1,3m, whereas there are some 3,5m members in 176 unaffiliated unions. The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues.

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies. We fight against them on the shop-floor in our battle for membership and we fight them to preserve what our unions have built up over the years in the interests of our members," the union says.

The SA Clothing & Textile Workers' Union (Sactwu) is the Cosatu union organising in this sector. Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman. He adds that the leather union seems to have reacted badly to Sactwu's organisation in the sector and refuses to negotiate with the Cosatu union.

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation. Coleman elaborates because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests.

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman. Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says.
Wiehahn warns on union's demands

MUNICH. — Unless South Africa's trade unions were prepared to moderate their demands, serious damage would be done to the country's economy and many job opportunities would be lost, Professor Nic Wiehahn told a Soviet-German symposium on South Africa on Saturday.

Prof. Wiehahn, known for his 1981 report on labour legislation, said the demands of SA trade unions were becoming exorbitant and unreasonable.

Instability in the labour field was as dangerous as lawlessness and disorder in society, he warned. Trade unions should realise that their responsibility, for the welfare of the people and economic growth in the country, equalled that of employers.

However, apartheid inequalities and discrimination should not only be removed from South African policies and statute books, but also from daily life — Sapa
More strikes expected by whites, says expert

By SHARON SOROUR
Labour Reporter
INDUSTRIAL disputes are expected to continue, and even increase, in the new year with employers facing strikes by black as well as white employees, says industrial relations consultant Mr Brian Alan

Identifying critical issues concerning strike action in 1991 at an industrial relations seminar in Johannesburg, Mr Alan said while employers accepted that striking was “the preserve” of black employees, recent indications were that white employees were now influenced by the same frustrations and insecurities.

“A strike by white employees will certainly prove a traumatic experience for the average South African employer, who has, up to now, taken for granted that a white skin automatically means loyalty to the employer,” he said.

Employers would have to handle a strike by white employees in the same way as one by black employees. This could mean alienating workers whose skills were at a premium.

The two major factors behind union growth and increased worker militancy in 1990 — political instability and economic pressure — were expected to continue, and even escalate, next year.

“lnflation is showing an increasing upward trend and the political manoeuvring around the new constitutional structures is only now beginning. We can expect to experience much the same pattern of strike action in 1991 as we did this year and another record year as regards man days lost.

If the current conditions continue to prevail, both the number of strikes and the number of man days lost as a consequence could well increase,” he said.

Unions had successfully organised at the majority of the larger employers and were focusing on those employing fewer than 200 potential union members.

Mr Alan said there was no doubt that trade unions would put Cosatu’s Workers’ Charter to the test — it advocated the absolute right to strike.

“An employer who elects to take drastic action such as dismissal against strikers will be flying in the face of a prevailing ideology.”

He could expect to be challenged “with every source of power available to the other side.”

While this might be regarded as negative or emotive, Mr Alan pointed out that through the political turmoil of 1990 unions stuck to the role of negotiators of improved working conditions and had not been sucked into the maelstrom of political action.

About 71 percent of all strikes this year were linked to wages. If the inflation rate and recessionary trends continued, wages would continue to be the main strike trigger in 1991.

The demarcation and definition of bargaining units was becoming more contentious too. Employers could expect an increase in disputes concerning the recognition rights of unions which enjoyed majority support in the workplace.

Mr Alan predicted that retrenchments — already high — would increase in early 1991.
Trade-union role in politics ‘increasing’

By DAVID YUTAR, Labour Reporter

TRADE unions will play an increasing role in the political future of this country, says Mr Ted Frazer, general secretary of the Hotel, Bar and Catering Trades Employees' Association.

He was addressing delegates to the Federation of Hotel Associations of South Africa (Fedhassa) Western Cape regional congress at Langebaan yesterday.

The use of collective bargaining and legitimate strike action had shown "that the unions have the proven ability to challenge employers in a contest of power" and they would continue to do so.

Mr Frazer said that while capitalism was possibly the most effective system for producing wealth, it ultimately failed because it was unable to effect an equitable distribution of that wealth.

He said socialism was the only system that could promote a fair distribution of wealth.

Mr Raymond Ackerman, chairman and chief executive of Pick 'n Pay, told the congress that de-regulation of the liquor industry would encourage competition and would benefit the whole industry as well as the entire economy.

He said he welcomed Trade and Industry Minister Mr Kent Durr's latest proposals which would "bring certainty to the liquor industry — for the first time in 10 years".
Wmkalula Malungana
When miners have done nothing
in their fight against racism
Let's join up!
NUM calls on White
miners! Let's join up!
Govt to drop racial trade union restrictions

By BARRY STREEK

THE registration of trade unions on racial grounds is to go.

Minister of Manpower Mr Eli Louw yesterday told a South African Association of Municipal Employees (Saame) delegation that it was the policy of the government that, as a premise, race should not be provided in statutory entitlements.

"Thus, the minister does not foresee that race can be seen as an industrial interest within the scope of registration of trade unions in future," Mr Louw and Saame said in a joint statement.

At present, trade unions can be registered for particular race groups or for membership of all races, but in recent years the number and membership of racially exclusive trade unions has been declining.

Mr Louw's statement yesterday means that the government is to abolish these legally enforced racial restrictions in the registration of trade unions.
Powerful role seen for trade unions in new SA

THE trade unions will still be powerful in the new SA, Tony MacRae, industrial relations manager of SA Breweries in the Western Cape, forecast yesterday.

Speaking at the annual seminar of the Menswear Group of SA at the Mount Nelson, MacRae said that in other parts of Africa trade unions had been swept aside after independence because they had been part of the struggle and their role was considered to be over.

But he did not consider this likely to happen in SA. The union movement in the country was strong and powerful, with sophisticated leaders.

MacRae said there was always a conflict situation, to some extent, between management and labour. It was important for them to realise that each needed the other.

The conflict was likely to intensify because of heightened expectations of union members as a result of political change.

In this circumstance, he advised, it was important to make the workforce including the shop stewards feel involved in the affairs of the company and aware of difficulties such as falling sales.

It was vital that there should be good communication between management and the workforce and that formal procedures should always be followed.
JOHANNESBURG — Trade unions have become most reactive agents in the chemistry of change in SA and an important part of the process of social engineering towards a new SA society, said Nic Wiehahn, director of the School of Business Leadership, University of SA.

He was speaking at the Financial Mail Investment Conference here on Friday, and trade unions were a reality of SA’s economic and social scene.

He sees the demands of unions widening in scope in the purely industrial relations field and would probably include shorter working hours, longer holidays, paternal leave, security of employment and income as well as subsidised pension funds.

"Expect that wage demands will move away from basic levels and rather take into account cost of living, inflation, and profits made by employers."

Privatisation and deregulation appeared to be of great concern to trade unions since they feared that job security and security of income were threatened, Wiehahn said.

Hence their demands for participation in the decision-making process on these subjects.

In the political field, he expects unions would increase pressure on management for greater involvement in the process of political change and for management to come out openly in support of much quicker change.

"Added to this of course is the whole question of public holidays — the recognition of certain days associated with liberation as paid public holidays."

Wiehahn believes that the degree of unions’ exposure to international influences will increase and as will their thrust for the SA system to align with and underwrite African and ILO labour standards.

"An interesting development in this regard is the request by Cosatu unions to the government to repeal the Labour Relations Act and replace it with a so-called Labour Code."

While labour law will always be necessary, Wiehahn asks, however, whether the present labour laws should not be replaced by a single labour code consisting of two parts: The one having the power of legislation and the other being a guide to employers and trade unions.

"Labour law in SA must endeavour to harmonise with the present tone and atmosphere of negotiation and peace-seeking. It must have the principle of growth," he said. — Sapa
INDUSTRIAL RELATIONS -

WORKERS' ORGANISATIONS - GENERAL

1991
Growing industrial unrest seen for SA as negotiations proceed

By SHARON SOROUR
Labour Reporter

LABOUR experts anticipate growing industrial unrest as negotiations progress towards a new constitution, according to a report in IR Data.

The labour affairs journal, published by Andrew Levy and Associates, said while there was a sharp decrease in strike action in the first quarter of 1991 compared with last year, it was "generally accepted" that the first quarter of 1990 was atypical in terms of strike action.

"Combined with startling political developments which raised expectations and worker militancy, the 1989 South African Transport Services strike involving some 25,000 workers overran until the end of January 1990.

INFLATED FIGURES

Also, "a number of large wage strikes involving the Paper, Printing, Wood and Allied Workers Union (Ppwuw), Mondi and Sappi tended to inflate figures", the journal said.

About 180,000 man-days were lost in the first quarter of 1991 compared to the high of 550,000 during the same period in 1990.

"If we disregard the exception of the first quarter of 1990, we can see that there has been a steady upward movement in strike action since 1988, with the first quarter of this year reflecting the trend.

"We are anticipating growing unrest as negotiations progress towards a new constitution and, thus, combined with the fact that the traditional wage round coincides, is expected to impact heavily on the incidence of industrial action."

Two of the longest strikes in the first quarter of this year were between Metropolitan Life and Saceawu (55 days) and S A Nylon Spinners and Sactwu (17 days) — both of which involved scores of Cape workers.

Unions most active during the first three months of this year in terms of the number of strikes were the National Education, Health and Allied Workers' Union (Nehawu) at 29,2 percent followed by the Transport and General Workers' Union (TGWU) at 29,8 percent, the Food and Allied Workers' Union (Fawu) at 12,5 percent, the Post and Telecommunications Workers' Association (POTP) — and the SA Clothing and Textile Workers' Union (Sactwu) — both at 8,3 percent and the SA Commercial, Catering and Allied Workers' Union (Saceawu) at 4,2 percent.

In terms of man-days lost because work stoppages or "go slows" the National Union of Metalworkers of SA (Numsa) led the pack at 26,3 percent, followed by Nehawu at 23,4 percent.
Unions ‘will exert more influence’

By SHARON SOROUR
Labour Reporter

SOUTH Africa has the fastest growing trade union movement in the world and unions will exert a growing influence, according to mediator and labour lawyer Mr Charles Nupen.

In an interview with IR Data labour journal, Mr Nupen — who heads the Independent Mediation Service of South Africa (Imasa) — predicted unions would experience a “significant degree of influence” as they gained access to the political process.

RECONSTRUCTION

He said business and labour — which were the most powerful civil institutions in society — could influence the country’s economic development and social reconstruction through collective bargaining.

“If this approach is adopted it will limit the role of the State. The greater the role accorded to the State, the less opportunity employers and unions will have for impacting on economic and social development,” said Mr Nupen.

IR Data said the mediation service — the only one of its kind in South Africa — played a pivotal role in the resolution of industrial conflict.

This could be seen by the increase in the number of mediations and arbitrations since its inception in 1984, five years after black workers were given trade union rights following Professor Nic Wehahn’s recommendations.

IR Data said: “In the early years Imasa experienced an amount of suspicion from both management and unions and there was a reluctance to utilise its services.

‘POSITIVE’

“But as exposure to mediation and arbitration grew, the positive value of their roles in the collective bargaining process was recognised.”

Mr Nupen said some mediations were a lot tougher than others, but the attitude of both parties was critical.

“It often requires considerable effort and creative energy on the part of the mediator to introduce a more positive and constructive attitude to settlement.”
A new era dawns for militant black trade unions
Uwusa given last official police payment yesterday

THE Inkatha-backed United Workers' Union of SA (Uwusa) was to receive its last payment from the police yesterday, said Law and Order Ministy spokesman Capt Craig Kotze.

SAPA reports Kotze said the programme of government funding to Uwusa would end officially yesterday. He declined to disclose the amount to be handed over to Uwusa by the SAP.

Uwusa, the Inkatha-backed union supported financially through the SAP by secret government slush funds, was informed six months ago that financial support would be terminated at the end of July.

Adriaan Vlok, then Law and Order Minister, said recently government funded Uwusa to the tune of about R1.5m.

Meanwhile VERA VON LIERES reports Cosatu sources said they knew of only three major employers at which Uwusa did active organising.

However, spokesmen for Iscor and Tongaat-Hulett said the union did not have a major presence at their plants.

Iscor group PR director Piet du Plessis said Uwusa did not have significant enough membership in any Iscor centres to be recognised.

Uwusa claims a membership of about 270,000.

Not available

The union is registered with the Manpower Department as representing only about 300 mill workers in the Natal town of Inanda, and its registration certificate limits it to organising workers in the mining industry in the magesterial district of Inanda.

Tongaat-Hulett group PR manager Ron Phillips said yesterday he was not aware of Uwusa being organised at the company.

Spokesmen for the third company identified by the Cosatu sources, Beacon Sweets and Chocolates, were not available for comment.

Cosatu last week condemned government backing for "the reign of terror" which it said Uwusa had conducted against workers, particularly Cosatu members in factories, hostels, communities and trains.

Cosatu members living in hostels in the PWV area had repeatedly told the federation since last July that they had been forced to resign from Cosatu and the ANC and join Uwusa and Inkatha.

At its fourth national congress last week, Cosatu said Uwusa had brought "only division, intimidation, and violence to workers in the mines, factories and shops."

The security police set up the union in 1986 with the sole purpose of trying to destroy Cosatu and the unionisation of workers in the country, said Cosatu.
Cosatu takes action on Uwusa scandal

Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa (Uwusa).

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence.

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa.

NUM representative Jerry Matjila said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers.

Matjila also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa.

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa.

Meanwhile, the Congress of South African Trade Unions (Cosatu) this week launched its programme of mass action against the Uwusa fund scandal. A two-day national strike was co-ordinated by Cosatu and other organisations.

Cosatu also met Saccoda last week to hammer out a code of conduct to "guarantee employer relationship with trade unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment".

Saccoda and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector.

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation.

BTR has a long history of strife with Numsa because of its relationship with Inkatha. In December 1986, two Numsa shop stewards from Mponiphomme in Natal were murdered by Inkatha members. Numsa alleges the attack was directly related to the alliance of BTR-Uwusa, Inkatha and security police.

Demonstration justified ... A protest march against BTR Sarmcol in 1985. Numsa plans action against the company in light of revelations of security police funding for the Inkatha-linked Uwusa.

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985.

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years, Uwusa achieved recognition within months of it being formed in May 1986".

But Sarmcol rejects allegations of collaboration and says "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals.

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police. The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers.

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa. Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in from Jacob Matlala in the Free State.

Nthombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Nqabangase at Anglo American's Coronation Colliery in Vytheveld.

After the murder, the NUM was granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials.

Iscor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.
Unions meet over tax strategy

By Paula Fray

Three trade union federations representing 43 unions and 16 unaffiliated unions met in Johannesburg this weekend to discuss a united strategy for a programme of action on value added tax.

According to a statement issued by the Council of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), which convened the meeting on Friday, the discussions followed the recent VAT summit where the Co-ordinating Committee on VAT was elected to take forward negotiations on VAT's shortcomings.

A progress report was received and discussions included what would be done if negotiations with the Minister of Finance, Barend du Plessis, failed.

“All the unions were critical of the lack of concern by Mr du Plessis for the disastrous effect VAT will have on lower income groups and unemployed,” the statement said.

The unions once again supported a call for the postponement of the implementation of VAT as well as other demands.

These were:

- The zero-rating of basic foodstuffs, medical services and prescribed medicines, water and electricity and trade union subscriptions,
- The need for more effective measures to control price abuse and,
- That the poverty relief programme had to be properly negotiated.

Delegates at the meeting also called for negotiations on the entire tax system following the conclusion of the VAT negotiations.

A programme of mass action was considered and this will be discussed.

According to the statement a second meeting all the union present will take place before the next VAT summit on September 23 in order to agree on a proposed programme of action.
Nactu criticises Cosatu over its anti-VAT role

SHARON SOROUR
Labour Reporter

SOUTH Africa’s second largest union federation, Nactu, has criticised Cosatu’s role in the campaign against Value-added Tax which led to the two-day stayaway involving 35-million people this week.

In a statement by Nactu’s Western Cape region, the federation called on the trade union movement and its “allies” to mobilise the working class for further mass action until VAT was scrapped.

Nactu congratulated its members for the “successful stayaway”, saying they had played a “crucial role” in the Western Cape where stayaways had been poorly supported in the past.

“We also demand the convening of a constituent assembly, based on ‘one man, one vote’ and that the government resign,” said Nactu regional spokesman Mr Ben Petersen.

In criticising Cosatu’s role in the stayaway, Nactu said Cosatu wanted to give the impression that it alone was responsible for the success of the stayaway.

Mr Petersen said Nactu was “unhappy” with Cosatu’s role in the VAT co-ordinating committee and Nactu was “busy reviewing” its participation.

Nactu was also “dismayed” that Cosatu did not consult Nactu before making important decisions, like setting up joint monitoring structures with the police on the Peace Accord, which Nactu rejected.

“Cosatu then expects Nactu to participate within structures it rejects, without any consultation,” Mr Petersen said.
Unions slate ‘new attack’ on press

JOHANNESBURG. — The South African Union of Journalists (SAUJ), the Media Workers’ Association of South Africa (Mwass), and the Association of Democratic Journalists (ADJ), have condemned “in the strongest possible terms” the issuing of new Section 205 subpoenas against journalists.

The organisations condemned the issuing of subpoenas against Weekly Mail co-editor Mr Anton Harber and former Sapa journalist Ms Joan Pubbs.

For decades South Africa had lived with stringent censorship and individual journalists had been harassed, detained and banned, the SAUJ said. Newspapers had been closed “at the whim of the government”

“In this era of change, the government purports to be moving into a new climate of democracy. But, with respect to press freedom, the media is still in the same position as before February 2

Restrictions

“The removal of media restrictions under the state of emergency means nothing as long as the more than 100 statutes restricting press freedom remain.

“And just when we thought that the government would move further and address the remaining obstacles to press freedom, the State has started an apparent witch hunt against the press.”

The SAUJ said it questioned why police needed journalists to give evidence when they apparently had all the evidence they needed

“The State’s intention appears to be to destroy trust between reporters and their sources which is nothing but an attack on press freedom. Trust is a foundation of the free flow of information.

“In the same way that police would never disclose the identity of their informers, journalists have a duty not to disclose their sources.” — Sapa.
Threat to withhold municipal services

THE 46 000-member SA Association of Municipal Employees (SAAME) yesterday threatened to withhold services provided by its members in black residential areas if certain demands were not met.

SAAME president Hans Deehlefs said the lives of white municipal workers performing essential services in black areas were often threatened in unrest situations.

The threat to withhold services should not be seen as a move to boycott black local authorities, he said. However, the association would not allow members to be killed while rendering services.

SAAME general secretary Leinhard

Clsaeens said demands included police or Defence Force protection. The association was also demanding additional compensation for members.

The issue of compensation still had to be negotiated between the association and the municipal employers.

However, if demands were not met, members would stop working in black residential areas.
Super union for whites mooted

A CP MP and a trade union leader yesterday called for the formation of a white "super union" to protect white workers' rights.

Schweizer-Reneke MP Pieter Mulder and Mineworkers Union (MWU) general secretary Peet Ungerer said the envisaged "super union" — for white workers in all economic sectors — would give white workers considerably more negotiating power and protection in the workplace.

The two were addressing the annual congress of the MWU in Johannesburg.

Mulder said a "super union" for whites was growing increasingly necessary to afford whites protection in the workplace from what he said were increasing assaults by black colleagues.

Mulder argued a white "super union" would be the only way in which white workers could obtain solidarity and increasing negotiation power.

He warned that 1981 would be a difficult year for all white people due to political changes and the poor economic climate.

Sapa
Call for white union

Johannesburg - A conservative party MP, Dr. Pieter Mulder, and trade union leader Mr. Peet Ungerer of the Mineworkers Union yesterday called for the formation of a white "super union" to protect white worker rights.
White General Strike

Veiled Three-Quarter Strike

By DREW FORREST

The Workers' Weekly
Council workers threaten to quit if Bill is passed

THE 46 000-strong SA Association of Municipal Employees (SAAME) has warned government its members will resign from service if legislation making provisions for the privatisation of municipal services continues to be passed.

Speaking at the annual conference of SAAME’s Northern Cape region at the weekend, SAAME president Hans Deetlefs said his organisation was extremely dissatisfied with the latest Promotion of Local Government Amendment Bill.

“The latest Promotion of Local Government Amendment Bill, which makes it possible for local authorities to form companies and privatise services and transfer employees to those companies, was published without consultation with SAAME.

“Municipal workers will start resigning from the service if Acts which directly threaten their career opportunities, job security and conditions of employment continue to be passed,” Deetlefs said.

White municipal workers were “sick and tired” of the passing of legislation without “having been consulted on the matter”, he said.

He added that the local authorities and the country could not afford to lose the services of qualified municipal workers.

“The black local authorities have already collapsed and services to the black communities are being provided by white local authorities. If the white municipal employees resign not only will the services to the black areas have to be stopped, but the white local authorities will also collapse,” he said.

Deetlefs appealed to the authorities not to disillusion municipal workers.

“The time has never been so ripe for the acknowledgement of the importance of the municipal employee in a changing SA,” Deetlefs said.

Mamelodi taxis go on ‘strike’

PRETORIA — Mamelodi taxi men yesterday resolved in a meeting to halt operations until tomorrow in a decision largely inspired by the bad condition of roads in the township.

The taxi operators resolved to resume operations on Thursday.

Referring to the Pretoria city council’s closure of the Blood Street Taxi Rank, the meeting elected a delegation to co-ordinate a possible consumer boycott against Pretoria’s white business community and mandated it to communicate with political and labour movements — Sapa.
Unions pose dodged

The Minister of Manpower, Mr. Elit Louw, has side-stepped a question on whether the government is to make trade unions liable for the actions of their members.

He said yesterday that the Labour Relations Act was being investigated. "Future amendments to the act will be considered on the grounds of the investigation and recommendations."
The SA Confederation of Labour (Sacol) has threatened mass action unless the Government reconsiders its financial assistance to homelands and neighbouring states.

Sacol secretary Nic Celliers yesterday said white workers paid "the highest income tax in the world" and had an interest in how that money was spent. White workers feared that homeland governments would give SA Government money to the ANC.

particularly disturbing was the R1 million given to the ANC by Namibia, in the light of SA's donation of R5 million to Namibia last year.

If the Government continued "giving away large sums of money", Sacol would be forced to protest strongly.
Nervous whites
moot super-union

The erosion of job reservation and other protections which white workers have enjoyed since 1948 and have come to see as their right, have evoked angry responses by white unions.

In the last issue of Die Mynwerker, the Mine Workers Union (MWU) lashed out at the National Party for betraying their loyal constituency. White workers, had after all, got the NP in power in the first place.

A spokesman for the MWU, Flip Buyx, said, "Employers are bending over backwards to meet the demands of black unions and pandering to their whims, at the expense of white workers. They integrate facilities without consulting us or considering our feelings."

Another major issue disturbing the white unions, apart from the government's decision to unban political organisations and negotiate with the ANC, is the acceptance of the Sacco-la/Nactu/Cosatu accord.

The white unions' exclusion from the deliberations on labour amendments has given impetus to their unity drive.

But the prospects of the formation and existence of a super white union with the strength and capacity of black unions seem fraught with problems.

Although the major unions involved in the unity drive are part of one umbrella organisation, the South African Confederation of Labour (Sacol), divisions exist on the form the new union should take.

While MWU is arguing for a federation along the lines of a general union, Yster and Staal support the idea of a federation similar to Cosatu, with a merger of industrial unions.

Mr. Buyx says a federation would not work for white workers because of their smaller numbers. It would divide workers into small, less powerful units.

But Nic Cillers, general secretary of Yster and Staal, argues that a federation is a more tightly knitted structure, and is the best option, as proved by Cosatu.

A super-union would be virtually impossible to effect under current labour legislation because of technicalities relating to the trade unions' scope of registration.
Typo
union
taken
to court

A SENIOR shopsteward of the South African Typographical Union (Satu) has taken the union to court, claiming he was unfairly dismissed.

Mr Farrel Hunter claims he was expelled from Satu's Cape Town branch after the union alleged he had advised workers at a local printing company not to fill in stop order forms to authorise the deduction of union fees from their wages.

Last August Hunter was found guilty of misconduct by Satu's executive committee as he had not complied with the cutoff date of April 20 to return the forms. On November 14, Hunter's appeal to the Governing Board failed.

The dismissal case will be heard in the Supreme Court on Friday.

The national secretary of the union, Mr Martin Deyssel, said he could not comment as the case was sub judice.
South Africa 1922
Strike and Rebellion

1922 is remembered as the year in which classified white workers organised themselves into trade unions and challenged their capitalist bosses and, ultimately, the state. The South African working class was divided in 1922. This division was rooted in the colonial history of the country. The classified white workers had the franchise (right to vote) and fought to maintain superiority in the workplace and privileged positions on the basis of their racial classification. Only white workers were employed in 'skilled' job categories and received higher wages within the mining industry, in contrast to black workers who were forced to seek employment as 'unskilled' migrant labour.

By 1922, all workers in South Africa were beginning to realise the importance of unionisation and organisation in order to have a voice in their disputes with the bosses. But trade unions were organised on a racial basis and the South African working class was divided. In the previous articles on South African history on this page, we read about the emergence of the Industrial and Commercial Workers Union (ICU), which organised the oppressed working class. But many white workers refused to join a predominantly black trade union because they were keen to maintain their political privileges and use these to advance their economic positions.

The 1922 strike

In 1920, South Africa faced an economic depression and the gold price dropped. Mine-owners decided to retrench workers and jobs became scarce. Many white workers feared that black workers would replace them in the workplace because mine-owners paid lower wages to workers classified black. In 1920, black mineworkers went on strike on the Witwatersrand. Seventy thousand workers joined in this action which was violently stopped when the mine-owners asked the police force to intervene and stop it.

In 1921, the gold price continued to fall and this had a ripple effect on the South African gold mines. Gold is South Africa's main export and enables the country to pay for many of its essential imports. In order to survive without reducing profits, the Chamber of Mines decided to reduce wages. Reaction was inevitable.

The mine-owners had always employed white workers in higher paid job categories and so decided to employ more black workers in place of white workers. This would result in a saving in wage costs.

On 31 December 1921, the capitalist owners of the goldmines announced a reduction in wages and on 1 January 1922, white collierymen went on strike. On 9 January 1922, 22,000 miners had joined the strike. Within weeks, a general strike was called and the trade union (the South African Industrial Federation - SAIF) demanded a return to the status quo colour bar agreement, which would mean that white workers would continue to receive job protection. The Chamber of Mines refused. The mine-owners planned to reenact 2,000 white miners.

The ruling South African Party, under the leadership of Jan Smuts, supported the mine-owners, whereas the National and Labour Parties supported the striking workers. White mine-owners encouraged all white workers in industry to support their demand. Their rallying cry, 'Workers of the world unite and fight for a white South Africa', gained support.

The mine-owners refused to negotiate and employed strike-breakers on the mines (a 'scab' is a person who replaces a worker on strike). Unemployed miners physically attacked strike-breakers and went as far as destroying their homes and property.

Prime Minister Jan Smuts declared martial law on 10 March 1922. This day was named 'Black Friday'. Striking workers continued to attack police stations and railways and many scabs were beaten. The airforce dropped bombs on the towns of Bendor and Germiston and for four days there was continuous fighting. Resistance continued and altogether 153 people were killed and over 500 wounded.

On 17 March 1922, the strike officially ended. But tension between bosses and workers remained. An enquiry was held into police and defence force action. Over 4,750 people involved in the strike action were arrested and brought to trial. Eighteen received the death sentence and four were eventually hanged. The government of Jan Smuts lost support and votes amongst the white working class.

Troops occupy the trenches in Market Square Fordsburg, 1922.

The result was a victory for the mine-owners, but a defeat for the ruling South African Party. Mine-owners were able to further reduce wages of white workers and many striking workers were not re-employed. Unemployment and poverty prevailed. The 1924 election was proof.

Before the election, JBM Hertzog entered into an election pact with Crewe, leader of the Labour Party. Their aim was to defeat the SAP at the polls. This pact won the 1924 elections and JBM Hertzog became prime minister, and Jan Smuts leader of the opposition.

This Pact government passed the Industrial Conciliation Act which recognised the right of trade unions to exist, but did not force bosses to acknowledge and negotiate with trade unions. Trade unions were also organised among racial lines. Black workers were not allowed to join trade unions representing the interests of classified white workers. Classified black workers had to belong to separate unions. The working class remained divided.

Try this exercise!

Study the election results for the South African minority-elected government and answer the question that follow.

<table>
<thead>
<tr>
<th>Political Party</th>
<th>1910</th>
<th>1915</th>
<th>1920</th>
<th>1921</th>
<th>1924</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>-</td>
<td>27</td>
<td>44</td>
<td>45</td>
<td>63</td>
</tr>
<tr>
<td>South African</td>
<td>67</td>
<td>54</td>
<td>41</td>
<td>79</td>
<td>53</td>
</tr>
<tr>
<td>Unonist</td>
<td>39</td>
<td>39</td>
<td>26</td>
<td>9</td>
<td>18</td>
</tr>
<tr>
<td>Labour</td>
<td>4</td>
<td>34</td>
<td>21</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Independent</td>
<td>11</td>
<td>6</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

1. Give a reason for the increase in the number of seats held by the SAP in 1921. (1)
2. Why did the SAP remain in power after 1920, in spite of the fact that it had fewer seats than the National Party? (1)
3. Why was the Unonist Party absent in the elections of 1921 and 1924? (1)
4. Why did the SAP lose seats in the 1924 election? (1)
5. How many seats did the government have after the 1924 election? (1)

Answers:

1. Fusion with the Unonist Party.
2. The Unonist Party gave the SAP its support.
3. They had fused with the SAP and no longer existed as a party.
4. The 1922 miners' strike: classified white workers and the whites did not want to support the SAP under Smuts because it had sided with the mine-owners and taken military action against striking workers.
5. 81
(A) Avia Air Charter (Pty) Ltd, P.O. Box 13460, Sino-
ville, 0129. (B) Avia Air Charter (Pty) Ltd. (C) 
Non-scheduled Air Transport Service Licence N26. Under 
"Aircraft to be used" and "Tariff of charges" add:

<table>
<thead>
<tr>
<th>Aircraft</th>
<th>Tariff (c/km)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Douglas DC-6B ZS-MTE</td>
<td>1200-2000</td>
</tr>
<tr>
<td>Cessna 402B ZS-MGY</td>
<td>160-250</td>
</tr>
</tbody>
</table>

(A) National Airways Corp. (Pty) Ltd, P.O. Box 18016, Rand Airport, 1419. (B) National Airways 
Corporation. (C) Annal Work Air Service Licence W404. Under "Categories of work" add: "Game counting, 
catching and culling".

(A) Tropair Charter (Pty) Ltd, P.O. Box 14471, Sino-
ville, 0129. (B) Tropair Charter (Pty) Ltd. (C) Non-sched-
uled Air Transport Service Licence N935. Under "Aircraft 
to be used" and "Tariff of charges" delete exist-
ning and add:

<table>
<thead>
<tr>
<th>Aircraft</th>
<th>Tariff (c/km)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cessna 310R ZS-KKE</td>
<td>125-200</td>
</tr>
<tr>
<td>Cessna 402B ZS-MGY</td>
<td>1,60-2,50</td>
</tr>
<tr>
<td>Cessna 414 ZS-MDT</td>
<td>1,60-2,50</td>
</tr>
</tbody>
</table>

19 April 1991

NOTICE 352 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE 
UNION

I, David William James, Industrial Registrar, do 
hereby, in terms of section 4 (2) of the Labour Rela-
tions Act, 1956, give notice that an application for 
registration as a trade union has been received from 
the National Union of Hotel, Restaurant, Commercial 
and Allied Workers. Particulars of the application 
are reflected in the appended table.

Any registered trade union which objects to the applica-
tion is invited to lodge its objection in writing with me, 
c/o the Department of Manpower, 123A Manpower 
Building, 215 Schoeman Street, Pretoria (postal 
address: Private Bag X117, Pretoria, 0001), within one 
month of the date of publication of this notice.

TABLE

| Name of trade union: National Union of Hotel, Res-
taurant, Commercial and Allied Workers |
| Date on which application was lodged: 14 March 1991 |
| Interests and area in respect of which application is 
made: All persons employed in the undermentioned 
trades, industries and undertakings in the Magisten-
districts of Brtis, Groblersdal, Johannesburg, Peters-
burg, Potgietersrus, Pretoria, Warmbaths and Witbank: |
| (i) Tearoom, Restaurant and Catering Trade; |
| (ii) Hotel and Liquor Trade; |
| (iii) Commercial Distributive Trade; |
| (iv) Clothing and Knitting Industry; |
| (v) Bread and Confectionery Industry; |

Kennisgewing 352 van 1991
DEPARTEMENT VAN MANNEKRAK
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David William James, Nywerhedsregisterateur, 
maak inengelok artikel 4 (2) van die Wet op Arbeids-
verhoudinge, 1956, hierby bekend dat 'n aansoek om 
registrasie as 'n vakvereniging ontvang is van die 
National Union of Hotel, Restaurant, Commercial and 
Allied Workers. Besonderheid van dié aansoek word 
in onderstaande tabel verstrekte.

Enige geregistreerde vakvereniging wat teen dié 
aansoek beswaar maak, word versoek om binne 
maand na dié datum van publikasie van hierdie kennis-
gewing sy beswaar skryflik by my in te dien, p/a die 
Departement van Mannekrag, Mannekraggebou 123A, 
Schoomanstraat 215, Pretoria (posadres: Privaatsak 
X117, Pretoria, 0001).

Tabel

| Naam van vakvereniging: National Union of Hotel, 
Restaurant, Commercial and Allied Workers |
| Datum waarop aansoek ingediend is: 14 Maart 1991 |
| Belange en gebied ten opsigte waarvan aansoek 
gedoen word: Alle persone in diens in ondervolmelde 
bedrywe, nywerhede en ondernemings in die landdros-
distrikte Brtis, Groblersdal, Johannesburg, Peters-
burg, Potgietersrus, Pretoria, Warmbad en Witbank: |
| (i) Teekamer-, Restaurant- en Verversingsbedryf; |
| (ii) Hotel- en Drankbedryf; |
| (iii) Kommersiële Distnbusebedryf; |
| (iv) Klerasie- en Breinrywerheid; |
| (v) Brood- en Banketnywerheid; |
(vi) Health and Medical Services Undertaking; and

(vii) Cleaning Services Undertaking.

For the purposes hereof the above-mentioned trades, industries and undertakings are defined as follows:

(i) "Tea-room, Restaurant and Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(d) wherein or wherefrom the activities referred to heren are carried on in respect of or in connection with any theatre, bioscope, bietearoom, drive-in cinema or other entertainment or any function;

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

(ii) "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression; "accommodation", shall mean bedroom accommodation and the services ordinarily associated therewith.

(iii) "Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

(vi) Gesondheids- en Mededesiensteonderneming; en

(vii) Skoonmaakdiensteonderneming.

Vr die doeleindes hiervan word bovermelde bedrywe, nywerhede en ondernemings soos volg omskryf:

(i) "Teekamer-, Restaurant- en Verversingsbedryf" beteken die bedryf waarmee werkgevers en hul werknemers met mekaar geassosieer is uitstuklik of hoofsaaklik met die doel om eies of verversings (hetsy vloebaar of andersins) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsonnting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuys of in die ope lug, en dit omvat sodanige werkswaarnemers wanneer verving in of vanuit een of meer klasse perseel of gedeeltes daarvan—

(a) wat gebruik word as openbare restaurante, vis-en-skyfiewinkels, kafees, teekamers, parkafises en verkoopunte vir wegneeemkos, behalwe waar die voorbereiding en/of verskaffing van eetkaal voedsel en/of verversings plaasvind op of vanuit die perseel van 'n akkommodasiebedryfsonnting;

(b) waar etes of nie-alkalolaanse dranke bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spruit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en

(d) waarin of waarvandaan die werkswaarneming hierin bedoel, verving word ten opsigte van of in verband met enige teater, bioskoop, kaafieskloof, inreoteater of ander vermaaklikheid of enige onthaal; en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsonntings of op enige sodanige persele kragtens 'n drankkisense gehou of geag gehou te word deur sodanige werkgevers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, lossehuishouers of huurkamerhuishouers nie, en dit omvat voorts alle bedrywighede wat met enige van voornemde werkswaarneming gepaard gaan of daaruit voortspruit.

(ii) "Hotel- en Drankbedryf" beteken die bedryf waarmee werkgevers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as 'n drankkisense gehou word of geag gehou te word deur sodanige werkgevers of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamer-akkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

(iii) "Kommersiële Distribuiebedryf" beteken die bedryf waarmee werkgevers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaard gaande werkswaarneming wat deur sodanige werkgevers en hul werknemers vernig word.
"Shop" means any premises or any part of any premises—
(a) into or onto which persons are admitted or invited for the purpose of purchasing, otherwise than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;
(b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;
(c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods,
(d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise;
and "shop activity" has a corresponding meaning.

(iv) "Clothing and Knitting Industry" means the industry in which employers and their employees are associated for the purpose of—
(a) making, irrespective of the process or method used in such making, any one or more of the following classes of clothing and includes the knitting of any such articles of clothing
(i) Outer garments, underwear or nightwear,
(ii) ties;
(iii) men's or boy's tweed or linen hats or caps,
(iv) garments made to the order of any Government department, any provincial administration, any local authority or Transnet;
(v) stockings or socks;
(b) knitting clothing fabric where it is carried on in conjunction with the manufacture of any one or more of the articles listed in (a);
but does not include—
(i) the making of garments to the measurement of individual persons;
(ii) the making of clothing from furs or pelts;
(iii) the making of women's or girls' hats

"Winkel" beteken enge perseel of enige gedeelte van 'n perseel—
(a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarmee daarop of waarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;
(b) waarin of waarop goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpakk word, of van waar sodanige goedere afgelever of versend word aan persone in paragraaf (a) bedoel sodanige goedere aankoop;
(c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die levering van sodanige goedere;
(d) waarin of waarop 'n vervaardigersverteenwoordiging van werkzaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenwoordiger" 'n persoon, uitgesonderd 'n werknerm van 'n vervaardiger, wat, as 'n agent of andersons, goedere of monsters van goedere deur die vervaardiger vervaardig, te koop aanhou, of op enige manier, hogenaamd bestellings vir goedere verkry of ontvang vanaf persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins;
en "winkelwerkzaamheid" het 'n ooreenstemmende betekens.

(iv) "Klerasie- en Breinwywerheid" beteken die nywerheid waarm werkgewers en hul werknermers met mekaar geassosieer is met die doel om—
(a) onegae die proses of metode wat by die maak daarvan gebruik word, engeen of meer van die volgende klasse kledingstukke te maak, en dit omvat die brie of enige sodanige kledingstukke:
(i) Boklere, onderklerie of nagklerie;
(ii) dasse;
(iii) mans- of seunshoede of -pete van tweed of linnen;
(iv) kledingstukke gemaak op bestelling van enge Staatsdepartement, enge provinsiale administrasie, enige plaaslike overheid of Transnet;
(v) kouse of sokkies;
(b) kledingmateriaal te brie waar dit verrig word tesame met die vervaardiging van engeen of meer van die artikels wat in (a) gelyk word;
maar dit omvat nie die volgende nie:
(i) Die maak van kledingstukke volgens die maat van individuele persone;
(ii) die maak van kledingstukke van pelse of kortwolle;
(iii) die maak van vroue- of meisieshoede.
(v) "Bread and Confectionery Industry" means the industry in which employers and their employees are associated for the purpose of making bread and/or confectionery for sale, and includes the distribution by such employers of the bread and/or confectionery, and further includes all operations incidental to or consequent on any of the aforesaid activities, and for the purposes of this paragraph—

(a) "bread", without limiting its ordinary meaning, also means buns, rolls and fancy bread; and

(b) "confectionery", without limiting its ordinary meaning, also means lotkies, cakes, fancy pastries, dry rusks, pastries, pies, sausage rolls, scones and currant bread, but does not include wafers, ice-cream wafers or cones, dog or puppy biscuits, pretzel sticks or matzos.

(vi) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics that are not administered by any Government department or any provincial administration.

(vii) "Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

Postal address of applicant: P.O Box 97004, Presias, 0114.

Office address of applicant: First Floor, Darymall Building, 146 Jacob Maré Street, Pretoria.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar.
(19 April 1991)

(v) "Brood- en Banketnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak, en dit omvat die verspreiding deur sodanige werkgewers van dié brood en/of banket, en dit omvat voorts alle bedryvore hewigheid wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, en vir die doeleindes van hierdie paragraaf beteken—

(a) "brood", sonder om die gewone betekenis daarvan te beperk, ook bolletjies, broodrolletjies en seerbrood; en

(b) "banket", sonder om die gewone betekenis daarvan te beperk, ook kitkes, koeke, sierfyngebak, droe beskuit, fyngebakkies, pastee, worsrolletjies, botterbroodjies en konntebrood, maar dit omvat nie wafeljies, roomyswafeljies, of -honnies, honde- of klemhondjiebeskuitjies, pretzelstokkies of matzos nie.

(vii) "Gesondheids- en Mediesedienste onderneming" beteken die onderneming waarin werk- gewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadminis- treer word nie.

(viii) "Skoonmaakdiensteonderneming" beteken die onderneming waarin werk- gewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue schoon te maak en in stand te hou, en dit omvat werkers wat werkzaamhede verrig wat met bovemelde bedryvore hewigheid gepaard gaan en daaruit voortspruit.

Posadres van applikant: Posbus 97004, Presias, 0114

Kantooradres van applikant: Eerste Verdieping, Darymall-gebou, Jacob Maréstraat 146, Pretoria.

Die aandag word gevestig op onderstaande ver- estes van artikel 4 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereni- ging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge arti- kel 1 (2) van die Wet op voordele datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgekry by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregistrateur
(19 April 1991)
NOTICE 343 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the Queenstown Munisipale Werknemersune (Nie-Politek). Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretona (posta1 address: Private Bag X117, Pretona, 0001), within one month of the date of publication of this notice.

**TABLE**

- **Name of trade union**: Queenstown Munisipale Werknemersune (Nie-Politek).
- **Date on which application was lodged**: 21 March 1991.
- **Interests and area in respect of which application is made**: Coloured persons employed in the Local Authority Undertaking as undertaken by the Municipality of Queenstown.
- **Local Authority Undertaking**: means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.
- **Local Authority** has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.
- **Postal address of applicant**: 7 Church Street, Victoria Park, Queenstown, 5320.
- **Office address of applicant**: 7 Church Street, Victoria Park, Queenstown, 5320.
- **Attention is drawn to the following requirements of section 4 of the Act:**
  - (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
  - (b) The procedure laid down in the subsection (2) must be followed in connection with any objection lodged.

**D. W. JAMES,**
Industrial Registrar.

KENNISGEWING 343 VAN 1991

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSPERVERHOLDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsperverses, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Queenstown Munisipale Werknemersune (Nie-Politek). Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftlik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstreet 215, Pretona (posadres: Privaatsak X117, Pretona, 0001).

**TABEL**

- **Naam van vakvereniging**: Queenstown Munisipale Werknemersune (Nie-Politek).
- **Datum waarop aansoek ingediend is**: 21 Maart 1991.
- **Belange en gebied ten opsigte waarvan aansoek gedaan word**: Kleurlingepersone in diens in die Plaaslike Owerheidsonderneming soos ondernemer deur die Munisipaliteit van Queenstown.
- **'Plaaslike Owerheidsonderneming' beteken die onderneming waarmee werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid ondernemer word.**
- **'Plaaslike owerheid' het die selfde betekenis as wat by artikel 1 van die Wet op Arbeidsperversing, 1956, daaraan toegeweys is.**
- **Posadres van applikant**: Kerkstraat 7, Victoria Park, Queenstown, 5320.
- **Kantooradres van applikant**: Kerkstraat 7, Victoria Park, Queenstown 5320.

Die aandag word gevestig op onderstaande verestes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

**D.W. JAMES,**
Nywerheidsregistrateur.
SCHEDULE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE (SOUTHERN AND WESTERN TRANSVAAL)

AMENDMENT OF SICK BENEFIT FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Hairdressers' and Cosmetologists' Association

(hereinafter referred to as the "employers" or the "employees' organisation"), of the one part

and the

South African Hairdressers Employees' Industrial Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part

being parties to the Industrial Council for the Hairdressing Trade (Southern and Western Transvaal)


1. SCOPE OF APPLICATION OF AGREEMENT

1.1 Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Hairdressing Trade—

1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

1.1.2 in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs, and Vereeniging

1.2 Notwithstanding the provisions of clause 1.1 the terms of this Agreement shall apply—

1.2.1 only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;

1.2.2 to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder

2. CLAUSE 6.—MEMBERSHIP

Substitute the following for Clause 6.1 of the SBF Agreement

6.1 All employers, with the exception of a close corporation or company, shall be members of the Fund, whether working employers or not. For the purposes of this clause and of clause 9.2 "employer" shall include any person who is a member of a close corporation and/or any person who is a director and/or shareholder of a company which is an employer in the trade.

3. CLAUSE 9.—CONTRIBUTIONS

1 Substitute the following for clause 9.2 of the SBF Agreement

9.2 Every employer who is a member of the employers' organisation which is a party to this Agreement, and who has not been excluded or exempted from membership of the Fund under the provisions of this Agreement shall, as from the date of coming into operation of this Agreement, pay each month, including any month during which such employer is on ordinary or sick leave, contributions to the Fund in accordance with both X and Y of Group G

BYLAE

NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF
(SUID- EN WES-TRANSVAAL)

SEKTEBYSTANDSFONDS VIR DIE HAARKAPPERS-
BEDRYF OOREENKOMS

oorlokomstig die Wet op Arbeidsverhouding 1956, gesluit
deur en aangegaan tussen die

South Africa Hairdressers' and Cosmetologists' Association

(hierdie "werkgewers" en die "werkgewersorganisasie" genoem), aan die een kant,
en die

South African Hairdressers Employees' Industrial Union

(hierdie "werknemers" of die "vakvereniging" genoem), aan die ander kant,
wat die partye by die Nywerheidsraad van die Haarkappers-
bedryf (Suid- en Wes-Transvaal), om die Sektetbystandsfondsoorlokomst te publiseer by
Goovermentskennisgewens No. R 2512 van 13 November 1987, soos verleng en wygwy deur Goovermentskennis-

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1.1 Behoudens andersluidende bepaling in hierdie klousule, is hierdie Ooreenkomst van toepassing en moet dit in die Haarkappersbedryf nagekome word

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

1.1.2 in die landdorstdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs, en Vereeniging

1.2 Ondanks die bepaling van 1.1 sal hierdie Ooreenkomst nie van toepassing wees nie op—

1.2.1 slegs werknemers wie se lone voorgeskryf is in hierdie Ooreenkomst en op die werkgewers van sodanige werknemers,

1.2.2 op vakkleerlinge insoevere dit nie onbestaanbaar is met die bepalinge van die MOW of enige ooreenkomst aange-
gaan of bepaling wat daarvolgens vagegestel is nie;

2. KLOUSULE 6.—LIDMAATSKAP

Vervang klousule 6.1 van die SBF-oorlokomst deur die volgende:

6.1 Alle werkgewers, met die uitsondering van 'n bestaande korporasie of maatskappy, moet lede van die Fonds wees, hetsy hulle werkende werkgewers is of nie. Vir die toepassing van hierdie klousule en van klousule 9.3 stuit "werkgewer" enige persoon in wat lid is van 'n bestaande korporasie en/of enige persoon wat 'n direkteur is en/of aandeelhouer is in 'n maatskappy wat 'n werkgewer in die bedryf is

3. KLOUSULE 9.—BYDRAAS

1 Vervang klousule 9.2 van die SBF-oorlokomst deur die volgende

9.2 Elke werkgewer wat 'n lid is van die werkgewersorganis-
sasie wat 'n party is by hierdie Ooreenkomst, en wat nie uit-
gesluit of vrygestel is van lidmaatskaps van die Fonds inge-
volgoe hierdie Ooreenkomst nie, moet vanaf die datum van inwerkstelling van hierdie Ooreenkomst elke maand, met inbegrip van 'n maand waartydens sodanige werkgewer met gewone of sekteverlof is, bydrae tot hierdie Fonds maak ooreenkomstig X en Y van Groep G
### Contributions for those set out in clause 9.3 of the SBF Agreement:

<table>
<thead>
<tr>
<th>Group</th>
<th>Work category</th>
<th>Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>B</td>
<td>Apprentice, general assistant, trainee hairdresser, manicurist and/or beauty culturist in the first nine months of training if her salary is less than R705 per month</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>30,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>40,50</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>44,50</td>
</tr>
<tr>
<td>C</td>
<td>Shampooist</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>60,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>81,00</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>89,40</td>
</tr>
<tr>
<td>D</td>
<td>Manicurist and/or beauty culturist after the first nine months of training, and/or if earning a salary of R705 or more per month in the first nine months of training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>84,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>113,40</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>124,80</td>
</tr>
<tr>
<td>E</td>
<td>Receptionist and/or telephonist earning less than R1 000 per month, and hairdresser in the first year after qualification if earning less than R1 000 per month</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>95,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>129,60</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>142,80</td>
</tr>
<tr>
<td>F</td>
<td>Hairdresser, hairdresser in the first year after qualification if earning R1 000 or more per month, and receptionist and/or telephonist if earning R1 000 or more per month</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>155,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>210,60</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>231,50</td>
</tr>
<tr>
<td>G</td>
<td>Employer, working or non-working, notwithstanding that such employer may be performing any work referred to in Groups B to F inclusive</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single member</td>
<td>150,00</td>
</tr>
<tr>
<td></td>
<td>Member with 1 or 2 dependants</td>
<td>202,50</td>
</tr>
<tr>
<td></td>
<td>Member with 3 or more dependants</td>
<td>223,00</td>
</tr>
</tbody>
</table>

**Notes:**

1. Scheme where (apart from Group B which is 50/50, and the provisions of Note 2 below) employees contribute 60% and employers contribute 40%.

\[ X = \text{Employees share}, Y = \text{Employers share} \]

2. Employers pay both the X and Y contributions for themselves.

3. Substitute the following for clause 9.7 of the SBF Agreement:

9.7 All amounts required to be forwarded to the Council shall be delivered or sent to 15 Edward Street, Roodepoort, 1724, or posted to P.O. Box 1963, Roodepoort, 1725.

4. **CLAUSE 10.——BENEFITS**

Substitute the following for Clauses 10.1 to 10.1.3 of the SBF Agreement:

10.1.1 Annual benefits and limits effective from date of publication of this Agreement —The annual benefits, and the limits thereon, to which members of the Fund shall be entitled by virtue of their membership shall be those prescribed from time to time by the Rules of the Fund.

Signed at Roodepoort, on behalf of the parties, this 23rd day of October 1990

J. D. Martin,  
Chairman of the Council

B. D. Martin,  
Vice-Chairman of the Council.

J. A. Martin,  
Secretary of the Council.
(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by each person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED.

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c).

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d).

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, the 8th day of August 1990.

B. NICHOLSON,
Vice-Chairman.

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary.

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53. (1) Behoudens die bepalings van regulase 54, bepaal die prinspaal van 'n kollege die amptelike diens van benamer en werkners van die betrokke kollege en alie dat hulle dit kom."

(2) Ondanks die bepalings van hierdie regulase, kan die prinspaal van 'n kollege van 'n beampie werkner van die betrokke kollege vereis om op enkele dag van die week of enige tyd van die dag of naam amptelike diens te verrig of om by sy normale werkplek of elders aanwezig te wees vir sodanige diens.

(3) 'n Beampie of werkner van 'n kollege is nie gedurende sy amptelike diens en tydperke van oor boodsonder toestemming van die prinspaal van die betrokke kollege, van sy kantoor of werkplek afwezig nie.

(4) Die prinspaal van 'n kollege bepaal—
(a) die etenspouse, van minstens 'n halfuur, van 'n beampie of werkner of enige kategorie benamptes of werkners van daardie kollege; Met dien verstande dat 'n etenspouse wat binne die amptelike diens van die prinspaal van 'n werkweek te wees nie; en
(b) die tye waartydens die publiek vir amptelike doeleindes toegang tot daardie kollege het.

(5) (a) Indien 'n beampie of werkner gedurende die amptelike diens van diens afwees is as gevolg van verlof toegestaan ingevoeg hierdie Regulases van weens ander omstandighede wat vir die raad aanneemlik is, word hy, vr die doeleindes van die verriging van sy werkweek, geamptelike diens te verrig die gedurende sodanige afweesheid.

(b) Die amptelike diens wat ten oopgeste van 'n bepaalde dag vir 'n beampie of werkner bepaal is en wat—
(i) op openbare vakansiemag van diens, in dié geval van 'n beampie of werkner wat gewoonlik nie op sodanige dag werk nie, of
(ii) met een salarshoging aan sodanige beampie of werkner toegewe word indien sy salars reeds gelyk is aan die voorlaaste kerf van die skaal wat op hom van toepassing is.

(7) Indien 'n salarshoging nie ingevolge subregulase (4) (b), (5) (b) of (6) aan 'n beampie of werkner toegewe word nie, is die bepalings van subregulases (2), (3), (4), (5) en (6) mutatis mutandis van toepassing.

(8) Behoudens die bepalings van hierdie Regulases, word die salars van 'n beampie of werkner aan wie 'n salarshoging ingevoeg subregulase (4) (b), (5) (b) of (6) toegewe is, by die verstrykking van elke verdere salarshogingstydperk verhoog met 'n salarshoging binne die perke van die skaal wat op hom van toepassing is.

Amptelike diensure

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No. R. 897

26 April 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTH AND WESTERN TRANSVAAL. — AMENDMENT TO SICK BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union.

E. VAN DER M. LOUW,
Minister of Manpower
ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—RE-ENACTMENT OF SICK BENEFIT, PENSION AND MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employees' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

ELI VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractor's Association (South Africa)
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Electrical Workers' Association
and the

Metal and Electrical Workers' Union of South Africa
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Electrical Contracting Industry,


WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNISE AANEMINGSNYWERHEID, TRANSVAAL.—HERBEKRAGTING VAN SIESTE-BYSTANDS-, PENSION- EN MEDIENSE BYSTANDSFONDSOOREKENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkomst wat in die bylae hiervan verskyn en betrekking het op die Onderneheming, Nywerheid, Bedryf en Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vr die tydperk wat op 31 Desember 1995 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkomst aangegaan het en vr die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkomst, uitgesonder dié vervat in kluwsule 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vr die tydperk wat op 31 Desember 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneheming, Nywerheid, Bedryf of Beroep in die gebiede in kluwsule 1 van die genoemde Ooreenkomst gespesifiseer.

ELI VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNISE AANEMINGSNYWERHEID OOREKENKOMS

ooroorekenkomstig die Wet op Arbeidsverhoudinge, 1956, geestu deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)
(herna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association
en die

Metal and Electrical Workers' Union of South Africa
(herna die "werknemers" of die "vakverenigings" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vr die Elektrotegnesie Aanenningswywerheid, om die Ooreenkomst, gepubliseer by Goewernmentskennisgewing R 1884 van 23 Augustus 1986 (herena die "Herbekragingsoorekenkomst" genoem), soos verleng en gewysig deur Goewernmentskennisgewings R 2844 van 17 Desember 1985, R 1974 van 19 September 1986, R 2270 van 9 Oktober 1987, R 1353 van 8 Julie 1988, R 2316 van 18 November 1988 en R 826 van 20 April 1990, te wysig
1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers’ organisation and the trade unions respectively, and

(b) who are engaged or employed in the Industry in the Province of the Transvaal and the Magisterial Districts of Bloemfontein and Sasolburg

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only if as far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned

2. CLAUSE 18.—PENSION FUND

Insert the following subclause (5):

“(5) Notwithstanding the provisions of subclause (4), where an employee, who has not been employed in the Industry before, is employed as an Eleconop 1 orLabourer, he shall be covered only by the death benefit portion of the Pension Fund for the first 13 weeks of employment and, thereafter, he shall become a full member of the Pension Fund.”

3. CLAUSE 20.—CONTRIBUTIONS

(1) Substitute the following for subclause (1):

“(1) The weekly contributions of all employees to the Electrical Contracting Industry Pension Fund shall be based on the prescribed wages payable to such employees in terms of the Main Agreement of the Council, as amended from time to time, plus 20 per cent thereof, and shall be calculated at the rate of 12.5 per cent of the said prescribed wage, plus 20 per cent thereof, taken to the next higher 10 cents

(2) Delete subclause (2)

(3) Renumber subclause (3) as subclause (2)

(4) Insert the following subclause (3):

“(5) Notwithstanding the provisions of any other clause in the Main Agreement or the Main Agreement of the Council, the contributions referred to in subclause (1) shall be based on a working week of 42½ hours.”

4. CLAUSE 30.—CONTRIBUTIONS

Substitute the following for subclause (1):

“(1) (a) An employer shall pay the following amounts to Elmed in respect of the undermentioned employees in their respective categories of membership per week:

<table>
<thead>
<tr>
<th>Column (1) Category of membership</th>
<th>Total amount in rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master electricians, electricians, artisans, Elekonops 3, Elekonops 2, drivers, final year apprentices, apprentices with dependants, and trainees who are</td>
<td></td>
</tr>
<tr>
<td>A-members [Column (2)]</td>
<td>B-members [Column (3)]</td>
</tr>
<tr>
<td>M</td>
<td>44</td>
</tr>
<tr>
<td>M1</td>
<td>54</td>
</tr>
<tr>
<td>M2</td>
<td>60</td>
</tr>
<tr>
<td>M3</td>
<td>69</td>
</tr>
<tr>
<td>M4+</td>
<td>74</td>
</tr>
</tbody>
</table>

[Apprentices not included in Column (2) |

[Apprentices not included in Column (3) |

(1) Herdie Ooreenkomst moet nagekom word deur alle werkgewers en werknemers in die Elektrotechniese Aanenningswyerheid—

(a) wat lede is van onderskeidelik die werkgewerorganisasi- se en die vakverenigings; en

(b) wat betrokke is by of werkzaam in die Nywerheid in die provinsie Transvaal en in die landstrookse Bloemfontein en Sasolburg.

(2) Ondanks subklausule (1) is die Ooreenkomst van toe- passing op vakkie, en kweekelinge slegs soweer dit nie streng is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewens wat daaroor getrou het of bestel is nie.

(3) Deur die toepassing van herdie Ooreenkomst word die weeklikse loonskaal van vakkie en kweekelinge wat kragtig die Wet op Mannekragopleiding, 1981, voorgestel is as die week- loon van sodanige werknemer gerig en die uitloop die weekloon seer lager bereken, gedelde deur die getal gewone ure wat daar in die betrokke bedryfsmenging gewerk word.

2. KLOUSE 18.—PENSOENFONDS

Voeg die volgende subklausule (5) in:

“(5) Ondanks subklausule (4), waar ’n werknemer wat nie voorheen in die Nywerheid in diens was nie, as ’n Elekonop 1 of arbeider in diens geneem word, word hy vir die eerste 13 weke diens slegs daur die sterfbystand-gedeelte van die Pensoenfonds gedeel en daarna word hy ’n volle lid van die Pensoenfonds.”

3. KLOUSE 20.—BYDRAES

(1) Vervang subklausule (1) deur die volgende:

“(1) Die weeklikse bydrea van alle werknemers tot die Pensoenfonds van die Elektrotechniese Aanenningswyerheid moet bevorder word op die voorgestelde loon betaal- baar met sodanige werknemer ingevoeg die Hooordee- koms van die Raad, soos van tyd tot tyd gewysig, plus 20 persent daarvan, en moet bereken word teen 12,5 persent van die gemelde voorgeskree loon, plus 20 persent daar- van, bereken tot die volgende hoogste 10 sent

(2) Skrap subklausule (2)

(3) Hermonener subklausule (3) om te lu subklausule (2).

(4) Voeg die volgende subklausule (3) in:

“(3) Ondanks die voorskrifte van enige ander klause in herdie Ooreenkomst of die Hooordeeekoms van die Raad, moet die bydrea in subklausule (1) bedoel, beheerders, onder het op ’n werkvweek van 42½ uur.”

4. KLOUSE 30.—BYDRAES

Vervang subklausule (1) deur die volgende:

“(1) ’n Werkgever moet die volgende bedrag weeklikes aan Elmed betaal ten opsigte van ondergenoemde werkmne- mers in hul onderskeie lidmaatskapskategorieë:

<table>
<thead>
<tr>
<th>Kolom (1) Lidmaatskap kategorie</th>
<th>Meester/elektromenie, el- ektnenie, ambagsman- ne, Elekonops 3, Eleko- nops 2, drywers, finale- jaar-vakkie, en kweekelinge met athet- tiske en kweekelinge wat vak- kie-enegatiewe is</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-loedt is [Kolom (2)]</td>
<td>B-loedt is [Kolom (3)]</td>
</tr>
<tr>
<td>M</td>
<td>44</td>
</tr>
<tr>
<td>M1</td>
<td>54</td>
</tr>
<tr>
<td>M2</td>
<td>60</td>
</tr>
<tr>
<td>M3</td>
<td>69</td>
</tr>
<tr>
<td>M4+</td>
<td>74</td>
</tr>
</tbody>
</table>
(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by every person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED.

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c).

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d).

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, this 6th day of August 1990

B. NICHOLSON

Veice-Chairman

L. M. BOWLES

Member of the Council

G. R. J. STRYDOM

Assistant Secretary

No. R. 897

26 April 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTH AND WESTERN TRANSVAAL. — AMENDMENT TO SICK BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union.

E. VAN DER M. LOUW

Minister of Manpower.

(ii) net een salarisverhoging aan sodanige beampte of werknemer toegeken word indien sy salans reeds getyk is aan die voorlaaste kerf van die skaal wat op hom van toepassing is.

(7) Indien 'n salarisverhoging nie ingevolge subregulase (4) (b), (5) (b) of (6) aan 'n beampte of werknemer toegeken word nie, is die bepaalings van subregulases (2), (3), (4), (5) en (6) *mutatis mutandis* van toepassing.

(8) Behoudens die bepaalings van hierdie Regulases word die salans van 'n beampte of werknemer aan wie 'n salarisverhoging ingevolge subregulase (4) (b), (5) (b) of (6) toegeken is, by die verstrekking van elke verdere salarisverhogingstydperk verhoog met 'n salarisverhoging binne die perke van die skaal wat op hom van toepassing is.

Amptelike diensure

53. (1) Behoudens die bepaalings van regulase 54, bepaal die prinspaal van 'n kollege die amptelike diensure van beamptes en werknemers van die betrokke kollege en sien hy toe dat hulle dit nakom.

(2) Ondanks die bepaalings van hierdie regulase, kan die prinspaal van 'n kollege van 'n beampte of werknemer van die betrokke kollege vereis om op enige dag van die week of enige tyd van die dag of nag amptelike diens te verrig of om by sy normale werkplek of elders aanwezig te wees vir sodanige diens.

(3) 'n Beampte of werknemer van 'n kollege is nie gedurende sy amptelike diensure en tydperke van oor- en tydens sonder toestemming van die prinspaal van die betrokke kollege, van sy kantoor of werkplek afwezig nie.

(4) Die prinspaal van 'n kollege bepaal—

(a) die etenspouse, van minstens 'n halhuur, van 'n beampte of werknemer of enige kategorie beampte of werknemers van daardie kollege: Met dien verstaande dat 'n etenspouse wat binne die amptelike diensure val nie geag word amptelike diensdty vir die voltooiing van 'n werkkweek te wees nie; en

(b) die tye waartydens die publiek vir amptelike doelendes toegang tot daardie kollege het.

(5) (a) Indien 'n beampte of werknemer gedurende die amptelike diensure van diens afwees is as gevolg van verlof toegestaan ingevolge hierdie Regulases of weens ander omstandighede wat vir die raad aanneemlik is, word hy, vir die doelendes van die voltooiing van sy werkwêk, geag amptelike diens te verrig het gedurende sodanige afweesheid.

(b) Die amptelike diensure wat ten opsigte van 'n bepaalde dag vir 'n beampte of werknemer bepaal is en wat—

(i) op openbare vakansiedag val, in die geval van 'n beampte of werknemer wat gewoonlik nie op sodanige dag werk nie; of

(ii) op 'n ander dag val wat hy gewoonlik in plaas van sodanige openbare vakansiedag van diens vygestel is, in die geval van 'n beampte of werknemer wat gewoonlik op 'n openbare vakansiedag werk, word geag amptelike diensure vir die doelendes van die voltooiing van sy werkwêk te wees.
Key role seen for labour in new SA

By SHARON SOROUR
Labour Reporter

CONSTITUTIONAL development in South Africa will have a vast impact on labour relations, says Minister of Manpower Mr Elie Louw.

Speaking at the annual meeting of the Cape Local Government Employers' Organisation in Parow yesterday, Mr Louw said employers and organised labour had an important role to play in shaping a new South Africa.

"In this role they must join hands in a conciliatory approach in moulding attitudes in the battle for the hearts and minds of people," he said.

Employers were facing the challenge of balancing the interests of workers, the economy as a whole, the employer and the community.

Mr Louw warned that while employers and employees shared the common goal of improving their living standards, this could "hardly be done by conflict.

"In the balancing of these interests employers should not act defensively, as though the economic and commercial environment will remain immutable.

"They must rather act proactively to bring about mutual beneficial changes in a constructive way," he said.

Local authorities would be given more power and authority in a new constitution and had a great contribution to deliver to promote an ordered society.

WATCHED PASSIVELY.

Pointing out recent labour tendencies, Mr Louw said:

● Statistics showed that unions used the prescribed dispute mechanisms to their advantage while employers had watched passively and had not grabbed at the same opportunities.

● In the light of economic realities, unions would have to modify their demands before rushing into a strike."
White union to open to all races

Municipal Reporter

THE 46 000-strong white municipal employees' union, SAAME, decided at a special national conference in Bloemfontein on Saturday to open its ranks to people of all races for the first time.

SAAME president Mr Hans Deetlefs said the resolution had been taken "only now" because no purpose would have been served by making the amendment earlier.

"The association limits membership to certain jobs," he said.
NOTICE 473 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Black Allied Workers Union (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Black Allied Workers Union (South Africa).

Date on which application was lodged: 14 January 1991.

Interests and area in respect of which application is made: All persons employed in the—

I. Building Industry in the Magisterial Districts of Durban, Pinetown and Pietermaritzburg; and

II. Catering Trade in the Magisterial Districts of Durban, Pinetown and Pietermaritzburg.

For the purposes hereof the above-mentioned industry and trade are defined as follows:

I. "Building Industry", without in any way limiting the ordinary meaning of the expression, means the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, including excavations and the preparation of sites for buildings as well as the demolition of buildings, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof.

Asphalting, which includes covering floors, flat and/or sloping roofs, waterproofing or damp-proofing basements or foundations, whether or not with prepared rolls of roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tarmacadam, neuchatelier, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalt or bitumens, applied either hot or cold to such roofs of floors or basements or foundations;

KENNISGEWING 473 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregisseur, maak iningeval artikel 4 (2) soos toegespas by artikel 7 (5) van die Wet op Arbeidverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Black Allied Workers Union (South Africa). Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriflik by my in te deen p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Prvaaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Black Allied Workers Union (South Africa)

Datum waarop aansoek ingedieng is: 14 Januarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in dien in die—

I. Bouwverdie in die landdrosdistrikte Durban, Pinetown en Pietersburg; en

II. Sieningsbedryf in die landdrosdistrikte Durban, Pinetown en Pietersburg.

Vir die doeleindes hiervan word bogenoemde nywerheid en bedryf soos volg omskryf:

I. "Bouwverdie" beteken, sonder om die ge- wone betekenis van die uitdrukking enigenswyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar gesosseer is met die doel om geboue of bouwerke (wat op die geaardheid van geboue is) op te rig, te voltoo, op te knap, te herstel, te onderhou of te verbou en/of artikels te maak vir gebruik by die opvang, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voor- berei word op die terreine van die geboue of bouwerke, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue sowel as die sloping van geboue, en dit omvat alle werk wat daarin uitgevoer of verrig word deur persone wat by ondergenoemde bedrywighede of onder-afdelings daarvan betrokke is.

Asfatting, wat die volgende instuit: Die bedekking van vloere of plat- en/of skuinsoekake, die waterafvoer en vorderig van kelders of fondamente, hetsy met of sonder bereide rolle dabbedekking of asfaltel met geglaasuur of ongeglaasuur oppervlakke, afgesien daarvan of teermacadam, neuchatelier, limmer of enige ander tipe solide of halfsolide asfalt, mastik of emulsieasfalt of -bitumen gebruik word of nie, wat of warm of koud aan sodanige dakke of vloere of kelders of fondamente aangebring word;
bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphaltling and sheeting;

French polishing, which includes polishing with a brush or pad and spraying with any composition;

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all activities incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

lead light-making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery monuments of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason’s tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders’ smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, destempering, lime and colour washing, and woodwork preservation, and which also includes paint removal, scraping, the washing and cleaning of painted or destempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

messelwerk, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaais of -plate en glastene, die beteeëling van mure en vloere, voegvulling, plaveiwerk, mosaiekwerk, voorwerk met leew, met marmer en met kompossemateriale, noollewêerk, leerwerk en pandekking, bitumenwerk, asfaltener en beplating;

lakpolitoerwerk, wat die volgende insluit: Politonering met ‘n kwas of kussinkie en bespuiting met ‘n kompossestof;

beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of dergelike produkte in die spinnings wat gevorm is in hout- of metaaldeure, -vensters, -ramfe of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;

skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word en nie, met inbegrip van rakkaste, kombuiskaste of ander kombuisvastetoebehore wat by die gebou hoort as permanente deel daarvan;

ruit-in-lood-werk, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklame die (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

klipmesselwerk, wat die volgende insluit: Klipkap- en kipbouwerk, ook die kap en bou van sier- en monumetentalwerk en die vervaardiging en opstelling van grafsten en begraafplaatsgedemptekens van alle soorte, betonnering en die aanbring of bou van voorafgegaste en/of kunsfliek of marmer, plaveiwerk, mosaiekwerk, prikking, mar- en vloerbeteeling, die bediening van klipwerkmasjienê, uitgesonder klippeemasjienê, en die skerpmak van klipmesselars-gereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

metaalwerk, wat die volgende insluit: Die aanbring van stalplaafponne, metaalvensters, metaaldeure, stere-metaalwerk, metaalramme, metaaltrappe en boumetaalwerk, tesaar met die vervaardiging en/of aanbring van getroike metaalwerk, plaatmetaal en uitgedukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosesse insluit: Versiering, emalijening, vlaksikdering, marmering, beitsing, vernissering, vergulding, belyning, sjablonering, muurplakking, spuitskikdering, waspolering, destempering, afwinding, kleurfalking en houtverduursaming, en wat ook insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedestemperde mure en die was en skoonmaak van houtwerk wanneer so- danige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan;
**plastering,** which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing **plaster** board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**plumbing,** which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, calking, ventilating, heating, hot and cold water fitting, the installation of fire-prevention equipment and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**shop, office and bank fitting,** which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;

**steel reinforcing,** which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

**steel construction,** which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

**woodworking,** which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring including wood, cork and rubber, and the sandpapering of same, cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**pleisterwerk,** wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die aanbring van voorwerk in vorms vir stortsteels, die maak en aanbring van pleisterbordplafone en veselpleister of ander komposisiemateriaal, granoliet-, terrasso- en komposiebevloering, komposiemuurbedekking en die -polering, die bediening van 'n Mall en Biax of dergelike tipe verplaasbare toiler en meerdelige sne- en afwerkmasjien, voorafgegaste of kunstlikwerk, muur- en vloerbekleiding, plavei- en mosaikwerk, plaatsaanslagwerk, akoestieksputwerk en alle prosesse wat gepaard gaan met die voltooiing van plafone en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

**loodgieterswerk,** wat die volgende insluit: Loodlastwerk, gasonderwerk, sanitêre en huisingeunerswerk, noolwerk, kalkwerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, die installeer van brandvoorkomsstoring en die verraadiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

**winkel- en kantoorteunisnwork,** wat die volgende insluit: Die verraadiging en/of aanbring van winkelfronte, vensterafskortings, uitstalakaste, toonbanke, skerms en binnenshuisse los en vaste toebehore;

**staalwapening,** wat die volgende insluit: Die maak en opdrag van bekisting en toesigheids oor die buig, plasing en vassnis in die regte posisie van staal en beton;

**staalkonskruisie,** wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaalslike, leërs, staalbalke, of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak;

**houtwerk,** wat die volgende insluit: Timmerwerk, houtbewerk, maasjinering, draaierwerk, houtsnyswerk, die aanbring van golflaster, asbesdagpanne, dakspanbedekking en ander dakbedekkings, klink- en akoestiekmateriaal, gork- en asbesisolasie, houtlatwerk, komposiesplafone en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokke- en ander bevoering, met inbegrip van bevoering met hout, gork en rubber, en die skuier daarvan met skuurrubber, kurkaptystof en enige klas of soort inoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie.

II. "**Verversingsbedryf**" beteken die bedryf waarvoor werkgewers en hul werknemers met mekaar gesos- seer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of soewel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in vanuit enige bedryf sinning of gedeelte
any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, cafés or tearooms;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises, and

(d) where the above-mentioned activities are carried on in or in connection with any theatre, bioscope, bioscope-tearoom or any other entertainment or any function,

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held by such employers, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

Postal address of applicant. P.O. Box 2691, Durban, 4000.

Office address of applicant. Suite 2 and 6, Fifth Floor, Bigden Building, 505–507 Smith Street, Durban

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

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

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

D. W. JAMES,
Industrial Registrar.
(30 May 1991)

NOTICE 474 OF 1991
NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABBATTOIR INDUSTRY ACT, 1976 (ACT NO. 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act No. 54 of 1976), that Mr. J. J. van Zyl, P.O. Box 365, Steynsburg, 5920, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at Tweefonten 17, Steynsburg.

If the application is granted, the abattoir will be used for the slaughter of five head of cattle or 80 sheep/goats or two pigs per day for supplying meat to the residents of Steynsburg and vicinity. daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer vennig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat as openbare restaurante, kafees of tee-
kamers gebruik word;

(b) waar etes of nie-alcoholiese dranke bedien word vir verbruk op die perseel of verskaf word vir verbruk weg van dié perseel;

(c) waar spuit- of mineraalwater in glase of ander hoenders verskaf word vir verbruk op die perseel;

(d) waar bogenoemde werksaamhede vennig word in of in verband met enige teater, bioskoop, kafeeskoop of ander vermaaklikheid of enige onthaal, en dit omvat voorts die verskaffing van drank in enige sodanige bedryfwingtings of op enige sodanige perse- le kragtens 'n drankleiese wat deur sodanige werk- gewers gehou word, maar dit omvat nie hotelhuoers, lossehuishuoers of huurkamerhuoers nie, en dit omvat voorts alle bedrywighede wat met enige van voormeele werksaamhede geparad of daaruit voortspruit.

Posadres van applicant. Posbus 2691, Durban, 4000.

Kantooradres van applicant: Suite 2 en 6, Vyde Verdieping, Bigdengebou, Smithstraat 505–507, Durban

Die aandag word gevrag om onderstaande vereis- tes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakverenig- ging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die fete soos hulle bestaan het op die datum waarop die aan- soek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorheen voorgestelde lede was, in aanmerking geneem.

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

D. W. JAMES,
Nywerheidsregistrator.
(30 Mei 1991)

KENNISGEWING 474 VAN 1991

KENNISGEWING VAN AANSOEK OM GOED- KEURING VIR DIE OPRITTING VAN ’N NUWE ABATTOIR Kragtens Artikel 12 (1) Van Die Wet Op Die Abattoirbedryf, 1976 (Wet No. 54 van 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet No. 54 van 1976), dat mnr. J. J. van Zyl, Postbus 365, Steynsburg, 5920 krags artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedaan het om goed- keuring vir die opritting van ’n nuwe abattoir te Tweefonten 17, Steynsburg.

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slags van vyf beeste of 80 skape/ bokke of twee varke per dag vir die voorversiening van vleis aan die inwoners van Steynsburg en omgewing.
NOTICE 465 OF 1991
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1986

A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,
Director: Directorate Financial Assistance,
Department of Agricultural Development.

<table>
<thead>
<tr>
<th>Application by Aansoek van</th>
<th>Place of meeting Plek van byeenkoms</th>
<th>Date and time Datum en tyd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philippus Albertus Dreyer, Susanna Johanna Dreyer and/or Philippa Dreyer Landgoed (Pty) Limited (Etienne) Bpk (ID 250217 9011 005/26 295/26 009/26), of the farm/land die plaas Retfontein, P O Box/Postbus 1296, Klerksdorp, 2570</td>
<td>Magistrate's Office/Kantoor van die Landdros, Venterdorp</td>
<td>12 July/Julie 1991 at/om 10.00</td>
</tr>
</tbody>
</table>

(30 May 1991)/(30 Mei 1991)

NOTICE 466 OF 1991
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF CANCELLATION OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1986

A meeting of the undermentioned applicant and his creditors which had been convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board, is hereby cancelled due to the death of the applicant on 19 May 1991.

J. H. SMIT,
Director: Directorate Financial Assistance,
Department of Agricultural Development.

<table>
<thead>
<tr>
<th>Application by Aansoek van</th>
<th>Place of meeting Plek van byeenkoms</th>
<th>Date and time Datum en tyd</th>
</tr>
</thead>
<tbody>
<tr>
<td>George Frederik Kuun (ID 250219 5025 005), of the farm/land die plaas Waschbank, P O Box/Postbus 152, Amersfoort, 2490</td>
<td>Magistrate's Office/Kantoor van die Landdros, Amersfoort</td>
<td>11 June/Juni 1991 at/om 10:00</td>
</tr>
</tbody>
</table>

(30 May 1991)/(30 Mei 1991)

NOTICE 470 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that

KENNISGEWING 465 VAN 1991
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKUL- DEISERS KRAFTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1986

Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

KENNISGEWING 466 VAN 1991
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN KANSELLASIE VAN VERGA- DERING VAN SKULDEISERS KRAFTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1986

Hiermee word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, wat belê was met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg, gekanselleer wees die afsterwe van die applikant op 19 Mei 1991.

J. H. SMIT,
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

KENNISGEWING 470 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPROVISOENG, 1956
AANSOEK OM VERANDERING VAN DIE REGI- STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregisterer, maak ingevolge artikel 4 (2) soos toegespies deur artikel 7 (5) van die Wet op Arbeidsprovisie, 1956, hierby
an application for the variation of its scope of registration has been received from the National Union of Employees of Local Authorities; Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

**Name of trade union:** National Union of Employees of Local Authorities.

**Date on which application was lodged:** 11 April 1991.

**Interests and area in respect of which application is made:** All employees engaged in the Local Authority Undertaking in the Magisterial Districts of Dundee, Durban, Estcourt, Glencoe, Inanda, Klip River, Lions River, Lower Tugela, Mooi River, Mount Curne, Mtonjaneni, Paulpietersburg, Pietermaritzburg, Pinetown, Umvoti, Umzinto and Vryheid.

For the purposes hereof—

**"Local Authority Undertaking"** means the undertaking in which employers and their employees are associated for the institution, continuance and finishing of any act, scheme or activity which is undertaken by a local authority.

**"Local authority"** has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

**Interests and area in respect of which registration is held:** All employees engaged in the service of Black local authorities in the Magisterial Districts of Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Middelburg (TvU), Pretoria, Springs and Witbank.

For the purposes hereof—

**"Black local authority"** means a city council, a town council, a town committee or a local authority committee established in terms of the Black Local Authorities Act, No. 102 of 1982, as amended, and unless the contrary intention appears, shall include any other similar institutions or bodies referred to in section 84 (1) (f) of the Provincial Government Act, 1961 (Act No. 32 of 1961).

**"Local Authority Undertaking"** means the undertaking in which employers and their employees are associated for the institution, continuation and completion of any action, scheme or activity undertaken by a local authority.

**Postal address of applicant:** P.O. Box 12532, Katlehong, 1832.

**Office address of applicant:** Town Council of Attendgeville, corner Mnqadi and Komani Streets, Attendgeville.

bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Employees of Local Authorities; Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skryflik by my in te dien, p/a die Departement van Mannekrak, Mannekrakgebou 123A, Schoemanstraat 215, Pretoria (posadres: Privatsak X117, Pretoria, 0001).

**TABEL**

**Naam van vakvereniging:** National Union of Employees of Local Authorities.

**Datum waarop aansoek ingediend is:** 11 April 1991.

**Belange en gebied ten opsigte waarvan aansoek gedaan word:** Alle werknemers in diens in die Plaaslike Overheidsonderneming in die landdorsoorregte Dundee, Durban, Estcourt, Glencoe, Inanda, Kliprivier, Lions River, Lower Tugela, Mooirivier, Mount Curne, Mtonjaneni, Paulpietersburg, Pietermaritzburg, Pinetown, Umvoti, Umzinto en Vryheid.

Vir die doeleindes hiervan beteken—

**"Plaaslike Overheidsonderneming"** die onderneming waarin werkvrouers en hul werknemers met mekaar geassosieer is vir die instelling, voorsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike overheid onderneem word; het

**"Plaaslike overheid"** diéselfde betekens as dié wat daaraan gehoer is deur artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

**Belange en gebied ten opsigte waarvan registrasie gehou word:** Alle werknemers in diens van Swart plaaslike owerhede in die landdorsoorregte Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Middelburg (TvU), Pretoria, Springs en Witbank.

Vir die doeleindes hiervan beteken—

**"Swart plaaslike overheid"**, 'n stadsraad, 'n dorpsraad, 'n dorpskomitee of 'n plaaslike owerheidskomitee wat ingestel is kragtens die Wet op Swart Plaaslike Owerhede, Wet No. 102 van 1982, soos gewysig, en, tansy uit die samehang anders byk, omvat daartoe geregte instellings of liggende bedoel in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961 (Wet No. 32 van 1961);

**"Plaaslike Overheidsonderneming"** die onderneming waarin werkvrouers en hul werknemers met mekaar geassosieer is vir die instelling, voorsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike overheid onderneem word.

**Posadres van applikant:** Posbus 12532, Katlehong, 1832.

**Kantooradres van applikant:** Dorpsraad van Attendgeville, h/v Mnqadi- en Komani Street, Attendgeville.
Attention is drawn to the following requirements of sections 4 and 7 of the Act:

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

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

D. W. JAMES,
Industrial Registrar.
(30 May 1991)

NOTICE 471 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Union of Food, Wine, Spirits and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of trade union | National Union of Food, Wine, Spirits and Allied Workers
| Date on which application was lodged | 13 February 1991
| Interests and area in respect of which application is made | All persons employed in the Wine and Spirit Manufacturing Industry in the Republic of South Africa
| For the purposes hereof— | “Wine and Spirit Manufacturing Industry” means the industry in which employers and their employees are associated for the purpose of manufacturing wine, alcoholic fruit beverages and spirits as defined in the Liquor Products Act, Act No. 60 of 1989, and the expression “manufacturing” includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—
| (a) he sells or distributes or sells and distributes liquor in wholesale quantities, and
| (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.
|

D. W. JAMES,
Nyuwerheidsregistrator.
(30 Mei 1991)
(b) he sells or distributes or sells and distributes
mainly his own manufactured products;
and includes all operations incidental thereto or
consequent thereon."

Interests and area in respect of which registration is
held Persons employed in the Wine and Spirit Manu-
facturing Industry, as defined above, in the Magisterial
Districts of Bloemfontein, Durban, East London,
George, Germiston, Herbert, Kimberley, King William's
Town, Klerksdorp, Khp River, Lower Umfolozi,
Ouddshoom, Paarl, Pietermaritzburg, Pinetown, Port
Elizabeth, Pretoria, Robertson, Stellenbosch, the
Cape, Tulbagh, Virginia, Wellington and Worcester.

Postal address of applicant: P.O. Box 5718, Johanne-

Office address of applicant: 410 Lekton House,
5 Wanderers Street, Johannesburg.

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

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

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

D. W. JAMES,
Industrial Registrar.
(30 May 1991)

NOTICE 472 OF 1991

DEPARTMENT OF MANPOWER

RECOMMENDATIONS OF THE NATIONAL MAN-
POWER COMMISSION ON A LABOUR RELATIONS
AND MINIMUM WAGE SYSTEM FOR FARM
WORKERS

By direction of Mr El Louw, Minister of Manpower, the
above-mentioned Recommendations are published in
the Schedule hereto for general information and
comment.

The Recommendations constitute a part of the Nation-
al Manpower Commission’s Report on the subject and
are published verbatim. The full Report can be
obtained on request from:

The Secretary
(For attention Dr C. J. Aardt)
National Manpower Commission
Private Bag X316
PRETORIA
0001.
Telephone (012) 310-6185.
Telefax (012) 320-2059.

Comments should be in writing and should be
sent to the Director General: Manpower, Private
Bag X117, Pretoria [For attention Mr. P. Viljoen:
Telephone (012) 310-6427] by not later than 30

KENNISGEWING 472 VAN 1991

DEPARTEMENT VAN MANNEKRAG

AANBEVELINGS VAN DIE NASIONALE MANNE-
KRAGKOMMISSIE OOR ‘N ARBEIDSVERHU-
DINGE- EN MINIMUMLOONSTELSEL VIR PLAAS-
WERKERS

In opdrag van mnr. El Louw, Minister van Mannekrag,
word die bogemeld Aanbevelings in die Bylale
hieronder vir algemene intitgting en kommentaar
gepubliseer.

Die Aanbevelings maak ‘n deel van die Nasionale
Mannekragkommissie se Verslag uit en word verbatim
gebeklare. Die volle Verslag is op aanvraag verkryg-
baar van:

Die Sekretans
(Vir aandag dr C. J. van Aardt)
Nasionale Mannekragkommissie
Privaatsak X316
PRETORIA
0001.
Telefoon (012) 310-6185.
Telefaks (012) 320-2059.

Kommentaar moet skriftelik ingediend word en
gestuur word aan die Direkteur-generaal: Mannekrag,
Privaatsak X117, Pretoria [Vir aandag mnr.
P. Viljoen: Telefoon (012) 310-6427] teen nie later
nie as 30 Augustus 1991.
(v) “Health and Medical Services Undertaking” means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics that are not administered by any Government department or any provincial administration.

(vi) “Cleaning Services Undertaking” means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

(7 June 1991)

NOTICE 493 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Suid-Afrikaanse Witwerkersunie. In terms of the Act, particulars of the application are set out in the table below.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Suid-Afrikaanse Witwerkersunie.

Date on which application was lodged: 15 February 1991

Interest and area in respect of which application is made: White persons employed in the mentioned industries and undertakings in the Republic of South Africa:

(i) Battery Manufacturing Industry;
(ii) Financial Institutions Undertaking;
(iii) Motor Industry;
(iv) Local Authority Undertaking;
(v) Rubber and Rubber Product Industry; and
(vi) Sawmilling and Woodworking Industry

For the purposes hereof (i) to (vi) above are defined as follows:

“Battery Manufacturing Industry” means the industry in which employers and their employees are associated for the purpose of the production and/or manufacture and/or mounting and/or reconditioning and/or installation and/or servicing and/or repair of batteries of

KENNISGEWING 493 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN ‘N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ‘n aansoek om registrasie as ‘n vakvereniging ontvang is van die Suid-Afrikaanse Witwerkersunie. Besonderhede van die aansoek word onderstaande tabel verstrekg.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftlik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, 123A, Schoemanstraat, Pretoria (posadres: Praatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Suid-Afrikaanse Witwerkersunie.

Datum waarop aansoek ingediend is: 15 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedaan word: Blanke persone in diens in ondervermelde nywerhede en ondernemings in die Republiek van Suid-Afrika.

(i) Batterynywerheid;
(ii) Finansiële Instellingsonderneming,
(iii) Motornywerheid;
(iv) Plaaslike Overheidsonderneming;
(v) Rubber- en Rubberproduktenywerheid; en
(vi) Saagmeul- en Houwerkrywerheid.

Vir die doeleindes hiervan word (i) tot (vi) hierbo soos volg omskryf: "Batterynywerheid" beteken die nywerheid waarin werkgevers en hul werknemers met mekaar geassosieer is vir die maak en/of vervaardiging en/of montieering en/of herbouing en/of instellering en/of versiering en/of herstel van batterye van dié lood-suur-tipe of
the lead-acid type or component parts thereof; Provided that this does not include the installation and/or servicing and/or repair of batteries of the lead-acid type or component parts thereof, except—

(a) such installation and/or servicing and/or repair of fixed batteries by the manufacturer or the exportation of the battery or composite part thereof, and

(b) such installation and/or servicing and/or repair of motor vehicle batteries by the manufacturer of the battery or component part thereof or the exportation of a component part thereof in terms of its manufacturer's guarantee.

"Financial Institution Undertaking" means—

a banking institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No 94 of 1990);

a building society registered in terms of the Building Societies Act, 1986 (Act No. 82 of 1986), and/or in terms of the Mutual Building Societies Amendment Act, 1986 (Act No. 81 of 1986);

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943);

a pension fund organisation registered in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956),

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No 25 of 1956),

a board of executors or trust company or any other company which invests, keeps in safe custody, controls or administers any trust property,

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981),

a manager who controls or administers a scheme in terms of the Participation Bonds Act, 1981 (Act No. 55 of 1981).

"Motor Industry" means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industry in which employers and their employees are associated for the purpose of—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wireng, upholstering, spraying, painting and/or reconditioning carried on in connection with.

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing servicing, and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations,

samestellende dele daarvan: Met dien verstande dat dit nie die instellering en/of versiening en/of herstel van batterye van dié lood-suur-tipe of samestellende dele daarvan omvat nie, behalwe—

(a) vir sover sodanige instellering en/of versiening en/of herstel van vaste batterye deur die vervaardiger van dié batterye of samestellende deel uitgevoer word, en

(b) vir sover sodanige instellering en/of versiening en/of herstel van motorvoertuigbatterye deur die vervaardiger van dié batterye of samestellende deel uitgevoer word ingevolge sy vervaardigerswaarborg.

"Finansiële Instellingsonderneming" beteken—

'n bankinstelling geregistreer ingevolge die Wet op Deposetonemende Instellings, 1990 (Wet No. 94 van 1990),

'n bouvereniging geregistreer ingevolge die Wet op Bouvereningings, 1986 (Wet No 82 van 1986), en/of ingevolge die Wysigingswet op Onderlinge Bouverenigings, 1986 (Wet No. 81 van 1986);

'n versekeraar geregistreer ingevolge die Verskenniswet, 1943 (Wet No. 27 van 1943);

'n pensioensondernemingsasies geregistreer ingevolge die Wet op Pensioenfondse, 1956 (Wet No 24 van 1956);

'n Onderlinge Hulpvereniging geregistreer ingevolge die Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n ekskuteurskamer of 'n trustmaatskappy of enge ander maatskappy wat beleggings maak of enge toesteeendom van goeder in veilige bewaring hou, beheer of administreer;

'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981 (Wet No 54 van 1981),

'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer.

"Motornywerheid" beteken (behoedens die bepa- lings van enge abakweningsasating gemaak krag- tens artikel 76 van die Wet op Arbeidsverhoudinge, 1956 (die nywerheid waarn werkgewers en hul werk- nemers met mekaar geassosieer is vir dié doel van—

(a) montering, opningting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknappings, bedraading, stof- fering, besputing, verwerk en/of vermywing uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertue;

(ii) binnebrandjens en transmissiekomponente van motorvoertue;

(b) motormecanisierswerk;

(c) die herstel, vulkanising en/of versoling van bu- tebande;

(d) die herstel, versiening en vermywing van batterye vir motorvoertue;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of staling van motorvoertue;

(f) die besigheid gedryf deur vul- en/of dienststasies;
(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by assembly manufacturing establishments;

(j) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are manufactured;

(k) vehicle body building.

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority;

“local authority” has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

“Rubber and Rubber Products Industry” means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(a) The manufacturing of—

(i) rubber;

(ii) any article consisting wholly or mainly of rubber;

(iii) rubber solution;

(iv) any one or more of the following articles of which at least one ingredient is rubber.

Tyres, tubes, conveyor or drive belts, hosepipes, tennis balls, golf balls, football bladders, lining for electric cables, mats, chair cushions, mattresses, covers for brake or clutch pedals and retreading material;

(b) the retreading or rebuilding of rubber goods, excluding tyres, carried on using any one or more of the activities referred to in paragraph (a);

(c) the manufacture of rubber soles or heels except in an establishment manufacturing footwear, and includes all operations incidental to or consequent on any of the aforementioned activities.

“Sawmilling and Woodworking Industry” means the industry in which employers and their employees are associated for the purpose of carrying on any one or more of the following activities:

(a) The processing of rough timber or logs into beams, planks, floor-boards, baulks, mine props, sleepers, wedges or other standard forms by means of splicing, conversion, sawing, planing, machine processing or any other method;

(b) the manufacture of wood-wool, cases, shocks, pack-mats, trays, crates and other articles of which wood is the main component;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of van motorvoertuigonderdele en/of -reservedele en/of -bybepare (hetsy nuut of gebruik) wat daarby hoort, hetsy, al dan nie, sodanige verkoop geskied vanuit 'n perseel wat verbind is aan 'n gedeelte van 'n bedryfsoornting waarin die montering of herstel van motorvoertuie uitgevoer word;

(h) die besigheid gedryf deur motorslopingsonder-

menings;

(i) die besigheid gedryf deur monteerbedryfsoor-

ningen;

(j) die besigheid gedryf deur vervaardigingsbedryf-

soorntings waarin motorvoertuigonderdele en/of -bybe-

hore en/of komponente daarvan vervaardig word;

(k) voertuigbou.

“Plaaslike Underhoudsonderwening” beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of akti-
witeit wat deur 'n plaaslike onderwening onderneem word;

“plaaslike onderwening” het dieselfde betekenis as die wat daaraan geheg is by artikel 1 van die Wet op Ar-

beidsverhoudinge, 1956.

“Rubber- en Rubberproduktenswywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsoorntings met die doel om enige of meer van die volgende werksaamhede te verrig:

(a) Die vervaardiging van—

(i) rubber;

(ii) enige artikel wat geheel en al of hoofsaaklik uit rubber bestaan,

(iii) rubberlym;

(iv) enige of meer van die volgende artikels waar-

van minstens een bestaande deel rubber is:

Buitebande, binnebande, vervoer- of dryfbande, rubberslange, tennisballe, golfsballe, voetbalbinnene-

balle, beëdiging van elektriese kabels, matte, stoelkus-

sings, matrassies, bedekings vir reën of koppelaar-

pedale en versoolmateriaal;

(b) die versool of herbou van rubbergoedere, uitge-

sonderd buitebande, indien verno saam met engeen of meer van die werksaamhede bedoel in paragraaf (a);

(c) die vervaardiging van rubbersole of -hakke, uit-

gesonderd in 'n bedryfsoornting wat skoiesel vervaar-

dig;

en dit omvat alle bedrywighede wat met enige van voormalige werksaamhede gepaard gaan of daaruit voortspruit.

“Sagmeul- en Houtwerkwerkerheid” beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om enige of meer van die volgende werksoornting te verrig:

(a) Die verwerking van hout of boomstompe tot balke, planke, vloerplanka, rubalke, mynstrate, dwarslêers, wie of ander standaardvorms deur middel van splitsing, besaging, saag, skaaf, masjienbewerking of enige ander metode;

(b) die maak van houtwol, kiesies, dyes, pakkemate, platkiesies, kratte en ander artikels waarvan hout die hoofcomponent is;
(c) the manufacture of factory-made buildings or structures or component parts of such buildings or structures, including partitions of wood or wood products that are used alone or together with other materials that are not of wood;

(d) the manufacture in facotnes of factory-made products, mainly from wood, including beams, truss beams and floor-boards, doors and door frames, windows, panel work, ceiling boards, floor-boards and shelves, including the joining together of wood of any measurement in whatever way;

(e) the manufacture in facotnes of products exclusively or mainly of wood, including yokes, yoke-pins, tent-poles, tent-peggs, implement and tool handles, wooden mallets and dowel pins;

(f) the preparation and preventive treatment of poles, fencing-poles, pegs and whole or sawn timber and/or blocks in any form, and

(g) all wood for mining purposes;

and includes all operations incidental to any of the aforementioned activities, but does not include the manufacture of raw planks, chipboard, veneer-wood or plywood.

Postal address of applicant: P. O. Box 7807, Newton Park, Port Elizabeth, 6055

Office address of applicant: 27 Hudson Street, Newton Park, Port Elizabeth

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as members are concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES, Industrial Registrar.
(7 June 1991)

NOTICE 494 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Kennisgewing 494 van 1991

DEPARTEMAT VAN MANNEKRAAG

WET OP ARBEIDSVERHoudINGE; 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegespas deur artikel 7 (5) van die Wet op Arbepsvverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvanger is van die National Industrial and Commercial Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistr lease vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te doen, p/a, die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Pnvatsak X117, Pretoria, 0001)
New federation sets ‘moderate’ course

By DREW FORREST

A NEW “moderate” trade union federation, claiming 22 affiliates with 217,000 members, was launched in Johannesburg this week.

The Federation of Independent Trade Unions (Fitu) adopted a constitution, said to be closely modelled on that of the defunct Trade Union Congress of South Africa (Tusca), and elected leaders.

According to Freddie Schwarz, its general secretary, it will temporarily operate out of the offices of his own Transvaal Leather and Allied Trades’ Industrial Union.

The federation is seen largely as a Tusca revival, and three of its largest affiliates — the SA Typographical Union, the SA Boilermakers’ Society and the Amalgamated Union of Building Trade Workers — once belonged to Tusca. Its president is the typo union’s Martin Deyzel and one of its vice-presidents Mane du Toit of the building union.

Schwarz stressed that most of the affiliates were black, but only one of these, the State, Municipal, Farm and Allied Workers’ Union (formerly the Orange-Vaal General Workers’ Union) has any real profile. The largest, claiming 40,000 members, is the little-known African Miners and Allied Workers’ Union.

Schwarz’s original proposal for a new federation late last year, and his subsequent statements, give an idea of Fitu’s orientation. Their stance is anti-sanctions, pro-free market and opposed to party-political links. He also characterised Cosatu as “an enemy”, embroiled in membership battles with independent unions, but this week said Fitu would seek fraternal relations with other federations.

The formation of Fitu opens a new front in the struggle for labour’s middle ground. At the same time, the Federation of Southern Staff Associations (Fedssa) — which also sees itself as the nucleus of a federation of the centre — is close to linking up with the 300,000-strong Confederation of Metal and Building Unions, South Africa’s key skilled worker grouping.

If the CMBU affiliates to Fedssa, it will boost the latter’s membership to 35,000 and strengthen its foothold in industry. Although Fedssa’s 14 affiliates include industrial unions, its membership is largely white-collar.

The snag is that the CMBU wants to affiliate en bloc, with non-disbanded — and three of its affiliates, the boilermakers, amalgamated building and radio and TV — have joined Fitu.

Stressing that it already has an infrastructure, Fedssa secretary Peter Heymann this week criticised Schwarz for “reinventing the wheel. We already exist as a moderate federation; we think he should join us.”

Replying, Schwarz said: “Fedssa has been around for years — if it is the answer for the independent unions, why haven’t they joined?”
Judge sets aside union member's expulsion

Supreme Court Reporter

The expulsion of Mr. Farrell Hunter, a former office-bearer and branch presidential nominee of the SA Typographical Union, from the union was set aside in the Supreme Court yesterday.

Mr. Justice H.C. Nel, with Mr. Justice J.H. Conradie concurring, found the union's governing board had acted beyond its powers by amending its constitution to allow itself, instead of a branch committee, to hold a disciplinary hearing against Mr. Hunter.

The court also ordered the union to reinstate Mr. Hunter as a bona fide and fully paid-up member of the union retrospective to August 22 last year and also restore him to full pension, mortality, medical aid and employee fund membership.

The union was also ordered to pay costs.

Evidence was that Mr. Hunter had been active in voicing opposition to the union's "old-style" and undemocratic management style and its composition along racial lines.

He had also been accused of having encouraged members not to sign stop orders for union fees and was ruled to be "out of compliance" with union regulations.
LONDON — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1,500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the EC's code of conduct for firms with interests in SA was launched in 1976.

TUC's list is Babcock International Group, BET, BETEC, BOC Group, Frank Fehr, Hickson International, Hunting, Lonrho, Low and Bonar, NEI, A Oppenheimer, Reed International, Renold, Shell and Stebe.
"Super union' on cards

RIGHT-wing white workers were planning to form a "super union" within 18 months, White Mineworkers' Union (WMU) general secretary Peet Ungerer said at a media conference in Johannesburg yesterday.

The abolition of apartheid laws had made it necessary to mobilise the workers into a super union, he said.

White workers had to decide whether to accept or reject the changes which included the opening to all races of corporate residential areas. "We are going to call on all white workers to organise themselves so they can put forward their members' feelings."

A figure of 200,000 members was not unrealistic.

Replying to questions, Ungerer said that even though whites might be outnumbered, the majority of people in the mooted super union represented skilled and qualified personnel. Black workers were largely unskilled.

"We are mobilising all skilled employees so we can address their problems to their employers."

Ungerer did not expect the mobilisation to lead to confrontation.

He denied any connection to the Conservative Party.

The WMU suspended a meeting with Eskom officials yesterday in protest against the opening of their residential areas to all races.

CP leader Andries Treurnicht yesterday said in a statement that opening these residential areas was forced integration. — Sapa.
Right-wing white workers are planning to launch a "super union" in 18 months' time.

Mr Peet Ungerer, general-secretary of the white Mineworkers' Union, said yesterday the abolition of the apartheid laws which had protected whites had made it necessary to mobilise the workers into the new union.

Mr Ungerer said largely skilled personnel would be represented.

Sapa
White super-union planned

Rightwing white workers in South Africa were organising to form a "super-union" within 18 months, the general secretary of the all-white Mine Workers Union, Peet Ungerer, told a Johannesburg press conference this week.

Ungerer said the abolition of apartheid laws, including the opening of corporate residential areas to all races, had made the union necessary. A membership of 200 000 was not unrealistic, he said.

Report by Weekly Mail staff, Sapa
### NOTICE 616 OF 1991

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Food Workers' Council of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

### TABLE

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>Date on which application was lodged</th>
<th>Interests and areas in respect of which application is made</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Workers' Council of South Africa</td>
<td>7 May 1991</td>
<td>All persons engaged in the Food Processing Industry in the Province of Natal, the Province of the Cape of Good Hope and the Magisterial Districts of Bloemfontein, Harrismith and Pretoria</td>
</tr>
</tbody>
</table>

### KENNISGEWING 616 VAN 1991

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSPROFESIENDE sails 1956**

**AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregisseur, maak ingevolge artikel 4 (2) sosos toegespasde by artikel 7 (5) van die Wet op Arbeidspersonele, 1956, hierby bekend dat 'n aansoek om die verandering van sy regtigingsbestek ontvang is van die Food Workers' Council of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaaar maak, word versoek om bronne maan na die datum van publikasie van hiervan kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

### TABEL

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>Food Workers' Council of South Africa.</th>
<th>Datum waarop aansoek ingediend is</th>
<th>Belange en gebied ten opsigte waarvan aansoek gedoen word</th>
<th>Alle persone in diens in die Voedelserwerksbedryf die provincie Natal, die provinsie die Kaap die Goeie Hoop, en die landdorpsdistrikte Bloemfontein, Harrismith en Pretoria</th>
</tr>
</thead>
</table>
For the purposes hereof “Food Processing Industry” means the industry in which food is processed by any means for human and/or animal consumption and, without limiting the scope of this definition, includes the following sectors:

- **Baking**: The baking of bread and confectionery and the manufacture of any commodity or ingredient used in baking.
- **Biscuit Manufacturing**: The manufacture of biscuits, wafers, and cones.
- **Brewing**: The brewing of beer and malt liquor.
- **Cool Drinks**: The manufacture or bottling of cool drinks.
- **Dairy**: Includes the bottling or packaging, sale and distribution of whole or skinned milk, and the manufacture of cream, butter, cheese, yoghurt, buttermilk, ice-cream, and milk powder.
- **Food and Vegetable Processing**: The processing, packaging and preserving of fruit and vegetables, including the following products: Canned or bottled fruit or vegetables, frozen fruit and vegetables, jams, fruit juices, squashes and cordials, dried fruit and minced dried fruit, glace and crystallised fruit, soups, pickles, sauces, herbs, spaces, condiments, chutney, infant and invalid foods, dehydrated fruit or vegetables.
- **Fish Processing**: The processing, packaging or preserving of fish, rock lobster, perlemoen, fish meal or fish oil.
- **Meat Packaging and Processing**: The slaughtering of livestock, the preparation and preservation of meat, polony, bacon, sausage, and raw skins and hides, and includes meat canning.
- **Milling**: The milling of wheat, maize or other cereals, the milling of peanuts and oil seeds, and the manufacture or packaging of the following products: Wheat flour, maize flour and meal, maize rice, samp, mabola meal, rice, breakfast cereals, animal feeds, edible oils and other oil, cake, margarine, peanut butter, macaroni, spaghetti, sago, tapioca, beans, peas and lentils, glucose and starches.
- **Poultry and Eggs**: The slaughtering of poultry, the preparation and preservation of poultry meat, and the packing and distribution for sale of eggs.
- **Nuts and Snacks**: The packaging and processing of edible nuts and snacks.
- **Sugar Manufacturing and Refining**: The refining, processing, production and packaging of sugar, sucrose and sugar by-products.
- **Sweet and Chocolate Making**: The making of sweets and chocolates, and any commodity or ingredient used in making sweets or chocolates.
- **Tea, Coffee and Chicory**: The packaging or processing of tea, coffee or chicory, the roasting of coffee and chicory, and the manufacture of instant tea or coffee powder, essences or extracts.
- **Wine and Spirit Manufacturing**: The manufacture of wines and spirits.

Vir die doeleindes hiervan beteken “Voedselverwerkingbedryf” die bedryf waarin voedsel volgens enige metode verwerk word, en/dat die van menslike en/of dierlike verbruik, en sonder om die omvang van hierdie omkrywing te beperk, omvat dit die volgende sektore:

- **Bak**: Die bak van brood en banket en die vervaardiging van enige verbruikerswaar of bestanddeel wat by bak gebruik word.
- **Beskuitjevervaardiging**: Die vervaardiging van beskuitjies, wateltjies en honnikes.
- **Brouery**: Die brou van bier en moutdrank.
- **Koeldrank**: Die vervaardiging of die bottel van koeldrank.
- **Suwelet**: Sluit in die bottel of verpakking, verkoop en verspreiding van volmelk of afgeroombre melk en die vervaardiging van room, botter, kaas, yoghurt, karrimelk, roomyks en melkpoeper.
- **Visverwerking**: Die verwerking, verpakking of preservering van vis, seekrêf, perlemoen, vismeel of visolie.
- **Vleisverpakking en -verwerking**: Die slag van lewende hawe, die voorbereiding en preservering van vleis, polone, spek en wors en rou velle en huede, en dit omvat die inmaak van vleis.
- **Maaie**: Die maal van koning, melies of ander graansoorte, die maal van grondbonttjes en oliesade en die vervaardiging of verpakking van die volgende produkte: komkommelblom, meelmeelblom en -meel, meierys, stampmelies, mavelameel, rys, onbygtgrane, dierenvoedsel, eetbare olies en ander olie, koek, margaren, grondbonttjebottel, macaroni, spaghetti, sago, tapioka, boontjies, ertges en lensies, glukose en styseels.
- **Plumvlee en Eiers**: Die slag van plumvlee, die voorbereiding en preservering van plumvlees en die verpakking en verspreiding van verkoop van eiers.
- **Neute en Versnapenings**: Die verpakking en verwering van eetbare neute en versnapenings.
- **Sukkervervaardiging en -ruffinering**: Die ruffinering, verwerking, produserings- en verpakking van suiker, sukrose en suikermeweprodukte.
- **Lekkergoed- en Spokoladevervaardiging**: Die vervaardiging van lekkergoed en spokolade en enige verbruikerswaar of bestanddeel wat vir die vervaardiging van lekkergoed of spokolade gebruik word.
- **Tee, Koffie en Sigorei**: Die verpakking of verwering van tee, koffie of sigorei, die brand van koffie en sigorei en die vervaardiging van kitste- of kitskoffiepoeper, essenese of ekstrakte.
- **Wyn- en Spiritualieevervaardiging**: Die vervaardiging van wyn en spiritualies,
Tobacco: The processing and manufacture of tobacco and its derivative products,

Cold Storage, Distribution and Fresh Produce Markets The preservation of food by cold storage, the distribution of food and the marketing of fresh produce

Postal address of applicant: P O Box 3629, North End, Port Elizabeth 6056

Office address of applicant: Print House Building, Room 3, First Floor, 365 Kempston Road, Korsten, Port Elizabeth

Interests and area in respect of which registration is held All persons engaged in the Food Processing Industry as defined above in the Magisterial Districts of Albany, Alwal North, East London, Elliot, Graaff-Reinet, Hankey, Indwe, King William’s Town, Kirkwood, Lady Grey, Middelburg (CP), Molteno, Port Elizabeth, Queenstown, Stutterheim and Uitenhage

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

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

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

D. W. JAMES, Industrial Registrar
(5 July 1991)

NOTICE 617 OF 1991
DEPARTMENT OF MANPOWER

RECOMMENDATIONS OF THE NATIONAL MANPOWER COMMISSION ON THE RESTRUCTURING OF THE NATIONAL MANPOWER COMMISSION

By direction of Mr E van der M Louw, Minister of Manpower, the above-mentioned Recommendations are published in the Schedule hereto for general information and comment.

The Recommendations of the National Manpower Commission (NMC) set out hereunder flow from the meeting between the Minister of Manpower, the South African Consultative Committee on Labour Affairs (SACCOLA), the Congress of South African Trade Unions (COSATU) and the National Council of Trade Unions (NACTU) on 14 September 1990

Paragraph 8 of the minutes of that meeting reads as follows

"The working party agrees that legislation on labour relations cannot work unless there has been extensive consultation with at least the major actors in the labour relations arena and broad consensus on the legislative framework for the regulation of

Tabak: Die verwerkings en vervaardiging van tabak en sy derivaatprodukte,

Koelkamers, Verspreiding en Varsproduktemarkette.

Die preservering van voedsel in koelkamers, die verspreiding van voedsel en die bemarking van vars produkte

Posadres van applikant Posbus 3629, Noordeinde, Port Elizabeth, 6056

Kantooradres van applikant Print House-gebou, Kamer 3 First Verdieping, Kempstonweg 365, Korsten, Port Elizabeth

Belange en gebede ten opsigte waarvan registraas gehou word. Alle persone in diens in die Voedselverwerkingsbedryf soos hierbo omskryf, in die landdorIODestrikte Albany, Alwal-Noord, Elliot, Graaff-Reinet, Hankey, Indwe, King William’s Town, Kirkwood, Lady Grey, Middelburg (Kaap), Molteno, Oos-Londen, Port Elizabeth, Queenstown, Stutterheim en Uitenhage

Die aandag word gevestig op onderstaande verste kes van artikel 4 en 7 van die Wet:

(a) Die mate waarin ‘n beswaarmakende vakvereeniging verteenwoordigend is, word ingevoeg artikel 4 (4), soos toegespas by artikel 7 (5), bepaal volgens die fete soos hulle besta en het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevoeg artikel 1 (2) van die Wet op voormalde datum valwaardige lede was, in aanmerking geneem

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

D. W. JAMES, Nywerheidsregistrateur
(5 July 1991)
Unions and bosses narrow the money gap

Labour Reporter 11 Dec 11/1

WAGE negotiations are being conducted with increased pragmatism by unions and employers because of the economic climate and financial problems, says a leading industrial relations consultancy.

A report published by Andrew Levy and Associates says there is a definite closing of the gap between negotiated wage increases (15.5 percent) and the official rate of inflation (13 percent) for the whole of 1991.

The figures in 1988 were 17.9 percent and 13.2 percent respectively.

Wage and job-security issues still dominate negotiations, with unions dropping peripheral demands quickly, if tabled at all, says report co-editor Mr Eric Jancowitz.

"This pragmatic approach by unions is also evident in the disclosure by one of Cosatu's major affiliates that they are negotiating a wage freeze with one severely depressed concern in an attempt to keep as many jobs as possible under the circumstances."

Unions were concentrating on winning good settlements in growth sectors while showing some restraint in their dealings with the less healthy concerns.

The food and retail sectors reflected the highest settlement levels and above-average...
Victory - union is 'happy'

THE NATIONAL Union of Steel and Allied Workers scored a major victory when it negotiated better salaries for its members this week.

Mr Ndumo Khumalo, general secretary of NUSAWU, said his union also signed a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations".

He said: "The union, represented by Mr Mlungisi Twana, convinced management to recognise it."

The union also negotiated fewer working hours for its members without loss of pay.
White union to monitor race mixing

Action committees will be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers Union said in a statement in Johannesburg yesterday.

"The opening of residential areas by Eskom could lead to a chain reaction where most of the Conservative Party-controlled towns would be mixed in a very short time," the statement said.

It was accepted that Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations.

These companies supplied housing for their workers on the East Rand and in towns such as Vanderbijlpark, Welkom, Secunda, Witbank, Middelburg and Klerksdorp and various parts of Pretoria.

Company housing was usually provided at a very reasonable rental, and affordability would not be a problem for the lower-income groups.

This would inevitably lead to mixed schools, a fall in property prices and neighbourhood standards as well as mixed town councils, the statement said. -- Sapa
White miners take action

Action committees would be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers' Union has warned.

"The opening of residential areas by Eskom could lead to a chain reaction where most Conservative Party-controlled towns would be mixed in a very short time," it said.

Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations, the MWU added.
White miners call dispute

A dispute has been declared by trade unions representing skilled mineworkers in annual pay talks with the Chamber of Mines. The Council of Mining Unions (CMU), comprising six unions, demands a 10% increase on gold mines and 12% on collieries. The initial demand was for 20% more on all mines. Chamber spokesman Peter Boulle says it is chamber policy not to comment on negotiations until settlement is reached. CMU spokesman Ben Nicholson says the chamber is offering 4% for both gold and coal mines.

By ADRIAN HERSCH

Mr. Nicholson says the chamber wants harmony, a marginal gold mine, and several small collieries to be excluded from the negotiations. The CMU rejects the request. The CMU also wants better shift allowances and longer leave. Mr. Nicholson says the current gold price in Rand terms justifies a 10% increase on gold mines. The healthier economic position of collieries warrants a higher wage for its workers than gold miners.
Unionists March

ABOUT 100 members of the South African Black Municipal and Allied Workers Union yesterday marched on the Watville Council offices, demanding sites they were allegedly promised by the municipality.

They have given the council until July 19 to respond. The workers, all employees of the council, demanded that houses be built on 16 sites which they were allegedly promised by the council.

Their grievances also included improved working conditions, better salaries and increases of between 25 and 35 percent.
Union scores wage rise for steel workers

THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomeare Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year “after months of intensive negotiations.”

He said: “The union, represented by Miungai Twana, managed to convince management of Printed Circuit Laboratories to recognise it.”

The union also managed to negotiate less working hours for its members without loss of pay.

Tibane added: “The company agreed that our members can now work for eight hours a day. “I must say this has not been an easy task for the union. “We have tried for so many months to get management to recognise us,” he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

“The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry.”
Row over Eskom desegregation

PROVOCATIVE MESSAGE: Protesters make their point at the Mineworkers' Union meeting.

ABOUT 250 white workers gathered at Megawatt Park last night to voice their outrage at Eskom's decision to desegregate its residential areas.

The stormy open-air meeting at Eskom's head office, organised by the Mineworkers' Union (MWU), was attended by members of right-wing paramilitary groupings, the Conservative Party and Transvaal Agricultural Union.

Individuals shouted racist slogans and a banner bearing the legend "Open our town! One black, one bullet" was raised during an address by Mineworkers' Union general secretary Peet Ungerer.

Reading a petition handed to Eskom officials before the meeting, Mr Ungerer said Eskom had set a precedent which would be followed by other big companies.

"These companies are not concerned about what (will happen to) the princes of homes, residential standards, separate white lifestyles and the peaceful nature of our residential areas," he said.

Mr Ungerer said: "They are also not concerned about the effects of such a step for white schools, voting lists and own community life."

At the meeting, the formation of Akue Ee Woongsbeede (AEW), an action group aimed at combating residential integration countrywide, was announced.

"We say today 'Up to here and no further' The whites are in their last trench. We will not submit," Mr Ungerer said.

Sapa reports that the delegation of MWU members was met by Eskom's personnel manager, Danie du Plessis, and industrial relations manager Raan Neethling.
A DELEGATION of the rightwing Mineworkers' Union (MWU) on Friday gave Eskom several petitions rejecting the desegregation of the corporation's residential areas.

The petitions were accepted by two Eskom officials on the way to a meeting with 12 MWU men at the company's head office at Megawatt Park in Sandton.

About 250 people, including representatives of the Afrikaner Weerstands beweging, the Boere Kommando, Conservative Party MPs, the Transvaal Agricultural Union and the CP-controlled towns, gathered on the Eskom sportsfields in support of the MWU.

"The people who take our land from us will lick blood from the streets," said MWU official KP Cronje. "This is a matter which affects everyone, not just Eskom."

The 12-man MWU delegation was led by general secretary Peet Ungerer and organising secretary Flip Buys.

Ungerer said the petition marked the beginning of the "Action Own Residential Areas" campaign.

"We are not planning to share our neighbourhoods with any other race group. The MWU rejects this," he said.

Eskom's personnel manager Dane du Plessis said, "Our main aim is not to react to the petition, but to look at the relationship between the union and our own personnel." — Sapa
NOTICE 671 OF 1991

DEPARTMENT OF MANPOWER

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

1. David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transvaal Clothing Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing, to the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: Transvaal Clothing Manufacturers' Association

Date on which application was lodged: 6 May 1991

Interests and area in respect of which application is made: All employers engaged in the manufacturing of fabric by means of a knitting process and the manufacturing of wearing apparel and hosiery, or parts thereof, from knitted fabrics, whether or not such fabrics are produced by the manufacturer himself, in the Province of the Transvaal

Postal address of applicant: P.O. Box 6533, Johannesburg, 2000,

Office address of applicant: Sterling House, 131 Pritchard Street, Johannesburg

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

KENNISGEWING 671 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak in gevolge artikel 4 (2) soos toepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, by hervorbring dat 'n aanvraag om die verandering van sy registrasiebestek ontvanger is van die Transvaal Clothing Manufacturers' Association. Besonderhede van die aanvraag word in onderstaande tabel verstrekg.

Enige geregistreerde werkgewersorganisasie wat teen die aanvraag beswaar maak, word versoek om binnen een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te doen, p.a. die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Prvvaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Transvaal Clothing Manufacturers' Association

Datum waarop aanvraag ingediend is: 6 Mei 1991

Belange en gebied ten opsigte waarvan aanvraag gedoen word: Alle werkgewers betrokke by die verandering van kleedstof deur middel van 'n brefproses en die vervaardiging van klerasse en kousware, of deel daarvan, van breostowwe, heksies sodanige stowwe deur die vervaardiger self vervaardig word al dan nee, in die provinsie Transvaal

Posadres van aanvraag: Posbus 6533, Johannesburg, 2000

Kantooradres van aanvraag: Sterlingsgebou, Pritchardstraat 131, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.
(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar

NOTICE 672 OF 1991
SOUTH AFRICAN RESERVE BANK
SECTION 30 (F) OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990
CHANGE OF NAME. THE INTERNATIONAL BANK OF JOHANNESBURG LIMITED

It is hereby notified for general information that The International Bank of Johannesburg Limited, a registered deposit-taking institution, changed its name to Societe Generale South Africa Limited on 1991-07-15

(26 July 1991)

NOTICE 673 OF 1991
SOUTH AFRICAN RESERVE BANK
SECTION 30 (F) OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990
CHANGE OF NAME. UNITED BANK LIMITED

It is hereby notified for general information that United Bank Limited, a registered deposit-taking institution, changed its name to UB Ninety Nine Bank Limited on 1991-07-12

(26 July 1991)

NOTICE 674 OF 1991
SOUTH AFRICAN RESERVE BANK
SECTION 30 OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990
CANCELLATION OF REGISTRATION UB NINETY NINE BANK LIMITED AND CHANGE OF NAME UNITED BUILDING SOCIETY LIMITED

It is hereby notified for general information that the registration of UB Ninety Nine Bank Limited was cancelled on 1991-07-12. The name of United Building Society Limited, a registered deposit-taking institution, was changed to United Bank Limited on 1991-07-12, following upon the transfer of the assets and liabilities of UB Ninety Nine Bank Limited to United Building Society Limited.

(26 July 1991)

(a) Die mate waarm 'n beswaarmakende werk- gewers organisasie verteenwoordigend is, word inge- volge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die leste soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge arti- kel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

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

D. W. JAMES,
Nyeerheidsregistrateur.

KENNISGEWING 672 VAN 1991
SUID-AFRIKAANSE RESERWEBANK
ARTIKEL 30 (F) VAN DIE WET OP DEPOSITO- NEMENDE INSTELLINGS, 1990
NAAMSVERANDERING THE INTERNATIONAL BANK OF JOHANNESBURG BEPERK

Hierby word vir algemene inligting bekendgemaak dat The International Bank of Johannesburg Beperk, 'n geregistreerde deposito-nemende instelling, sy naam op 1991-07-15 na Societe Generale South Africa Beperk verander het

(26 Julie 1991)

KENNISGEWING 673 VAN 1991
SUID-AFRIKAANSE RESERWEBANK
ARTIKEL 30 (F) VAN DIE WET OP DEPOSITO- NEMENDE INSTELLINGS, 1990
NAAMSVERANDERING UNITED BANK BEPERK

Hierby word vir algemene inligting bekendgemaak dat United Bank Beperk, 'n geregistreerde deposito-nemende instelling, sy naam op 1991-07-12 na UB Ninety Nine Bank Beperk verander het

(26 Julie 1991)

KENNISGEWING 674 VAN 1991
SUID-AFRIKAANSE RESERWEBANK
ARTIKEL 30 VAN DIE WET OP DEPOSITO- NEMENDE INSTELLINGS, 1990
KANSILLASIE VAN REGISTRASIE UB NINETY NINE BANK BEPERK EN NAAMSVERANDERING UNITED BOUVERENIGING BEPERK


(26 Julie 1991)
'Mill workers' have union, but no mills

THE Inkatha-affiliated and state-funded United Workers' Union of SA (Uwusa) is registered with the Manpower Department to represent about 300 mill workers in a Natal town.

Although the union — which is at the centre of a controversy over covert funding of R1.5m it received from the SAP — claims a membership of about 270,000, its certificate of registration limits it to organising "all workers in the milling industry in the magisterial district of Inanda."

Although it is free to organise workers where it likes, Uwusa would enjoy the advantages of belonging to industrial councils only in its area of registration.

Sources in the milling industry in Natal said yesterday the bulk of agreements in the industry had been concluded with the Cosatu-aligned Food and Allied Workers' Union. They knew of no milling concerns in the Inanda magisterial district.

However, there was a maize mill at Tongaat, but this had transferred its operations to Estcourt in 1996. Uwusa's registration became valid only from August 1997. The mill in question employed about 400 workers, Tongaat-Hulett group public relations manager Ron Phillips said yesterday. He had no recollection of Uwusa being organised at the mill.
The National Union of Leather Workers (NULW) will hold its first national congress in 65 years in Pietermaritzburg on Saturday.

Its general secretary, Mr Kessie Moodley, said the 28 000-member union had previously been controlled by an undemocratic leadership.

"This congress marks the eventual breakaway from this tradition," Moodley said.

The South African Clothing and Textile Workers Union (Sacitwu) general secretary, Mr Lionel October, said his union hoped the NULW would address the questions of unity and a possible merger.
Board to tackle dismissals

By Mbuyiselo Mtshkeketshe

A CONCILIATION board will attempt to resolve the dispute around the recent dismissal of four Transport and Omnibus Workers Union (TOWU) members at Lombard's Transport Company in Parow.

Their dismissal follows disciplinary hearings against shop steward Mr James Mpambane and other workers. Workers who have joined the union claim they are being harassed and victimised by the management, who have refused to recognise the union.

The local manager of the company, Mrs HJ Badenhorst, said no workers had been dismissed and declined further comment.
Unions refuse to pay VAT

The trade-union federations Cosatu and Nactu said yesterday that they and their affiliates would refuse to pay VAT on union subscriptions and affiliation fees.

They also accused the Minister of Finance, Mr Barend du Plessis, of reneging on an agreement reached between them on July 16. The agreement was that Mr Du Plessis respond within 48 hours to their representations against paying VAT on trade union subscriptions and affiliations.

At its congress, Cosatu decided to spearhead a coalition of organisations to oppose aspects of VAT which had adverse effects.
Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives.

It was reported yesterday that Inkatha representatives had met a delegation from the factory.

Inkatha spokesman Mr Humphrey Nkomo said he could not comment on the meeting as he was "still waiting for a report from his delegation".

The factory’s head office in Cape Town could also not release a statement.

Somewhal 29/10/11

The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as jam factory) in Boksburg.
Union's first congress

THE National Union of Leather Workers will hold its first national congress this week since being registered as a trade union 65 years ago.

This historic congress will be attended by more than 28 000 delegates from various parts of the country. It will take place in Maseru on Saturday.

Mr. Kessie Moodley, general secretary of NULW, said the congress would be important for the union as the event "marks the eventual breakaway of the NULW from the traditional Trade Union Council of South Africa."

He said, "Our organisation should take its rightful place in trade union movement activities, representing the interests and aspirations of the oppressed and exploited working-class majority."

"This move towards democratising the union and facing the challenges of the ever-increasing sophistication and deception of the capitalist ruling class has come as a result of reviewing both the policies and principles of the union and amending the outdated and undemocratic constitution of the union," Moodley added.

He said the new structures under the revised constitution created a situation whereby workers elect shop stewards who then get elected both to the branch and national structures, with the national congress being the supreme policy-making body.

Moodley said among resolutions to be debated at congress were:

- Affiliation to a trade union federation;
- National campaigns against issues such as VAT;
- Organising the homelands; and
- Trade union independence with regard to political agendas.
Militant leatherworkers

The non-aligned National Union of Leatherworkers expressed concern at divisions in the labour movement at its first-ever national congress at the weekend.

While retaining its independence, the NULW said it was heartened by Nactu general secretary Cunningham Ngeukena's speech at the Cosatu congress calling for unity of the two federations. The congress also pledged itself to joint action with other unions on such issues as VAT.

The NULW, which has been locked in a bitter organising battle with Cosatu's textile affiliate, appeared to be drifting into Nactu's orbit last year. The holding of the congress indicates a shift to a more militant approach by this long-established, historically conservative union.

Reports by Weekly Mail staff, Sapa
White miners sign bonus, pay deal

VERA VON LIERS

MORE than 40 000 predominantly white members of the Council of Mining Unions (CMU) and three officials’ associations have struck a wage deal modelled on the NUM-Chamber of Mines agreement signed at the end of July.

The deal covered artisans, qualified miners and officials. It was concluded late last week, a chamber spokesman said.

The agreement for most gold mines includes increases ranging from 4% to 6.5% plus two bonus schemes — one linked to the gold price and the other to “workplace efficiency”.

Two mining groups, believed to be Gold Fields and Anglovaal, will not participate in the bonus schemes. The same two opted out of a similar deal with the NUM.

ERPM and Harmony were excluded from the agreement “on the understanding that their particular financial circumstances called for separate negotiations”.

Colliery employees are to receive increases ranging from 7.5% to 9%.

Last year, unless represented by the CMU received a 13.5% increase.

A chamber spokesman said the deal represented the need to contain costs while saving jobs in the mining industry.

The three officials’ associations are the Mine Surface Officials’ Association, the SA Technical Officials’ Association; and the Underground Officials’ Association.
Union groups absent from advisory team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tr>
<td>Lawrence McCrystal</td>
<td>Barlow Rand executive chairman</td>
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<tr>
<td>Warren Clewlow</td>
<td>Transnet and Iscor chairman</td>
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<td>Marius de Waal</td>
<td>Has been re-appointed as chairman and vice-chairman, respectively, for the new three-year term</td>
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<td>Derek Keys, Old Mutual</td>
<td>Chairman Mike Levett and Sanlam CEO Pierre Steyn were among new names announced yesterday.</td>
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<td>Nafnoc and Naetu</td>
<td>Invitations have been sent to Nafnoc, Cosatu and Naetu and that responses were expected next month. Indications yesterday were that Cosatu could refuse the invitation.</td>
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<td>IDC chairman Koos van Rooy</td>
<td>Other leading new members include IDC chairman Koos van Rooy, Sacob director-general Raymond Parsons, tax expert Michael Katz, AECI MD Mike Sander and outgoing Board of Trade &amp; Industry chairman.</td>
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Union seeks overseas funding

THE United Workers Union of South Africa has decided to encourage overseas government investment in this country.

The resolution was taken at UWUSA's national council meeting held in Newcastle, Natal, at the weekend and attended by all shop stewards from the regions.

On the issue linking the union with State funding, the president of the union, Mr AB Mishali, said an internal enquiry into the matter was being conducted by a new national executive.

He said the new executive knew nothing about the Government funding UWUSA.

Meanwhile Mishali said his union would re-dedicate itself to the struggle of the workers. He said while apartheid was being eradicated in South Africa, racial discrimination was still rife on the factory floor. - Sapa
Cosatu takes action on Uwusa scandal

Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa (Uwusa)

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence.

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa.

NUM representative Jerry Matjila said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers.

Matjila also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa.

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa.

Meanwhile, the Congress of South African Trade Unions (Cosatu) this week began a programme of mass action in the funds scandal. A two-day strike was coordinated by Cosatu and other organisations.

Cosatu also met Numsa last week to hammer out a code of conduct to govern employer relationship with trade unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment.

Saccola and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector.

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation.

BTR has a long history of strife with Numsa because of its relationship with Inkatha. In December 1986, two Numsa stewards from Mphophomeni in Natal were murdered by Inkatha members. Numsa alleges this was directly related to the alliance of BTR, Uwusa, Inkatha and security police.

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985.

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years, Uwusa achieved recognition within months of it being formed in May 1986."

But Sarmcol rejects allegations of collaboration and says, "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals."

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police. The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers.

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa. Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in.

James Nhombela, an Uwusa organiser at Iscor, was identified as an instigator in this, and other incidents, but no action was taken against him.

Nhombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Ntsangane at Anglo American's Coronation Colliery in Vryheid.

After the murder, the NUM granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials.

Iscor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.
angry workers

Katies claim just like white, We're treated

Overworked and

underpaid in the

Booze Utopia
Commit to PF call by Bawu

ALL political organisations which pronounce commitment to democracy and freedom should be incorporated in the Patriotic Front. Sowetan 27/11

The Black Allied Workers Union took this resolution during a welcoming rally at the weekend in honour of founder secretary-general Mr Drake Koka, who returned after 14 years in exile. (150)

Mr BE Khumalo, secretary-general of Bawu said the union believed "there should be a totality of involvement" Sowetan Reporter
A MAN was shot dead and two others killed in fights between rival unionists yesterday at an East Rand iron- and steel-making factory. The deaths, in an area traditionally dominated by the metal-workers' union, brought the number of people killed in a period of factory violence to seven.

Another employee, described as a blacksmith, was hospitalized in critical condition after the shooting, which occurred at the entrance to the factory. Two people were injured in the shooting, one of them seriously. The injured man was taken to hospital immediately after the shooting.

The factory, which is owned by a local company, has been the scene of intermittent violence between rival unionists in recent months. Yesterday's incident was the latest in a series of clashes that have left five people dead and dozens injured.

A spokesman for the management of the factory said that the company had been working closely with police to ensure the safety of its employees. He added that the management was committed to finding a peaceful resolution to the conflict.

BY KENOSI MODIANE
1 killed, 2 injured in union clashes

Own Correspondent

A man was shot dead and two others critically wounded yesterday, following clashes between rival unions at the Langeberg Corporation and Canning factory in Boksburg and Benoni.

Seven workers have died since fighting broke out two weeks ago between the United Workers Union of South Africa (Uwusa), and Cosatu's Food and Allied Workers Union (Fawu).

Police said the men were shot by three armed assassins with shotguns and a 9mm pistol outside the Langeberg Corporation at 12.25pm yesterday.

The attack took place as the workers were leaving the gates of the premises, police said. The gunmen approached them, opened fire and fled on foot. One of the workers died instantly and the other two were admitted to the Boksburg Benoni hospital.

The attacks were "related to dismissals at the Corporation and Canning factory and it is believed that the victims refused to take part in strike action," police said.

A spokesman for Langeberg Corporation and Canning, Dev du Toit, confirmed the deaths of four employees in the past week. He said he had been informed of a clash between two rival unions.

Fawu shop stewards at the factory said some of the attackers were "Uwusa members known to employees".

Uwusa spokesman Duke Senakgomo yesterday blamed management for the clashes.

On Monday Langeberg employee, Solomon Nokatshana (30), was gunned down at his home in Zitha Street, Wattville in front of his family by an unknown man who entered the house and opened fire. Mr Nokatshana was also an ANC member in the township.

A Daveyton man, Phillios Shilakwe, also employed at Langeberg, was found dead on the corner of Van Dyk road and Commissioner Street at 5.30am last Wednesday.

A colleague told police that the attacker fled on foot.

The body of a Wattville man, Mncedi Meutwu (37), was also found in Van Dyk road at 6.45am last Monday.

Police said no arrests had been made and intensive investigations were continuing.
Zulus hounded into claim

THE United Workers Union of South Africa has threatened to take Langeberg Cannings to court for allegedly dismissing all Zulu-speaking workers at its Boksburg factory.

A spokesman for the Inkatha Freedom Party-aligned Uwusa, Mr Duke Sennakego, said the clashes at the factory were a sequel to the dismissal of 38 Zulu workers following a complaint by a rival union, the Food and Allied Workers Union.

He said Fawu members had refused to work with Uwusa members and pressured management to dismiss Zulu-speaking workers.

"Not all Zulu-speaking workers at the factory are members of Uwusa," he said. But some members had been affected by the demotion - Sapa.
Cosatu seeks end to clashes at factories

By Brian Sekuta

Cosatu yesterday threatened countrywide strikes and demonstrations if the Government failed to halt industrial violence.

Five people have died in factories on the East Rand in violence allegedly between Inkatha-aligned United Workers Union of SA (Uwusa) members and Cosatu members.

Cosatu also alleges that Uwusa members are attacking Cosatu members in northern Natal townships.

Cosatu deputy general-secretary Sam Shilowa yesterday demanded that the Government take immediate action against Uwusa, which he said was a “creation of the security police”.

"F W de Klerk complains that people accuse him of having a double agenda. But as long as violence continues to be perpetrated against our members by Uwusa vigilantes with impunity, we will continue to believe that he does have a double agenda. However, we will not allow this violence to derail our commitment to the peace process," he said.

Cosatu members had been attacked by Uwusa members inside factories and shot at at tram stations, Mr Shilowa added.
In the immediate aftermath of the Inkatha funding scandal, a fresh wave of workplace violence has erupted involving Inkatha’s labour wing, the United Workers Union (Uwusa).

Concentrated on the East Rand, the spate of incidents includes random attacks on workers in industrial areas, at which least six have died and many have been injured. There are also repeated claims of forced recruitment and harassment and intimidation by Inkatha/Uwusa vigilantes.

The Congress of South African Trade Unions believes Uwusa is bent on demonstrating its defiance in the wake of the Inkatha scandal, details of which were first revealed by the Weekly Mail six weeks ago.

Cosatu spokesman Neil Coleman also suggested that elements within Inkatha/Uwusa might be set on derailing the current church-mediated peace process. “We know that certain warlords and vigilantes went out of their way to sabotage the January 29 peace accord between Inkatha and the African National Congress,” he said.

Uwusa general secretary Dumsani Dhlala was contacted for comment, as was the union’s East Rand representative, Duke Sennakgomo. Neither was available.

By far the most serious incidents have centred on the Langeberg Foods factory in Boksburg, where five workers, at least two of them members of Cosatu’s Food and Allied Workers Union, have been killed in recent weeks.

Langeberg executive Des du Toit said the violence followed the paying off of about 150 seasonal workers who had come to the end of short-term contracts.

This has been given a “political meaning”, and a large group of men had gathered at the factory on August 15 to demand the reinstatement of dismissed workers.

The Weekly Mail has been sent on Inkatha-letterhead notepaper, addressed to the Langeberg managing director, demanding the reinstatement of dismissed Inkatha members and a ban “on the existence of any trade union on company premises”.

Fawu has an overwhelming majority at Langeberg and has long been recognised there.

The letter also calls for the suspension of production until the demands are met.

On the same day it was delivered, two workers were shot, one fatally, at the nearby Dunsman railway station. Another was killed the following day, and on Tuesday last week, three more were shot dead.

In addition, the home of the Fawu shop-steward committee chairman was attacked and partly destroyed.

Pitting further violence, Langeberg workers stayed home on Wednesday and part of Thursday last week.

Uwusa’s Sennakgomo has been quoted as blaming management “for allowing itself to be bullied by the Cosatu/Fawu/ANC alliance into driving out our members”.

“After we tried to speak to them but they allowed the situation to get out of hand,” he is quoted as saying.

Another storm-centre has been the Drehoeke industrial area, near Germiston, where in response to a pattern of violence, intimidation and forced recruitment, workers in many factories came to work late and left early throughout last week.

Random assaults on workers in the streets of the industrial areas is also said to have provoked a spontaneous worker protest march on August 21.

Days earlier, 11 Cosatu affiliates held crisis talks with the Germiston Chamber of Commerce at which it was agreed to set up a joint violence monitoring group.

The signs are that the violence is linked to an Uwusa recruitment drive. Arnold Blumenthal, managing director of Pan African Shop Fitters in Drehoeke, said that until recently “we had only ANC supporters here. Since these other guys appeared, violence has cropped up.”

He added that some employers had invited Uwusa into their plans “because the existing unions give them such uphill they can’t carry on”.

Wedge Steel managing director David Block confirmed his employees had complained to management about being attacked by “certain gentlemen carrying sticks”.

An internal document circulated by Cosatu’s Wit region lists the following incidents in Drehoeke last month, for which it blames Uwusa members:

- On August 1 Benjamin Ramagale, of Pan African shop fitters, is assaulted.
- On August 8 a group of workers from various factories is surrounded by armed men and threatened with violence.
- On August 16 Isaiah Nana of Current Electrical is attacked with knobkerries at the station.
- On August 20 Ramagale is again assaulted.
- On August 21 male and female workers are attacked at random in the streets of Drehoeke. Some are seriously injured and admitted to hospital.

The document also lists the fatal shooting of a worker at Rand Scrap Iron, in Germiston South, outside the factory gates on August 19.

The upsurge in Uwusa-linked violence receives specific mention in a recent Cosatu memorandum to the United Nations on political developments in South Africa.

“Since the Inkathagasa revelations, attacks by Uwusa/Inkatha vigilantes on Cosatu members has intensified, particularly in industrial areas and factories,” it says.

“Workers are forced to produce their membership cards, and if they are not members of Inkatha/Uwusa they are assaulted. Striking or baling workers are attacked, or attacked simply for singing freedom songs. A number of Cosatu members have been injured or killed.”
NEWS IN BRIEF

Unions attack VAT

THREE trade union federations representing 43 unions, and 16 unaffiliated unions, met in Johannesburg on Saturday to discuss the implications of VAT.

The conveners, Cosatu and Nactu, said the meeting was a follow-up to the VAT summit on August 22. They said a second meeting would take place before the second VAT summit on September 28, so that unions could agree on a programme of action for submission to the summit.
Union Workers Give 10c each to raise R1 000

Each to raise R1 000

8000

October 9, 1926, or Box 299 Cape Town.

The Acting President of the Federation of Trade Unions, Mr. L. E. de Klerk, said...
PRETORIA. — The Public Servants' Association is to register as a trade union to protect members who move from the public to the private sector due to privatisation.

Addressing the PSA's annual meeting here yesterday, PSA president Mr Johan van Wyk said other ways of improving bargaining power were being pursued. He appealed to the government to commit itself to a fixed three-year programme to improve public service pay.
Firm denies it locked staff out

THE Delmas Milling Company has denied that members of the Food and Allied Workers Union were locked out of the company’s premises in Randfontein.

A statement issued by a spokesman for the company said although a number of workers demonstrated outside the company’s premises last Wednesday, they had not been locked out. It said Fawu members had been asked to demonstrate outside the factory gates to prevent clashes.

The statement added that the Food Beverage Workers Union had not accepted a 14 percent wage increase as stated in earlier reports. The union had accepted an 18 percent wage offer, it said. Fawu said one percent was the norm in the industry.

The situation was reported to be calm and production was unaffected. A spokesman for the union confirmed that the union had accepted an 18 percent wage offer from management.
if they can sort out their debts

Actors' unions set to merge —

Unions to merge

However, the ACT and the ASU say there's no

The proposed merger of the Australian Actors'

Unions to merge
New union for health workers

A NEW trade union aimed at catering for workers in the health and public sector has been formed.

The South African Health and Public Service Workers' Union boasts an estimated 2,600 members in the Pretoria, Groblersdal and Lydenberg areas.

Mr Silas Baloyi, the union's general secretary, said yesterday they had lodged an application for registration with the Department of Manpower. "We are waiting for a response," he said.

Baloyi said they had not received objections from other trade unions or associations in the same industry. "This is not surprising because no single trade union organising in the health and public sector is registered throughout the country.

Baloyi called on all staff associations in the sector to disband and join its ranks "to enjoy true democracy and workers' control".

Baloyi said his union was not affiliated to any trade union federations. "We will consider doing that after we have cleared up a number of issues with the trade union federations." - Sowetan Correspondent
Union opens to all races

THE Afrikaans Teachers Union has opened its doors to teachers of all race groups.

It was decided at the union's annual congress in Durban that all professionally qualified teachers who could identify with the mission and aim of the union would be allowed to join.

Dedication to Afrikaans education was reaffirmed as well as the right of the Afrikaner child to be educated in his own cultural surroundings.

The union's new chairman, Professor Henne Kock, said he will strive to tackle issues like dwindling membership and the pressure on teachers due to the uncertainty among Afrikaans schools. - Sapa
Trade unions reach out

By IKE MOTSA IN
THE United People's Union of South Africa has invited top officials of other trade union associations to address its sixth annual congress at the weekend in Durban.

The body has invited top officials of both the National Council of Trade Unions and the Congress of South African Trade Unions. Nactu's Mr Cunningham Nkxukana is the only official who has so far accepted the invitation, according to Upuva assistant general-secretary Mr Lucky Hlongwa.

In a press statement, Hlongwa said: "It will be the first time since the formation of the independent trade union that progressive organisations in the struggle for liberation have been invited.

Also invited is Dr Bernie Fana off of the National Union of Mineworkers of South Africa. Hlongwa said his organisation was exploring ways of "merging with Nactu and Cosatu."

"We believe that, once the political situation has been properly addressed, it would then be appropriate for all trade unions of South Africa to sit around one table to iron out their differences and form one giant federation for the country," he said."
KENNISGEWING 944 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

Hierby word vir algemene inligting bekendgemaak dat die Cape Town Municipal Professional Staff Association met ingang van 27 September 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van alle persone in dens, in die Plaaslike Overheidsonder- neming, soos ondernem deur die Stadsraad van Kaapstad, wat na aanleiding van 'n suksesvol vol- toonde studiekursus in besit is van 'n universiteitsgraad, universiteitsdiploma of enige ander erkende professionele kwalifikasie of wat besoldig word op Graad 9 of op 'n hoer vlak op die Graderingstabel van die Stadsraad.

VIR DIE DOEELNDE HIERVER BETEKEN—

"Plaaslike Overheidsonderneming" die onder- neming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, schema of aktiwiteit wat deur 'n plaaslike overheid ondernem word; en

"plaaslike overheid" die Stadsraad van Kaapstad

(11 Oktober 1991)

KENNISGEWING 945 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGIS- TRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevoele artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Professional Transport Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoen om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Prvaaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Professional Transport Workers Union of South Africa.

Datum waarop aansoek ingediend is: 17 September 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens as voertuig- drywers, afleweers, drywerkoopsmanne, motor- en dieselwerklikhouders, vakleiers, nasieners, laaers, terreinwagters, bakkouers, spuitskieders, klerke en algemene werkers in die Padpassasiersver- voerbedryf in die provinsie Natal.

NOTICE 944 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

It is hereby notified for general information that the Cape Town Municipal Professional Staff Association has with effect from 27 September 1991, in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of all persons employed in the Local Authority Undertaking, as undertaken by the City Council of Cape Town, who possess, as a result of a successfully completed course of study, a university degree, university diploma or any other recognised professional qualification or who are enumerated at Grade 9 or at a higher level on the Grading Schedule of the City Council, as amended from time to time.

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" means the City Council of Cape Town.

(11 October 1991)

NOTICE 945 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Professional Transport Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Professional Transport Workers Union of South Africa

Date on which application was lodged: 17 September 1991.

Interests and area in respect of which application is made: All persons employed as vehicle drywers, vanmen, driver salesmen, motor and diesel mechanics, apprentices, checkers, loaders, yardsmen, body builders, spray painters, clerks and general workers in the Road Passenger Transportation Trade in the Province of Natal.
"Road Passenger Transportation Trade" means the trade in which employers (other than employers exclusively conveying school children between their places of residence and the schools they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in the possession of and controlled by Transnet Limited) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon.

Postal address of applicant: P.O. Box 31415, Braamfontein, 2017.

Office address of applicant: 31 De Korte Street, Braamfontein.

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

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

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

D. W. JAMES,
Industrial Registrar.
(11 October 1991)
Barend shifting views on labour?

Own Correspondent

BANGKOK.—Finance Minister Mr Barend du Plessis yesterday suggested that a form of social accord between government, business and labour would facilitate SA's move towards economic and political democracy.

Addressing delegates to the World Bank and IMF annual meeting, he said a type of social accord had been invaluable in many developing countries.

He did not elaborate, but his statement appeared to represent a shift in his views on organised labour. He recently said any shared economic decision-making should occur through a forum established by an all-party conference—a party political forum.

And last week his special adviser, Mr Janie Jacobs, said unions had overplayed their hand by demanding a say in economic policy-making.

In Johannesburg a senior unionist said Cosatu was open to Mr Du Plessis's idea.

Mr Du Plessis did not refer directly to SA, but said that unless timeous external support brought the early achievement of at least some of the goals of restructuring, the whole process might be thwarted.

VAT group writes to UN over IMF

JOHANNESBURG.—The Co-ordinating Committee on Value-added Tax has written a letter to the United Nations, urging the world body to censure the International Monetary Fund for its involvement in South Africa's economic policies.

The letter quoted a resolution passed at the committee's second VAT summit, calling on the IMF not to process the R30-billion loan to the SA government until the VAT dispute was resolved and "the political and socio-economic negotiations are advanced." It added that VAT would spread the tax burden significantly to the country's poor.

Doctors in Durban yesterday held a placard protest against the imposition of VAT on medical services.

More than 100 doctors of the National Medical and Dental Association (Namda) walked to the Receiver of Revenue offices in West Street, where a memorandum was handed to the Receiver, Mr Geoff Grant.
CP MPs involved in launch of giant white ‘super-union’

By DREW FORREST

TWO Conservative Party MPs were present at recent meetings to plan the launch of a giant “super-union” for white workers, The Weekly Mail has learnt.

Sources say that in a bid to boost its extra-parliamentary muscle, the CP has stepped in to relaunch the super-union initiative, which has been paralysed for many months by squabbling between white worker organisations.

The unspoken agenda is collective action by skilled whites to block racial reforms in the workplace and society at large.

This week Peter Ungerer, general secretary of the whites-only Mine Workers’ Union (MWU), announced that a giant right-wing general union would be launched early next year to fight the National Party government’s “betrayal” of white workers.

A steering committee was set up at a meeting in Pretoria at the weekend, attended by the MWU and five other unions, to draw up guidelines for a merger.

Insiders said the talks were attended by fire-eating former MWU boss Arrie Paulus, now CP member of parliament for a federation or a general union.

As a largely apolitical organisation, Yster en Staal fears a general union under centralised leadership would serve as a cat’s-paw for the political right.

It appears the CP and its MWU allies have now decided to push ahead without Yster en Staal. Yster en Staal spokesman Les Van Niekerk Venter confirmed this week his union had not attended the recent talks and would not join a merger.

There is some scepticism about whether the planned super-union will draw the 100 000 members Ungerer envisages. With the exception of the MWU, with 40 000 members, the unions represented at the recent talks are very small.

They include the 5 000-member Transnet Union of South Africa and the obscure Eastern Cape-based Witwerkserunie and Pretoria-based Blankewerkemers Unie, with fewer than 1 000 members each. Also present, sources say, was an official from one branch of the multiracial South African Association of Municipal Employees who had no mandate from his union.

Back to union affairs ... CP MP Arrie Paulus in his days as the boss of MWU
Unions campaign on electrification

A campaign aimed at securing greater union participation in the restructuring of Eskom and in South Africa's mass electrification policy was launched at a joint union meeting in Soweto last weekend. The National Union of Mineworkers, the National Union of Metalworkers and the Electrical Workers' Union, all of which have members at Eskom, are demanding that Eskom immediately halt all restructuring and that a working group consisting of civil society organisations and the Congress of South African Trade Unions be set up to enter into negotiations with the government and Eskom on electrification.

The campaign also aims to unite all Eskom workers under one union.
Municipal employees' union lashes out at general strike

CLIVE SAWYER
Municipal Reporter

THE SA Association of Municipal Employees's national president, Mr Hans Deetlefs, has hit out at city councillors who "interfere" in the management functions of top officials.

And the white-dominated union has vowed to oppose strikes and stayaways, lashing out at "politically-oriented" trade unions planning to take part in the November 4 and 5 general strike.

Mr Deetlefs said some developments in local government were making municipal employees unhappy, and this could lead to a non-productive workforce.

"In certain larger local authorities there is a misconception that senior officials are no longer capable of handling their positions and people of little or no experience of local authorities are being appointed to management positions," he said.

Speaking at a Saame regional congress, Mr Deetlefs said city councillors should stop interfering in the management functions of senior officials.

Such "interference" by councillors could result in many senior officials taking early retirement, while their knowledge and experience were essential for the challenges facing local government, he said.

Changes caused when city councils accepted recommendations from outside consultants were also causing unhappiness.

This had happened in Durban and Johannesburg, causing drastic changes to "present structures which had functioned excellently for many years", Mr Deetlefs said.

Referring to the strike plans, Mr Deetlefs said Saame could not support Cosatu and Nactu in the planned protest against VAT on medical services.

Saame opposed VAT on medical services, but the strike would endanger lives, local government, and the country as a whole, he said.

He said it was "impossible" to withhold fire-fighting, ambulance, water, electrical, traffic and health services.

Saame would continue to make representations to the Minister of Finance to drop VAT on medical services.
Workers reject union

Own Correspondent

THE South African Iron, Steel and Allied Industries Union has rejected a proposal to form a "huge white trade union" as called for by the white Mine Workers Union.

Mr Len van Niekerk-Venter, a spokesman for SAISAIU, said the Mine Workers Union had no mandate from workers to form a new super trade union.

He said a white trade union that favoured one party over another was unacceptable.

Van Niekerk-Venter said the Mineworkers Union had received no support from the 23 other white trade unions.

The proposal enjoyed little support among Conservative Party.
Mineworkers have ‘no mandate’ for new union

The Argus Correspondent

PRETORIA.—The South African Iron, Steel and Allied Industries Union (SAISAIU) has rejected a proposal to form a "hate white trade union" as called for by the white Mine Workers Union.

Mr. Leo van Niekerk-Venter, a spokesman for SAISAIU, said the Mine Workers Union had no mandate from workers to form a new super-trade union which would act as an umbrella organisation for all white trade unions in South Africa.

A super trade union could also not serve the interests of other workers.

He said a white trade union which favoured one party over another was unacceptable to the members of SAISAIU, and claimed that mine workers had no choice as to whether they could accept their union's proposals.

They also would receive no work on any South African mine should they join any other trade union apart from their own union.

The proposed new super union also enjoyed little support among Conservative Party and Herstigte Nasionale Party members as these parties were opposed to any form of striking or economic disruption.
KENNISGEWING 1051 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhouinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Postel-Unie van die Republiek van Suid-Afrika. Besonderhede van die aansoek word in onderstaande tabel verstrekg

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgeving sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sek X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Postel-Unie van die Republiek van Suid-Afrika.

Datum waarop aansoek ingediens is: 24 Oktober 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle blanke werknemers in diens in alle ondernemings, afdelings of bedrywe van die Suid-Afrikaanse Poskantoor Beperk of Telkom SA Beperk in die Republiek van Suid-Afrika


Kantooradres van applicant: Mellestraat 19, Braamfontein

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die fete soos hulle bestaan op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgestelde in subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word

D. W. JAMES,
Nywerheidsregistrateur
(8 November 1991)

KENNISGEWING 1054 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEUING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr C H Strydom, Posbus 75, Sanneshof, 2760, kragtens artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te "Danielsrust" Sanneshof.

NOTICE 1051 OF 1991

DEPARTEMENT VAN MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Postel-Unie van die Republiek van Suid-Afrika. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Postel-Unie van die Republiek van Suid-Afrika.

Date on which application was lodged: 24 October 1991.

Interests and area in respect of which application is made: All white employees engaged in all undertakings, sections or trades of the South African Post Office Limited or Telkom S.A. Limited, in the Republic of South Africa.

Postal address of applicant: P.O. Box 31082, Braamfontein, 2017.

Office address of applicant: 19 Melle Street, Braamfontein.

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar
(8 November 1991)

NOTICE 1054 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Mr C H Strydom, P.O. Box 75, Sanneshof, 2760, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at "Danielsrust" Sanneshof.
So is dit dat alle persone wat daarop aanspraak maak dat huwelik verkry het om as 'n eenaar ten opsigte van genoemde grond of 'n gedeelde daarvan geregistreer te word kragtens die bepalings van artikel 7 (1) van genoemde Wet aangesê om 'n skriflike aansoek ooreenkomstig die bepalings van artikel 7 (1) (a) en (b) in te dien by die Voorsitter, Tweede Pacaltsdorp-grondverdelingskomitee: George, Planeweg 20, Glen Barne, George, 6530

J. P. VAN EEDEN,
Voorsitter: Tweede Pacaltsdorp-grondverdeling-skomitee.

BYLAE
Erve 16, 30, 89, 149, 187 (restant), 250 en 289, almal geleë te Pacaltsdorp in die administratiewe distrik George, provinsie die Kaap die Goeie Hoop.
(8 November 1991)

KENNISGEWING 1048 VAN 1991
VEILING VAN GOEDERE DOEANE EN AKSYNS- DURBAN
Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklaarde, onopgeëste en verbeurdverklaarde goedere op 09.00 op 28 November 1991 by die Staatssakhuise, Nuwe Pier, Durban gehou sal word. Opgawes van die goedere wat verkooi sal word kan op aanvraag by die Kontroleur van Doeane en Aksyns, Privaatsak X54305, Durban, 4000, verkry word.
(8 November 1991)

KENNISGEWING 1049 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPROHODYNIGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING
Ek, David William James, Nywerhedsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidspowering, 1956, hierby bekend dat 'n aansoek om verandering van sy registrasiebestek ontvang is van die National Industrial and Commercial Workers' Union. Besonderhede van dien aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekragggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL
Naam van vakvereniging: National Industrial and Commercial Workers' Union.
Datum waarop aansoek ingediend is: 2 Julie 1991
Belange en gebied ten opsigte waarvan aansoek gedaan word: Alle persone in diens in die—
(I) Suikervervaardigings- en raffineerywerhede in die landdrosdistrikte Durban en Mtunzini,

Now therefore all persons who claim to have acquired a right to be registered as an owner in respect of the said land or a portion thereof are called upon by virtue of section 7 (1) of the said Act to submit a written application in accordance with the provisions of section 7 (1) (a) and (b) of the said Act to the Chairman, Second Pacaltsdorp Land Division Committee: George, 20 Plane Road, Glen Barne, George, 6530.

J. P. VAN EEDEN,
Chairman: Second Pacaltsdorp Land Division Committee.

SCHEDULE
Erven 16, 30, 89, 149, 187 (remainder), 250 and 289, all situate in Pacaltsdorp in the Administrative District of George, Province of the Cape of Good Hope.
(8 November 1991)

NOTICE 1048 OF 1991
SALE OF GOODS: CUSTOMS AND EXCISE: DURBAN
It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State warehouse, New Pier, Durban at 09.00 on 28 November 1991. Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag X54305, Durban, 4000.
(8 November 1991)

NOTICE 1049 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION
I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE
Name of trade union: National Industrial and Commercial Workers' Union.
Date on which application was lodged: 2 July 1991.
Interests and area in respect of which application is made: All persons employed in the—
(I) Sugar Manufacturing and Refining Industry in the Magisterial Districts of Durban and Mtunzini;
(II) Maalnwywerhede in die landdrosdistrikte Durban en Vryheid;
(III) Sementproduktienwywerhede in die landdrosdistrik Vryheid; en
(IV) Pulp- en Papiernwywerhede in die landdrosdistrik Lower Umfolozi

Vór die doeleindes hiervan word bovermelde nywerhede soos vol omskryf.

(I) "Suikerversevaardigings- en -raffineerderheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die verwydering en/of raffinering van suiker, met inbegrip van die vervoer van suikerriet en/of suiker, die werkzaamhede wat onderneem word in laboratoriums verbonden aan suikermeule, en sodanige ander werksaamhede as wat gepaard gaan met of voortspruit uit die verwydering en/of raffinering van suiker, met inbegrip van die werkzaamhede van nywerheidshospitale en -apteké verbonden aan die meule en sodanige ander werksaamhede as wat daarmee gepaard gaan of daaruit voortspruit.

(II) "Maalnwywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsingtings met die doel om enige of meer van die volgende werksaamhede te verrig:

(i) Die maal, vergrus of breek van graan,
(ii) die produseer van enige rou graanprodukte deur maal, vergrus of breek;
(iii) uitgesonderde item (iv) hiervan, die produseer van enige geprosesseerde graanprodukt of die maal van enige geproseerde graanprodukt, uitgesonderd—
(a) dien klaar ontbytkosse; of
(b) gaar of rou macaroni, vermicelli, spaghetti of noedels,

indien dit gedaan word deur werkgewers en werknemers wat betrokke is by enige of meer van die werkzaamhede in (i) en (ii) bedoel, in dieselde bedryfsingting as die waarin genoemde werksaamhede verrig word,

(iv) die produseer van hawermout of havermeel bedoel vir menslike verbruik;
(v) die produseer van voedingsmiddels vir lewende hawe deur menging, bereiding of prosessering, indien dit verrig word deur werkgewers en werknemers wat betrokke is by enige of meer van die werkzaamhede in (i) en (ii) bedoel, in dieselde bedryfsingting, en dit omvat alle bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werkzaamhede, maar dit omvat nie die volgende nie:

(a) Die werksaamhede bedoel in (i) tot (v) herbo die enige of meer van die werkzaamhede in (i) en (ii) bedoel, in dieselde bedryfsingting, en dit omvat alle bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werkzaamhede, maar dit omvat nie die volgende nie:

(b) die werkzaamhede van 'n klandisieenerneemers wat sy meul bedryf op die grondslag van hoogstens een skof per dag en vir welke meul hy die houer is van 'n geldende registratiesertifikaat wat deur die Mielie-raad of Koringraad aan hom uitgereik is en waarop die maalvermoe van die meul as hoogstens 1 180 kg per uur aangegee word.

(II) Milling Industry in the Magisterial Districts of Durban and Vryheid.

(iii) Cement Products Industry in the Magisterial District of Vryheid; and

For the purposes hereof the above-mentioned industries are defined as follows

(I) “Sugar Manufacturing and Refining Industry” means the industry in which employers and their employees are associated for the manufacture and/or refining of sugar, including the transportation of cane and/or sugar, the activities undertaken in laboratones attached to sugar mills, and such other activities as are incidental to or consequent on the manufacture and/or refining of sugar, including the activities of industrial hospitals and dispensaries attached to the mills and such other activities as are incidental thereto or consequent thereon

(II) “Milling Industry” means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(i) The grinding, grinding or crushing of cereals,
(ii) the production of any raw cereal products by grinding, grinding or crushing;
(iii) except for item (iv) hereof, the production of any processed cereal product or the milling of any processed cereal product, other than—
(a) ready-to-serve breakfast foods; or
(b) cooked or raw macaroni, vermicelli, spaghetti or noodles,

if done by employers and employees engaged in any one of more of the activities referred to in (i) and (ii) in the same establishment as the said activities are carried on;

(iv) the production of rolled oats or oatmeal intended for human consumption;

(v) the production by mixing, preparing or processing of foodstuffs for livestock if carried on by employers and employees engaged in any one or more of the activities specified in (i) and (ii) in the same establishment, and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the following

(a) The operations specified in (i) to (v) above if carried on by a farmer for farmers for domestic use by the latter only;

(b) the activities of a grinding miller who operates his mill on the basis of not more than one shift per day and for which mill he holds a current certificate of registration issued to him by the Maize Board and/or Wheat Board, which certificate gives the milling capacity of the mill as not more than 1 180 kg per hour.
(III) "Sementproduktenywerheid" beteken die nywerheid waarin werkgevers en hul werknemers met mekaar geassosieer is in bedryfsonings met die doel om een of meer van die volgende artikels te vervaardig: Stone, leks, dakpanne, blokke, pilare, pette, pype, Pytoboks, lugroosters of enige ander artikels waarvan sement of kalk of beide sement en kalk die vernaamde bindmateriaal uitmaak en wat nee verhard word deur dit in 'n oord te bak of onderwerp word aan enige ander hitteproses, behalwe met die doel om die hardwonding van die bindmiddel te bespoedig, en dat omvat al die bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werkzaamhede.

(IV) "Pulp- en Papierywerheid" beteken die nywerheid waarin werkgevers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werkzaamhede te verrig:

(i) Die vervaardiging van papier en/of karton en/of bordpapier en/of strooobord, met inbegrip van harde- bord;

(ii) die vervaardiging van pulp vir die vervaardiging van die artikels in (i) bedoel;

(iii) die vervaardiging van enige newprodukte deur werkgevers wat betrokke is by die werkzaamhede in (i) en (ii) bedoel, en dit omvat alle werkzaamhede wat daarmee gepaard gaan of daaruit voortspruit, met inbegrip van die veroor van enige van die produkte in (i) tot (ii) bedoel.

Posadres van aplicant: Posbus 38, Richardsbaai, 3900
Kantooradres van aplicant: Alpha-gebou 13, Bullion Boulevard, Richardsbaai

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

(a) Die mate waarin 'n beswaarmakende vakvereni- ging vertoonwoordigend is, word ingevolge artikel 4 (4), soos toegespas by artikel 7 (5), bepaal volgens dié feite soos hulle bestaan op die datum waarop die aan- soek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem.

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

D. W. JAMES,
Nywerheidsregistreer (6 November 1991)

(III) "Cement Products Industry" means the industry in which employers and their employees are associated in establishments for the purpose of manufacturing one or more of the following articles: Bricks, tiles, roof tiles, blocks, pillars, pots, pipes, pipe fittings, ventilators or any other articles of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for the purpose of accelerating the hardening of the binding agent, and includes all operations incidental to or consequent on any of the aforesaid activities.

(IV) "Pulp and Paper Manufacturing Industry" means the industry in which employers and their employees are associated for the carrying on of one or more of the following activities:

(i) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard including hardboard;

(ii) the manufacture of pulp for the purpose of manufacturing the articles referred to in (i);

(iii) the manufacture of any by-products by employers engaged in the activities referred to in (i) and (ii), and includes all activities incidental thereto or consequent thereon including the transportation of any of the products referred to in (i) to (iii).

Postal address of applicant: P O Box 38, Richards Bay, 3900
Office address of applicant: 13 Alpha Buildings, Bullion Boulevard, Richards Bay.

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

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

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

D. W. JAMES,
Industrial Registrar (6 November 1991)

KENNISGEWING 1050 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPROFESIONELE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistreer, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidspverhoudinge, 1956, bekend dat aangesien ek rede het om te vermeld dat die Greytown Association of Municipal Employees, nee as vakvereniging funksioneer, e.g. presidentsdeskundig word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrer (6 November 1991)

NOTICE 1050 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Greytown Association of Municipal Employees has not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar (6 November 1991)
Dismissal may cause split

A major split is looming in the non-aligned National Union of Leather-workers as a result of rank and file anger over the dismissal of the union's Cape Town branch organiser.

A general meeting of the Western Cape branches in Cape Town this week might opt for disaffiliation, said NULW Cape Town branch secretary Peter Rooij. The Cape Town and Wellington branches of the 26,000-member union accused the NULW national executive committee of firing Irvin "Che" Kinnes against the will of the 7,500 members in the region, he said.

Kinnes said he believed the dismissal to be a politically motivated move by a pro-National Council of Trade Unions (Nactu) leadership, which accused him of promoting the Congress of South African Trade Unions and its affiliate in the sector.
Union denies firing man for pro-Cosatu stance

THE National Union of Leatherworkers was politically independent and it was ludicrous to claim that a Cape Town organiser was dismissed for supporting Cosatu, the union said this week.

NULW official Mr Kessie Moodley was reacting to charges byaxed organiser Mr Irwin "Che" Kanes that he had been fired for his pro-Cosatu stance and has support for closer cooperation with the SA Clothing and Textile Workers' Union - a Cosatu affiliate.

The Cape Town and Wellington branches of the NULW, representing more than 7 000 members, have threatened to break with the union ifits leadership does not reinstate Kanes by December.

"Labour observers in the Western Cape believe this would mark the first move towards their integration with SACTWU, the largest union in the region," Moodley said. "From the outset it must be made clear that the NULW has not, and will not, unless its national congress decides, be identified with any political organisation or trade-union federation.

The NULW had been part of the National Coordinating Committee on VAT - a joint initiative between Cosatu and its political rival, the National Council of Trade Unions, he said.

Moodley added: "The stayaway call for November 4 and 5 was heeded by 98 percent of the NULW's 28 000 members.

"Insofar as the termination of Kanes' job is concerned, to say that he was dismissed because of his pro-Sactwu/Cosatu stance is ludicrous.

According to a copy of a letter from the NULW head office to all branches on November 2, Kanes had been dismissed for "serious misconduct." - South African Press Association.
FNB deals with the trauma of robbery

The day had all the signs of a normal Tuesday morning at First National Bank’s Johannesburg’s Corporate Headquarters two weeks ago, until seven armed men stormed through the doors, jumped over the counters and pushed the bank workers on to the floor.

Wearing balaclavas, they screamed continually and used their guns to prod and butt bank workers mercilessly. One of the robbers systematically yanked jewellery off women employees.

The crack Robbery and Reaction Unit of the South African Police arrived within minutes and the robbers, caught unawares, fired wildly.

A woman was shot and her colleagues recounted how “the bullet entered her chest and left through her back.” Another woman says a bullet flew past her head and she thought she was going to die.

Three of the men were killed in the shootout and their bloody bodies were carried out of the bank past their former hostages.

The Hollywood-like drama was over in an hour but its horror and repercussions live on. Like a stuck record, the robbery repeats itself over and over again in the minds of staff caught in the crossfire of bank robberies. Many suffer repeated nightmares and flashbacks.

Sleep disturbances, tension and delayed shock are other problems facing those involved in bank robberies. Research has found that productivity declines, family life suffers, absenteeism increases and that bank staffers resign from banks which had been held up.

Hypervigilance with its symptoms of “continuously looking over your shoulder, an inability to concentrate on your work and suspiciousness” was also noted, say Professor Diana Schmuckler and Dr Merle Friedan, of the Trauma Clinic based at the Psychology Department of the University of the Witwatersrand.

They undertook research for FNB into the effect of bank robberies on their staff. All their findings pointed to post-traumatic stress syndrome.

As a result of their findings, the bank two years ago established its Post Trauma Stress Unit, the first in the country. Since then every other major financial institution has approached FNB for assistance in setting up their own trauma units.

Nationally based, the unit is comprised of employees who are called out whenever there is a robbery. The counsellors are drawn from the bank and do trauma counselling over and above their normal work.

When a robbery occurs, the bank’s group personnel division gets together the region’s counsellors. Ounce or twice, counsellors have even been flown by helicopter to robbery scenes.

Counselling takes place at the scene of the robbery because the sooner it is done, the less pronounced the trauma symptoms will be. The first step is to “normalise the situation”, believe Schmuckler and Friedman — “to make people realise that they are experiencing entirely normal responses to trauma.”

Counsellors then go back to the bank the day after the robbery to help the employees back into the situation. Often they are fearful and hesitate to go back into the bank. Victims are encouraged to talk about the incident and they are assured that the symptoms will pass.

A week after the robbery, the counsellors return and everybody “from cleaners to managers go for further counselling.”

The bank is keen to stress that the counsellors do not take over the work of professionals. They are trained to watch for danger signs like depression and suicidal tendencies and to alert people to the need for professional help. Their training is continually updated by way of quarterly meetings.

Data from counsellors reveal a great deal of success for the unit’s work. Most of the employees who have been counselled do not need further therapy.

Apologises to Buthelezi or else ...

By CASSANDRA MOODLEY

AN Inkatha Central Committee member has been accused of forcing workers at his bus company to sign letters apologising to Chief Mangosuthu Buthelezi for joining the “ANC affiliated” Transport and General Workers Union.

Workers at Ulundi Transport Services have unleashed a string of allegations against the owner, BA Sithole.

TGWU Empangeni branch secretary Bheki Mthembu said Sithole had intimidated workers for joining the union, threatening them to sign letters of resignation or they would be dismissed.

Eight workers had already been dismissed since September for “union activities”, according to Mthembu. The union also claimed that Sithole had said the bus company offices were in the Buthelezi tribal area so he ordered workers to apologise in writing to Buthelezi for “joining a trade union without his blessing.”

Employees also allege that Sithole forced them to join Inkatha, and personally collected a R5 Inkatha membership joining fee from each worker.

When the union requested a meeting with Sithole, he referred them to the amakhosi (chiefs), indunas and counsellors in the area, Mthembu said. A meeting was then arranged for September 18 with the indunas, including Buthelezi’s father and Sithole. But the meeting was called off when Sithole demanded that union officials produce their Inkatha membership cards before they entered the meeting.

The union warned Sithole that if he does not respond within 14 days to its letter detailing grievances, it would declare a dispute. Sithole has denied all allegations. He said his workers did not belong to TGWU but they could “apply for permission from the amakhosi.”

Sithole is also the director of kwazi Transport. He is said to be a relative of Buthelezi and runs most of the businesses falling under the Buthelezi Tribal Authority, including the Ulundi Transport Services, Nkomjene Fresh Produce’s, Mahlatathini Bottle Store and the beer hall in Mahlatathini.
'Misconduct' dismissal

The National Union of Leatherworkers dismissed its Cape Town organiser last month because it found him guilty of several counts of misconduct, including plotting to remove a union worker who was not pro-African National Congress, the NULW said this week.

NULW general secretary Kessie Moodley denied claims by fired organiser Irwin Kinnie that the "pro-National Council of Trade Unions" NULW leadership had accused him of promoting the Congress of South African Trade Unions and its affiliate in the sector.

The union did not identify with any political organisation or labour federation, Moodley said.

Other allegations in Kinnie's letter of termination were that he had undermined the national executive council and interfered with other branches.

Moodley said a general meeting to discuss Kinnie's dismissal and the possible disaffiliation of the branch in protest was reportedly attended by 300 members of a 6 000-strong branch.
Union seeks assurances

PRETORIA — The Federation of Transnet Trade Unions, which is to meet Public Enterprises Minister Dawie de Villiers later this month, will ask him for cast-iron assurances that white workers will not suffer from discrimination.

Earlier in the year the federation expressed alarm at a Transnet management statement that in future whites would be employed only in exceptional circumstances.

Although De Villiers assured the federation that advancement would be on merit only, there was still uncertainty among white, Indian and coloured workers, the federation said yesterday.

Federation general secretary Abe Koekemoer said the federation had for many years supported the principle of the best man for the job irrespective of race.

Any management move to restrict the employment or advancement of whites, coloureds or Indians would be blatant discrimination, which should not be part of Transnet policy.
Union violence holds up containers

VIOLANCE between two trade unions which left one worker dead and several injured at Spoornet's Kaserne depot near Johannesburg last week has led to backlogs at the container terminal.

Spoornet said a half-day backlog had built up as a result of the dispute, but expected work to return to normal today.

Nearly all container terminal City Deep was not affected by the action, but was suffering from a one-day backlog.

Container terminal manager Buks Coet-

Containers

unlikely there would be any major problems, they said.

The violence erupted last Wednesday between the SA Railways and Harbours Workers' Union (Sarbhu) and the Black Transport Workers' Union (Blatu)

Blatu president Dan Phiri said the trouble started early last week when Sarbhu members decided to evict Blatu members from the plant.

Phiri said Blatu members returned two days later after management gave them assurances of their safety, but were assaulted by Sarbhu members, resulting in the death of a Blatu member.

Negotiations were under way between management and the unions for an orga-

ised and "law-abiding" return to work.

Phiri said management locked out Blatu and Sarbhu members in an attempt to stop the violence.

Spoornet spokesman Herbert van Tingen said the unions now had to sign a commitment to work normally. He said that action undertaken by workers had become "unacceptable to management".

Management had brought in extra workers to supplement staff and as a result, the potentially large backlog had been restricted to half a day.

A spokesman for the Federation of Transnet Unions said none of its unions had been involved in the action.

Sarbhu was unavailable for comment.
Industrial Rel.-Workers Org.-GENERAL

1992
All-white 'super union' mooted

THE foundations for an all-white "super trade union" have been laid, says Mine Workers Union (MWU) general secretary Piet Ungerer.

Writing in the 55,000-strong union's newsletter, Ungerer said the ideal of a giant white trade union had started to materialise in 1991. This could be seen by the number of people who had defected to the MWU.

Thousands of new members had come from 42 organisations including Sasol and Middelburg Steel, and three new offices had been set up.

Despite hopeless economic conditions, the union managed to keep the number of refrehmants of whites in the industry to a minimum, said Ungerer. It had secured the re-employment of about 35 white workers dismissed every month and won many court cases for members.

Vera von Lieres

Ungerer said the recent strike by about 700 MWU members at Anglo American's Highveld Steel and Vanadium, Rand Cariboe and Trans Alloys in Witbank showed that the "sleeping giant of SA, the white worker, is in the process of waking up".

It was reported that most of Highveld Steel's skilled workforce left their posts on December 11 in protest against alleged discrimination by management. The MWU said black workers dismissed after an illegal strike had all been re-employed but nine white workers had been discharged and not re-employed.

Innes Labour Brief researcher Michael O'Donovan predicted a backlash by organised white workers more than a year ago.
KENNISGEWING 59 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN ‘N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ‘n aansoek om die verandering van sy registrasiebestek ontvang is van die Hotel, Bar en Catering Trades Employees’ Association Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand nadat die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

- Naam van vakvereniging: Hotel, Bar en Catering Trades Employees’ Association.
- Datum waarop aansoek ingedien is: 10 Desember 1991
- Belange en gebied ten opsigte waarvan aansoek gedoen is: Alle persone in diens in ondervormelde bedrywe in die landdossedistriekte Bellville, Die Kaap, Goodwood, Simonstad, Somerset-West, Strand en Wynberg.
- (i) Drankbedryf; en
- (ii) Verversingsbedryf

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf:

(i) “Drankbedryf” beteken die bedryf wat deur werkgewers en hul werknemers, uitgesonderd werknemers wat die grootste deel van hulle tyd in of in verband met die Verversingsbedryf bestee, uitgeoefen word deur, hetsy tydelik of permanent, ‘n besigheid te dryf waar die verkoop van drank onderneem word en in verband waarneen een of meer van die lisensies bedoel in artikels 20 (a) (i), (ii), (iv), (v), (vi) en (ix) en 20 (b) (iii) en (vii) van die Drankwet, 1989 (Wet 27 van 1989), gehou word of waar besigheid onderneem word uit hoofde van toestemming verleen kragtens artikel 6 bis van die Lugvaartwet, 1962 (Wet 74 van 1962)

(ii) “Verversingsbedryf” beteken die bedryf waarmee werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te bere, te bedien of te verskaf in of vanuit enige bedryfningsing of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werkplekke wanneer verving in of vanuit een of meer klasse personele of gedeeltes daarvan:
- (a) wat gebruik word as openbare restaurante, kafes of teekamers;
(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises,

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises,

(d) where the above-mentioned activities are carried on in connection with any entertainment or function and where such activities are carried on in that part of any theatre, bioscope or biccopke-tearoom in respect of which a licence has been issued in terms of the Liquor Act, 1989,

and further includes the supply of liquor in any such establishment or on any such premises in terms of a liquor licence held under the Liquor Act, 1989, by such employers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

Interests and area in respect of which registration is held

Colourised persons employed in the Liquor Trade and the Catering Trade as defined herein in the Magisterial Districts listed herein as they were constituted on 12 October 1967.

Note: The main purpose of the application is to substitute any reference to the Liquor Act, 1989, for any reference to the Liquor Act, 1926, to exclude the reference to the Licences Act, 1962, from the present definition, and to extend the Union’s scope of registration to include all persons.

Postal address of applicant

309 Exchange Building,
28 St George’s Street, Cape Town, 8001

Office address of applicant

309 Exchange Building,
28 St George’s Street, Cape Town.

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

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

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

D. W. JAMES,
Industrial Registrar
(24 January 1992)
(b) waar etes of nie-alkoholieke dranke bedien word vir verbruik op die personeel of verskaf word vir verbruik weg van die personeel;
(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die personeel,
(d) waar bovemerkte werksaamhede vernoem word in verband met enige vermaaklikheid of onthaal en waar sodanige werksaamhede vernoem word in die gedeelte van enige teater, bioskoop of kafébioskoop ten opsigt waarvan 'n linsense kragtens die Drankwet, 1989, ìgereik is, en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsmengte of op enige sodanige personeel kragtens 'n dranksense deur sodanige werkgewers kragtens die Drankwet, 1989, gehou, en dit omvat voorts alle bedrywighede wat met enige van voornoemde werkzaamhede gepaard gaan of daaruit voortpruit

Belangre en gebied ten opsigt waarvan registrasie gehou word Geklasseerde persone in diens in die Drankbedryf en die Ververingsbedryf, soos hiernom omskryf, in die landboudistrikte hiernom vermeld soos huile op 12 Oktober 1967 saamgestel was

Oppermeei: Die hoofdoel van die aansoek is om enige verwyssing na die Drankwet, 1926, deur 'n verwyssing na die Drankwet, 1989, te vervang, om die verwyssing na die Licensewet, 1962, uit die huidige omskrywing weg te laat en om die Vakvereniging se registriesbestek uit te brei om alle persone in en sluit

Posadres van aplicant Exchangegebou 309, St Georgestraat 28, Kaapstad, 8001
Kantooradres van aplicant Exchangegebou 309, St Georgestraat 28, Kaapstad

Dit vandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet
(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toepasbaar na artikel 7 (5), bepaal volgens die feit soos huile bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen gedeel wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardigde lede was, in aanmerking geneem
(b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word

D. W. James,
Nywerhedsregistrateur
(24 Januarie 1992)

KENNISGEWING 60 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPROGRESSINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerhedsregistrateur maak ingevolge artikel 4 (2) van die Wet op Arbeidspromoting, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die "South African Airways Pilots' Association". Besonder word gebruik van die aansoek word in onderstaande tabel weergegee

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises,
(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;
(d) where the above-mentioned activities are carried on in connection with any entertainment or function and where such activities are carried on in that part of any theatre, bioscope or bioscope-tearoom in respect of which a licence has been issued in terms of the Liquor Act, 1989,
and further includes the supply of liquor in any such establishment or on any such premises in terms of a liquor licence held under the Liquor Act, 1989, by such employers, and further includes all operations incidental to or consequent on any of the aforesaid activities

Interests and area in respect of which registration is held Coloured persons employed in the Liquor Trade and the Catering Trade as defined herein in the Magisterial Districts listed herein as they were constituted on 12 October 1967

Note: The main purpose of the application is to substitute any reference to the Liquor Act, 1989, for any reference to the Liquor Act, 1926, to exclude the reference to the Licences Act, 1962, from the present definition, and to extend the Union's scope of registration to include all persons

Postal address of applicant 309 Exchange Building, 26 St George's Street, Cape Town, 8001
Office address of applicant 309 Exchange Building, 26 St George's Street, Cape Town

Attention is drawn to the following requirements of sections 4 and 7 of the Act
(a) The representativeness of any trade union which objects to the application shall be in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D. W. James,
Industrial Registrar.
(24 January 1992)

NOTICE 60 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the 'South African Airways Pilots' Association'. Particulars of the application are reflected in the subjoined table
Enge geregistreerde vakvereniging wat teen die aanbieding beswaar maak, word versoek om binne een maand na die datum van publikasie hierdie kennisgewing sy beswaar skriftelik by my in te deen, p/a die Departement van Maneerse Krag, Maneersegao Sou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

**Tabel**

Naam van vakvereniging: South African Airways Pilots' Association.


Belange en gebied ten opsigte waarvan aanbieding gedoen word: Alle persone in besit van die minimum kwalifikasie van 'n geldige handelsvleeserskansie van die Direktaat Burgerlyvaart in diens van die Suid-Afrikaanse Lugdienis in 'n aktiewe vlieghoedahytheid.

Posadres van aanbiddaant: Posbus 796, Kempton Park, 1620

Kantoordres van aanbiddaant: Blockhousestraat 10, Kempton Park.

Die aandag word gevestig op onderstaande verorders van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaar- of aanbieding verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aanbieding ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedur voorgestryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregistrateur.
(24 January 1992)

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KENNISGEWING 64 VAN 1992

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGSONTWIKKELING

WET OP BEHEER VAN MEDISYNE EN VERWANTE STOWWE, 1965 (WET No. 101 VAN 1965)

REGISTRASIE VAN MEDISYNE

Hierby word ingevolge artikel 17 van die Wet op Beheer van Medisyne en Verwante Stowwe, 1965 (Wet No. 101 van 1965), bekendgemaak dat die Registrateur van Medisyne met die goedkeuring van Medisynebeheerraad ingestel by artikel 2 van genoemde Wet, die volgende medisyne soos in die Bylae hiervan omskryf, geregistreer het:

**BYLAE**

Registrasie No: X3.1/364.
Naam van medisyne: R-Flex 200 mg.
Bereidingsvorm: Tablet.
Aktiewe bestanddiele: Sulindak Hoeveelheid: 200 mg per tablet.

NOTICE 64 OF 1992

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 1965 (ACT No. 101 OF 1965)

REGISTRATION OF MEDICINES

It is hereby notified, in terms of section 17 of the Medicines and Related Substances Control Act, 1965 (Act No. 101 of 1965), that the Registrar of Medicines, with the approval of the Medicines Control Council established by section 2 of the said Act, has registered the following medicines described in the Schedule hereto:

**SCHEDULE**

Registration No.: X3.1/364.
Name of medicine: R-Flex 200 mg.
Form of preparation: Tablet.
Active ingredients: Sulindac. Quantity: 200 mg per tablet.
Uwusa in bid to branch out

INKATHA'S labour wing, the United Workers' Union of South Africa, has applied for its registration to be extended into major industries in the Transvaal and Natal. These include the mining industry, steel and engineering sectors, textile and clothing, manufacturing and the motor industry.

Any registered union which objects to the application is invited to lodge its objection with the Industrial Registrar at the Department of Manpower in Pretoria by February 10.
Call on white workers to unite or ‘be buried’

If white workers and farmers don’t form a united front to reject the government, “We might as well get a grave for the white worker class in Westpark cemetery,” CP MP and Transvaal Agricultural Union president Dries Bruwer said yesterday.

Bruwer was speaking at the official opening of the annual congress of the white Mine Workers’ Union (MWU) in Johannesburg.

Under banners proclaiming “Unite for One White Union” and “White Worker Wake Up,” Bruwer said white workers had to unite to form one white “super” union.

He called on white union leaders, on the 70th anniversary of the white miners’ strike on the PWV, to put aside their differences and unite this year.

Bruwer said the ‘white’ feeling of national pride was being battered because the country’s humanists wanted to prove there is no difference between white and non-white workers.

MWU’s general secretary Peet Ungerer said the union started a campaign last year to form one union for all white workers. He said the union now had 40 000 members in key positions in the economy, including the mining, steel, chemical, electrical, municipal, postal and retail sectors. “Talks with the leaders of other white unions are currently under way and we hope to make an announcement soon,” said Ungerer.

Although MWU president Cor de Jager said the MWU was not affiliated to any political organisation, Bruwer said it was no longer possible to avoid political choices.

He said white workers were “productive” while black workers went on strike whenever their “poor productivity was exposed”.

He cited high unemployment, discrimination against white workers through US affirmative action programmes, scandalous workmen’s compensation, intimidation of whites, mixed schools and Codesa as the biggest threats facing white workers.

De Jager said the MWU wanted ANC president Nelson Mandela, as the ‘de facto’ president of SA, to note that white workers would fight for self-determination.
INKATHA'S labour wing, the United Workers' Union of South Africa, has applied for its registration to be extended into major industries in the Transvaal and Natal. These include the mining industry, steel and engineering sectors, textile and clothing manufacturing and the motor industry.

Any registered union which objects to the application is invited to lodge its objection with the Industrial Registrar at the Department of Manpower in Pretoria by February 10.
Cosatu objects to Uwusa move

BY DREW FORREST

THE United Workers Union’s (Uwusa) application to extend its registration scope may trigger a counter-move to have it entirely de-registered.

Cosatu’s Sam Shilowa said this week Cosatu would not only lodge an objection, but might ask the industrial registrar to “strike Uwusa off the roll” on the grounds that it could not serve workers’ interests.

During last year’s Inkatha funding scandal, the government admitted it had funded Uwusa to the tune of R1.5-million, while internal police documents described it as a security police project. A confidential report by the Inkatha Institute, commissioned by the kwaZulu government, revealed the chaotic state of the union’s finances and administration.

In addition, Uwusa members have been accused of extensive factory violence.

Currently registered only for the milling industry in Inanda, the union has applied for registration throughout the Transvaal and Natal, as well as Sasolburg and Welkom, in the iron and steel, local authority, textile, clothing, motor transport, motor industry and commercial and distributive undertakings.

As always, Uwusa general secretary Dumisani Dladla was unavailable for comment this week. But the registration move suggests the union is back on the offensive.

Financial considerations may be crucial in terms of the Labour Relations Act, unions can only ask the Manpower Minister to compel employers to provide stop-orders for union dues if they registered for the relevant area and industry.
Call on white workers to unite or 'be buried'

IF WHITE workers and farmers don't form a united front to reject the government, "We might as well get a grave for the white working class in Westpark cemetery," CP MP and Transvaal Agricultural Union president Dries Bruwer said yesterday.

Bruwer was speaking at the official opening of the annual congress of the white Mine Workers' Union (MWU) in Johannesburg.

Under banners proclaiming "Unite for One White Union" and "White Worker Wake Up," Bruwer said white workers had to unite to form one white "super" union.

He called on white union leaders, on the 70th anniversary of the white miners' strike on the PWV, to put aside their differences and unite this year.

Bruwer said the "white" feeling of national pride was being battered because the country's humanists wanted to prove there is no difference between white and non-white workers.

MWU general secretary Peet Ungerer said the union started a campaign last year to form one union for all white workers. He said the union now had 40,000 members in key positions in the economy, including the mining, steel, chemical, electrical, municipal, postal and retail sectors. "Talks with the leaders of other white unions are currently under way and we hope to make an announcement soon," said Ungerer.

Although MWU president Cor de Jager said the MWU was not affiliated to any political organisation, Bruwer said it was no longer possible to avoid political choices.

He said white workers were "productive" while black workers went on strike whenever their "poor productivity was exposed."

He cited high unemployment, discrimination against white workers through US affirmative action programmes, scandalous workers' compensation, intimidation of whites, mixed schools and Codesa as the biggest threats facing white workers.

De Jager said the MWU wanted ANC president Nelson Mandela, as the de facto president of SA, to note that white workers would fight for self-determination.
ALGEMENE KENNISGEWINGS

KENNISGEWING 77 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPROCEDINGE, 1956
AANSOEK OM REGISTRASIE VAN ’N VAKVERENIGING

Ek, David William James, Nywerhedsregisteraar, maak ingevoeg van artikel 4 (2) van die Wet op Arbeidsproseduringe, 1956, hiervy bekend dat ’n aansoek om die registrasie as ’n vakvereniging ontvang is van die United Commercial Catering and Allied Workers Union van South Africa. Besonderhede van dié aansoek word in onderstaande tabel verstrekt:

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriftelik by my in te dien, plaaslike Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: United Commercial Catering and Allied Workers Union van South Africa

Datum waarop aansoek ingediend is: 18 November 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werkers werkzaam in die Verwersingsbedryf en die Kommerciële Distribusiebedryf in die landdrostdistrikte Durban, Eshowe, Hlabisa, Johannesberg, Lower Umfolozi en Mtunzini.

Vr die doeleindes hiervan word die bogenoemde bedrywe soos volg omskryf:

"Verwersingsbedryf" beteken die bedryf waarmee werkers met mekaar gassoos is, wat vloei of ander soewereinlikheid met die doel om etes of verwersings (hetsy vloebare of ander) of soewereinlikheid van dié etes of verwersings te beroer, te bedien of te verskaf of vanuit enige bedryf simpanse of gedeelde daarvan, hetsy permanent, tydelik, binnenshuys of in die ope lug, en dit omvat soewereinlikheid wannever verskaf of vanuit een of meer klasse perseel of gedeeltes daarvan—

(a) wat as openbare restaurante, kafes of teekammers gebruik word;
(b) waar etes of nie-alcoholiese dranke bedien word vir verbruik op die perseel of verskaf word vir verbruik van dié perseel,
(c) waar beluwe of mineraalwater in glasse of ander houers verskaf word vir verbruik op die perseel,
(d) waar bogenoemde werkzaamhede verskaf of vanuit enige instelling verskaf is, die perseel of verskaf word vanuit enige perseel, en dit omvat voorts die verskaf van drank in enige soewereinlikheid of in enige perseel, en dit omvat ook al die perseel wat dié drinksaak of drank in dié drinksaak, 1989, deur soewereinlikheids gehou word.

GENERAL NOTICES

NOTICE 77 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the United Commercial Catering and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing to me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: United Commercial Catering and Allied Workers Union of South Africa.

Date on which application was lodged: 18 November 1991

Interests and area in respect of which application is made: All workers engaged in the Catering Trade and Commercial Distributive Trade in the Magisterial Districts of Durban, Eshowe, Hlabisa, Johannesberg, Lower Umfolozi and Mtunzini.

For the purposes hereof the above-mentioned trades are defined as follows:

"Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent temporary, indoor or in the open air, and includes such activities when carried on in or from one or more premises or parts thereof—

(a) which are used as public restaurants, cafés or tea-rooms;
(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;
(d) where the above-mentioned activities are carried on in or in connection with any theatre, bioscope, bioscope-tea-room or any other entertainment or any function,

and further includes the supply of liquor in any such establishments or in or on any such premises in terms of a liquor licence held by such employers under the Liquor Act, 1989 and further includes all operations incidental to or consequent on any of the aforesaid activities.
"Kommersiele Distribuebedryf" beteken die bedryf waan werkgewers en hul werknemers met mekaar geassosieer is om die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werkzaamhede wat deur sodanige werkgewers en hul werknemers verrig word.

"Winkel" beteken enge perseel of enge gedeelte van 'n perseel (uitgesonderd 'n vervoermiddel wat uitsluitlik vir die verkoop van roomys, sorbet, waterys of bevorre banket gebruik word).

(a) waan van of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd per openbare veiling, die goedere wat daan of daarop verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop,

(b) waan waarvoor goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpakk word, of van waar sodanige goedere afgelever of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop,

(c) waan van of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgeoor word vir die levering van sodanige goedere,

(d) waan van of waarop 'n vervaardigersverteenwoordiger sy werkzaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenwoordiger" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat, as 'n agent of andersens namens 'n vervaardiger, goedere of monsters van goedere deur die vervaardiger vervaardig, opberg, vertoon of te koop aanhou, of op enige manier hooglemaamd bestellings vir goedere verkry of ontvang vanaf persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding van andersens, en "winkelwerklikeheid" het 'n ooreenstemmende betekenis.

Posadres van applikant: Postbus 1384, Empangeni, 3880.

Kantooradres van applikant: Uniestaat 15, Empangeni.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waan 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feste soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word.

D. W. JAMES,
Nywerheidsregistrateur
(31 Januarie 1991)

"Commerciele Distributive Trade" beteken die handel in waardeep kleintjies van oplevertelsel wat deur sodanige werkgewers en hul werknemers verrig word.

"Shop" beteken enge perseel of enge gedeelte van 'n perseel (uitgesonderd 'n vervoermiddel wat uitsluitlik vir die verkoop van roomys, sorbet, waterys of bevorre banket gebruik word).

(a) into of onto wanneer is of ingelaste of uitgenooi word om die doel om, uitgesonderd per openbare veiling, die goedere wat daan of daarop verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop,

(b) waan waarvoor goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgeoor word vir die levering van sodanige goedere,

(c) waan van of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgeoor word vir die levering van sodanige goedere,

(d) waan van of waarop 'n vervaardigersverteenwoordiger sy werkzaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenwoordiger" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat, as 'n agent of andersens namens 'n vervaardiger, goedere of monsters van goedere deur die vervaardiger vervaardig, opberg, vertoon of te koop aanhou, of op enige manier hooglemaamd bestellings vir goedere verkry of ontvang vanaf persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding van andersens, en "winkelwerklikeheid" het 'n ooreenstemmende betekenis.

Postadres van applicant: P.O. Box 1384, Empangeni, 3880.

Office address of applicant: 15 Union Street, Empangeni.

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

(a) The representativeness of any trade union which objects to the application shall in terms of sub-section (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar.
(31 January 1992)
Two unions in SABC fight

By FERIAL HAFAJEE

PROTESTS against the dismissal of 11 security guards at the South African Broadcasting Corporation's Pretoria branch also highlight the conflict between two trade unions in the media sector.

The guards, who are members of the Media and Allied Workers' Union (Mawu) were dismissed when the SABC decided to employ Coin Security to provide services. Last week, workers at SABC in Pretoria staged a puppet and also declared a dispute with management.

According to SABC group personnel manager Fred Coop, "it was agreed to refer the process of retrenchment to arbitration". Meanwhile, the SABC is also negotiating a recognition agreement with Mawu. But Medis Workers' Association of South Africa's (Mwasa) assistant general secretary Thembu Hlatshwayo says, "We don't think they are a fully fledged union."

Mwasa adds that there is no clarity about Mawu's membership or its recognition. He also alleges that the union only has support in the Northern Transvaal.

Mawu acting president Mandla Mpasana acknowledges that his is still a fledgling union and that its power base is restricted to the Northern Transvaal. But he says that many Mwasa members are disillusioned with Mwasa and that Mawu "intends to expand nationally rapidly."

The dispute which sparked the expulsion of members of Mwasa who formed Mawu, relates to an interim agreement signed with the SABC last year. According to a Mawu representative, "Mwasa signed away workers rights" in the agreement.

Among the agreement's more contentious clauses were that "Mwasa waives its right to negotiate substantive issues" and "the Association gives the corporation the right to unilaterally implement the 1991 salary increases."

But, according to Mwasa, "it was a tactic, not a strategy" and the agreement no longer stands because the union has signed a national recognition agreement with the SABC.
Union charges RSG with racism

By Theresa Pandy
Johannesburg - A South African trade union leader yesterday claimed to have evidence that prominent unionists have been targeted for assassination.

Numsa general-secretary Mr Moses Mayekiso was a key target, said Cosatu secretary-general Mr Jay Naidoo at a news conference here.

He said Mr Mayekiso had been threatened and was being followed constantly, while some Cosatu leaders had been targeted after the anti-VAT stay-away last year.
Criminal charges have been laid by four Western Cape Regional Services Council officials who allege they have been assaulted by racist white colleagues.

The Ottery headquarters of the RSC's Law Enforcement Section was seething with racial tension this week amid claims that white officials, some allegedly Afrikaner Weerstandsbeweging supporters, were engaged in a vendetta against "progressive" black colleagues.

In the latest incident, law enforcement officer Mr M D Solomon tried to cut his wrists while being "interrogated" by an RSC investigating officer last Wednesday. Mr Solomon was admitted later to a clinic for psychiatric treatment.

Mr Leonard Rosa, spokesman for the Western Province Local Authorities Workers Association (WPLAWA), said four union members had reported being assaulted by colleagues between September and December:

"Charges have been laid with the police and RSC. No action has been taken against any of the alleged offenders."

Charges have been laid by Mr F Cloete, Mr P Boyes, Mr Wellington Mokauila and Mr R B Robyn. Mr Robyn's jaw was reportedly broken by white officers, who have been named as RSC investigating officer Mr Japie Campher, Mr C Armstrong, Mr M Kuhn and Mr J Kitchoff.

Allegations of a conspiracy against one of the victims, law enforcement officer Mr Cloete, also emerged this week.

False

According to a report to the union by WPLAWA members, Mr Cloete was brought before a disciplinary hearing on allegedly trumped-up charges of fraud and theft. The charges were an alleged attempt by a white officer, Mr Armstrong, to "get rid of" Mr Cloete, the report said.

It read: "Mr Cloete was found not guilty and although Mr Armstrong had infringed his service conditions by making a false declaration against a fellow colleague, no steps were taken against him."

In a report to the union, one of the alleged assault victims said he had been abused after taking a day's sick leave.

A white officer had accused him of having had a hangover, allegedly swore at him and said: "Don't think I'm scared of you and your ANC. You got your homelands but you aren't satisfied with that. You and your kind can forget about running South Africa. Nelson Mandela will never rule this country."

The WPLAWA sent a letter this week to RSC chief executive officer Mr H Mocke protesting against Mr Solomon's "severe interrogation" and suicide attempt.

The union claimed Mr Solomon had been victimised because he had admitted at Mr Cloete's disciplinary hearing that he had made a false statement as part of Mr Armstrong's plot to get Mr Cloete sacked. Because of Mr Solomon's testimony, Mr Cloete was acquitted of the charges against him.

Mr Rosa said: "Union members said the RSC investigating team repeatedly threatened to make sure Mr Solomon lost his job by 'trashing' a fraud charge against him."

Mr Rosa said and a fellow union official had found Mr Solomon bleeding.

"When we asked the chief of the law enforcement section why Mr Solomon had cut his wrists, he replied 'because he's got a guilty conscience.'"

Target

"Union members have told of being threatened with losing their houses, subsidies and jobs. Mr Solomon was a soft target for treatment like this."

An RSC spokesman, Mr J Gerber, would not comment on the alleged assault, saying they were "sub judice". He said there appeared to be an orchestrated effort to discredit the RSC.

Police spokesman Colonel Tony Dewhurst said he could not confirm charges had been laid until he had been given the case numbers. He believed all the cases had been investigated.
Unions threaten industrial action over nursing posts

Municipal Reporter

Johannesburg municipal unions are considering industrial action against the city council after the posts of 40 black nurses and health workers were abolished two weeks ago without consultation.

In a statement issued at the weekend, the Johannesburg Municipal Combined Employees' Union; Johannesburg Municipal Employees' Association, South African Municipal Workers' Union and Union of Johannesburg Municipal Workers threatened to take industrial court action.

According to the statement, the terms of redundancy of the nurses were much less favourable than those of other, mainly white, employees who were recently declared redundant as a result of the restructuring of the council's service.

"At no time did the council consult with the relevant unions or the staff concerned about the proposed termination of the services of the 40 employees," the unions said.

"The unions only became aware of the redundancies on February 2 when the health and housing directorate invited union representatives to discuss the matter, which came as a shock to them."

The unions claim Johannesburg Management Committee chairman Ian Davidson, who is also chairman of the municipal Industrial Council, refused to discuss the issue at an Industrial Council meeting.

"The trade unions are dismayed by the behaviour of Councillor Davidson for refusing to discuss the matter, especially in view of the fact that an Industrial Council is a statutory body with its prime objective being that of preventing disputes from arising."

Sacwa joins Nehawu

ABOUT 2,500 WORKERS in the House of Representatives organised into the South African Civil Workers' Association (Sacwa) last week unanimously voted to join the National Education Health and Allied Workers Union (Nehawu).

The move has boosted Nehawu's membership in the Western Cape by almost double and signals a significant inroad made into the public sector. Sacwa workers were previously organised in the Public Servants League (PSL) but rejoined during the 1989 strike because the PSL did not support their action, said Nehawu branch secretary Mr Phillip Dexter.

Nehawu has signed recognition agreements with the Cape Provincial Administration and private companies, and assisted Sacwa with the signing of a recognition agreement with the House of Representatives.
The workers rally

Behind Mário, the

Improbable unionist

By Francis Haq-Aziz
Democracy aids unions in Africa

WHEREVER there had been one-party structures, governments had tried to control the trade union movement, because they saw unions as capable of forming a strong opposition.

But with democratisation, African trade unions were "finding new independence and flourishing", he said.

The ICFTU, which represented 102 million unionists in 181 countries, had six new African affiliates and expected more. Zambian, Zimbabwean and Tanzanian trade unions were asserting themselves more vigorously now, he said.

On the downside, he said unions in some countries were fragmenting, often along party-political lines.

In Zaire there were 50 unions, whereas in Angola there were over 50 unions in Luanda alone.

Mr Kalembo said disaffiliation from party politics and unity between workers was the way to build strong and independent union movements.

Mr Kalembo was part of a six-man ICFTU delegation that visited Namibia last week. The Namibian trade union federation NUNW recently disaffiliated from the World Federation of Trade Unions - the ICFTU's main international rival - but has not affiliated to the ICFTU.
Say 'no', says union

The all-white Mineworkers' Union (MWU) yesterday said the implications of a positive result in the March referendum would be catastrophic for whites in South Africa. Imploring members to vote "no", general secretary W Ungerer said that mixed schools and residential areas, squatting, crime and poverty would engulf white workers if CoEda were to continue. A "yes" vote would eventually lead to an ANC/SACP-controlled black government and "the destruction of the white worker's political, economic, cultural and social welfare", he said.
White miners told to vote 'no'

THE all-white Mineworkers' Union said this week it would advise its members to vote "no" in the coming referendum.

A spokesman said a "yes" vote would lead to an ANC/SACP-controlled black government which would inevitably lead to the destruction of the white worker's political, economic, cultural and other interests.
The executive council of the SA Iron Steel and Allied Industries Union has advised its more than 40,000 members to vote "no" in the March 17 referendum. The union cited the Government's "unsympathetic attitude" towards white workers and their unions and concessions made to Cosatu, Nactu and Saccola.
A "yes" vote would result in the nationalisation of mines under an ANC/SA Communist Party government, the white Mineworkers' Union claimed on Monday. Nationalisation would adversely affect the production capacity of the gold mining industry, resulting in the closure of many mines and unemployment for thousands of workers.
Focus on schools

By PHANGISILE MTSHALI

THE National Education Co-ordinating Committee will focus on the activities of the mushrooming inner-city schools at a meeting in Johannesburg tomorrow.

The meeting will be held at Khanya College and will be attended by parents, teachers and directors of the schools.

It starts at 8am.

Mr Sam Mokgantsang, of the NECC, said it was hoped that the conference would set up a monitoring group that would investigate the activities of these schools.

The NECC had identified 40 inner-city schools in and around Johannesburg, he said.

"Many of them charge high fees because they are not subsidised," Mokgantsang said.

"Many parents cannot afford to pay these fees and thus leads to these schools becoming bankrupt. In some cases they close down and leave thousands of pupils stranded."

He said his organisation had embarked on a campaign to transform these "street academies into proper schools and establish liable management structures to counter corruption and exploitation."

Steel union

THE National Union of Steel and Allied Workers will meet in Atteridgeville, Pretoria, tomorrow to prepare for its forthcoming congress.

The meeting, which starts at 9am at the Atteridgeville Community Hall, will also plan for the Heroes' Day service to be held next Saturday.

Nissan's general secretary, Mr Ndowane Thine, said the meeting would also discuss new wage rates for its members in the iron, steel, engineering and metallurgical industries.

Doornkop land issue

MEMBERS of the Doornkop 42 community met in Mootterus on Sunday to discuss the response of the Commission of Land Allocation to their demands.

Strategies for the continuation of the struggle to reclaim their land will be finalised, as decided at a national workshop at Witspruit Fellows Centre on February 23 and 24.

Spokesman Mr Kalushu said Botshabelo committee should also attend the meeting to "share ideas with the Doornkop people."
White workers demand 20% pay increase

By DREW FORREST
THE 70,000-strong Confederation of Metal and Building Unions — the prime representative of white metalworkers — has called for a 20 percent rise in actual wages in annual metal industry negotiations.

Other CMMU demands tabled in the country's most important industrial council talks are for increased overtime rates (double-time for overtime in excess of 20 hours, as against the current time and a half; one month's paid holiday leave, calculated on actual rates; two weeks' severance pay a year of service (it currently stands at one week); and a higher employer contribution to the industry's pension fund to facilitate a lowering of the pensionable age from 65 to 60 years.

The National Council of Trade Unions' largest metal affiliate, the Metal and Electrical Workers' Union, wants R6-an-hour at the bottom of the scale — it is currently R4.70 — and a guaranteed personal increase of R1.50.

In common with the National Union of Metalworkers, it has also demanded a retrenchment moratorium and a 40-hour working week.

The employer body, the Steel and Engineering Industries Federation, has tabled four counter-demands with minor, technical implications.
Promesse uitgerek aan Mellor Pumps

<table>
<thead>
<tr>
<th>Promesse No</th>
<th>Uitreikingsdatum</th>
<th>Vervaldatum</th>
<th>Sijwaarde (R)</th>
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<tr>
<td>00001392</td>
<td>16 Augustus 1991</td>
<td>1 April 1992</td>
<td>50 751</td>
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</table>

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretona, 0001, teruggestuur word.
(20 Maart 1992)

KENNISGEWING 247 VAN 1992
DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Thorpe Timber Co (Kangwane) (Pty) Ltd soos hieronder getoon, verlore geraak het:

<table>
<thead>
<tr>
<th>Promesse uitgerek aan Thorpe Timber Co (Kangwane) (Pty) Ltd</th>
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<tr>
<td>Promesse No</td>
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</tbody>
</table>

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretona, 0001, teruggestuur word.
(20 Maart 1992)

KENNISGEWING 251 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSPERHOUING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidspерhouding, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Cleaners, Security and Allied Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstreke.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou bou 123A, Schoemanstraat 215, Pretona (posadres Privaatsak X117, Pretona, 0001)

**TABEL**

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>South African Cleaners, Security and Allied Workers' Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>9 Augustus 1991</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedaan word</td>
<td>Alle persone in diens in die—</td>
</tr>
<tr>
<td>(i) Skoonmaakdienstonderneming;</td>
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<tr>
<td>(ii) Borsel-, Besem- en Dweepnywerheid;</td>
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<tr>
<td>(iii) Sekuriteitsdienstonderneming;</td>
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</tr>
<tr>
<td>(iv) Huwesstingsnrgtingsbedryf;</td>
<td></td>
</tr>
<tr>
<td>(v) Creche-onderneming,</td>
<td></td>
</tr>
</tbody>
</table>

NOTICE 247 OF 1992
DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Thorpe Timber Co (Kangwane) (Pty) Ltd as set hereunder, has been mislaid:

<table>
<thead>
<tr>
<th>Promissory note issued to Thorpe Timber Co (Kangwane) (Pty) Ltd</th>
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<tbody>
<tr>
<td>Promissory No</td>
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<tr>
<td>00001433</td>
</tr>
</tbody>
</table>

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretona, 0001.
(20 March 1992)

NOTICE 251 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Cleaners, Security and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretona (postal address: Private Bag X117, Pretona, 0001), within one month of the date of publication of this notice.

**TABLE**

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>South African Cleaners, Security and Allied Workers' Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>9 August 1991</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>All persons employed in the—</td>
</tr>
<tr>
<td>(i) Cleaning Services Undertaking;</td>
<td></td>
</tr>
<tr>
<td>(ii) Brush, Broom and Mop Manufacturing Industry;</td>
<td></td>
</tr>
<tr>
<td>(iii) Security Services Undertaking;</td>
<td></td>
</tr>
<tr>
<td>(iv) Accommodation Establishment Trade;</td>
<td></td>
</tr>
<tr>
<td>(v) Creche Undertaking,</td>
<td></td>
</tr>
</tbody>
</table>

Vir die doeleindes hiervan word bovermelde ondernemings, nywerheid en bedryf soos volg omskryf:

"Skoonmaakdiens-onderneming" beteken die onderneming wat etekke die onderneming waarin werkgewers en hul werknemers waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om reisoer, -handelspersel en -geboue skoon te maak en in stand te hou.

"Borsel-, Besem- en Dweilnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om borsels, besems en dweile te vervaardig, en dit omvat al die werkstukke wat daarmee gepaard gaan en daaruit 03saamhede wat daarmee gepaard gaan en daaruit voortvloei.

"Sekuriteitsdiens-onderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om perse, geboue, structuur of enige ander vaste eiendom, voertuie, skepe of bote of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en dit omvat die deponeering, onterking en wisseling of vervol omvat die deponeering, onterking en wisseling of vervol van geld vir of naams 'n klient, die opmaak daarvan in gespesifieerde bedrae, die plasing van gespesifiseerde bedrae in koereste en die oorhandiging van die koereste aan persone ooreenkomstig die klient se opdrag, of die vervolven van enige ander goedere wat bewaak of beskerm moet word terwyl dit in transito is.

"Huisvestingsinrigtingsbedryf" beteken die bedryf wat uitgeoefen word deur persone wat die besigheid van 'n huisvestingsinrigting dryf deur huisvesting en een of meer etes per dag teen vergoeding te verskaf. Met diens verstaan dat dit vir die doeleindes van hierdie omskrywing "huisvesting" slaapkamer, kookmoder, en dedienst met gewoonlik daarmee geassosieer word, beteken.

"Crèche-onderneming" beteken die onderneming waarin kinders gedurende die dag teen vergoeding versorg word, en dit omvat al die werkstukke wat daarmee gepaard gaan en daaruit voortvloei.

Posadres van applicant: Poobus 97126, Presas, 0114.

Kantoorsadres van applicant: Jacob Maréstraat C149, Blok "D", Pretoria.

Die aandag word gevestig op onderstaande verste van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvernieging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorvole datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word.

D. W. JAMES,
Nywerheidsregistrator.
(20 Maart 1992)

In the Magisterial Districts of Brits, Cullinan, Johannes- burg, Klerksdorp, Nelspruit, Pretoria, The Cape, Warmaths, Witbank and Wonderboom.

For the purposes hereof the above-mentioned undertakings, industry and trade are defined as follows:

"Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings.

"Brush, Broom and Mop Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of manufacturing brushes, brooms and mops, and includes all operations incidental thereto and consequent thereon.

"Security Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of guarding or protecting premises, buildings structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons, and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handling over of the envelopes to persons, as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

"Accommodation Establishment Trade" means the trade carried on by persons who carry on the business of an accommodation establishment by supplying lodging and one or more meals per day for reward. Provided that for the purposes of this definition "lodging" means bedroom accommodation and the services ordinarily associated therewith.

"Crèche Undertaking" means the undertaking in which children are cared for during the day for reward, and includes all operations incidental thereto and consequential thereon.

Postal address of applicant: P.O. Box 97126, Presas, 0114.

Office address of applicant: C149 Jacob Maré Street, Block "D", Pretoria.

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar.
(20 March 1992)
KENNISGEWING 288 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, David William James, Nywerheidsregisterateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidssverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Municipal, Health and General Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekg

Enige geregisterde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p. a. die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Municipal, Health and General Workers' Union

Datum waarop aansoek ingediens is: 5 Maart 1992

Belange en gebied ten opsigte waarvan aansoek gedaan word: Persone in diens in die Parkeraadonderhemming in die provinsie Transvaal

Vir die doeleindes hiervan beteken "Parkeraadonderhemming", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die onderhemming waarin werkgevers en huw werknemers met mekaar geassosieer is met die doel om enige handeling, skema of werksaamheid in te stel, voet te stel en af te handel wat onderneem word deur die Nasionale Parkeeraad en/of enige instelling wat voorsiening maak vir die versorging en beskerming van die natuurreservate

Posadres van applicant: Posbus 2067, Nelspruit, 1200

Kantooradres van applicant: Besterstraat 41, Nelspruit

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarmee 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgestel deur subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word.

D. W. JAMES,
Nywerheidsregisterateur.
(27 Maart 1992)

NOTICE 288 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal, Health and General Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Municipal, Health and General Workers' Union.

Date on which application was lodged: 5 March 1992

Interests and area in respect of which application is made: Persons employed in the Parks Board Undertaking in the Province of the Transvaal.

For the purposes hereof "Parks Board Undertaking" means, without in any way limiting the ordinary meaning of the expression, the undertaking in which employers and their employees are associated for the purpose of instituting, continuing and finishing any act, scheme or activity that is undertaken by the National Parks Board and/or any institution that provides for the care and protection of the nature reserves

Postal address of applicant: P.O. Box 2067, Nelspruit, 1200.

Office address of applicant: 41 Bester Street, Nelspruit

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

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

D. W. JAMES,
Industrial Registrar
(27 March 1992)
Tough road ahead for trade unions

SHARON SOROUR
Labour Reporter

A ROCKY road lies ahead for South Africa's union movement in the wake of the high unemployment levels in the country, with only one jobhunter in 10 finding work in the formal sector.

In the latest edition of the Institute of Personnel Management's publication, People Dynamics, the deputy director of the University of Port Elizabeth's industrial relations unit, Ms Martheanne Finnemore, said unions had been unable to protect their members from huge retrenchments.

Wage increases last year in most industries fell behind the inflation rate, she said.

Ms Finnemore said the union movement was at a major intersection, and its role and direction depended on its "own power to direct its course, mediated by policies of a future government and employer strategy." During the 1980s unemployment grew by 2.5 million people and six million people were unemployed by the end of the decade.

In the 1990s, an additional 5.5 million people were expected to become unemployed.

Ms Finnemore said the gains made by unions in the 1980s were offset by the "drastic rationalisation of workforces".

"Consequently, a new middle-class of permanent employees in higher-paying unionised companies emerged. This led to extremely low labour turnover and ageing workforces determined to protect their newly won privileges," she said.

Ms Finnemore believed Cosatu's crisis of "defending the interests of the working class still remained.

"High" wages, skills training and job security are promoted for key members of Cosatu, while low-paying labour-intensive and temporary jobs are left for the unskilled on the periphery," she said.
Job losses gain for union

WHITE collar workers in the financial services industry, exposed to mass retrenchments for the first time, were only now becoming aware of their rights and the benefits of union membership, said Financial Institutions Workers Union (Fiuw) general secretary Dhalis Hall.

He was responding to recent retrenchments at Absa and Perm.

Neither the 11 500-strong union nor Absa would be drawn on details of retrenchment packages. Both said packages were often individually tailored.

The minimum standard package includes three months' salary, including notice pay, and the right to retain all car, pension, medical and housing benefits during this period.

In addition, some companies pay two weeks' salary for every year of service, up to a maximum seven months' pay.

Other benefits would also be retained in this period.

Pension payouts usually include the employer's contribution plus interest.

Employees in financial institutions usually have subsidised housing loans or special low interest loans between 3.5% and 7.5%. These revert to the commercial rate once the terms of the retrenchment package expire.

Although there have been retrenchments — neither the union nor Absa would say how many — jobs are also being cut through natural attrition and early retirement packages.

Companies tend to evaluate performance levels when retrenching, and apply last in, first out criteria.

The union said the biggest problem with retrenchment was employee trauma.

"Fiuw is concerned about the manner in which line managers are handling employees in this emotional exercise," Hall said. The union has requested employee assistance and counselling by outside agencies.

Employers should try to avoid retrenchment at all cost. "The economic climate has pressured employers to reduce costs through retrenchments, but employers have a social responsibility," Hall said.
1992 Wage takes time bomb under NMM plans

ALAN FINE

10/14/92

The National Maritime Union has been planning for a new contract for some time. They have been discussing it with the companies and trying to come to an agreement. However, there are still some issues that need to be resolved.

The main concern is the wages. The companies want to keep wages low, while the union wants to increase them. This is a typical issue in the maritime industry, where wages can fluctuate depending on the economy.

Another issue is the working conditions. The companies want to reduce costs by implementing new technologies, while the union wants to maintain the current conditions. This is a common problem in the industry, where automation is increasing.

The NMM has been working on this contract for a long time, and they are trying to come to a fair agreement. However, it is unclear if they will be able to resolve all the issues.

In the meantime, the companies and the union are continuing to negotiate. It will be interesting to see how this contract turns out in the end.
Union protest over Eskom shutdowns

The all-white Mine Workers Union has protested against Eskom's "unilateral" decision to close down four units of the Arnot power station in the eastern Transvaal.

According to a statement released yesterday, the MWU said in view of Eskom's "healthy financial situation" this closure, which could affect hundreds of employees, was indefensible.

MWU general secretary W. Ungerer said Eskom's net revenue had increased by 18 percent to R988 million. Also, there had been a growth of 8.87 percent in electricity sales.

Eskom has also written off bad debts to the tune of R91 million because of non-payment by certain groups, Mr. Ungerer stated.

He said Eskom's decision had to be seen against the background that staff had been decreased by about 10,000 employees over the past five years.

"The MWU believes that Eskom's decision to try and steamroll the unions by giving notice of closure without alternative dialogue is not conducive to good labour relations," he said.

The MWU has called on all employers not only to look at their balance statements but also to consider the employees responsible for those statements." -- Sapa
The photo on the left shows a crash scene with a damaged car and emergency personnel. The text on the right reads:

"Under apartheid, last May Day..."
Comrade capitalists on JSE

TOM HOOD
Business Editor

TRADE unions cheered the share market this week with their decision to go ahead in forming a unit trust where members can chip in for only R30 a month.

The fund, Community Growth Fund (CGF), makes its debut next month as a general fund and the country’s 44th unit trust. It is set to make an enormous impact on business and worker-employer relations.

JSE analysts believe news of its formation signalled to investors that threats to nationalise big business were certain to evaporate - a factor which one analyst said helped to boost investment confidence and share prices this week.

But company directors will have to pull up their socks because the new breed of capitalists is likely to be less apathetic - if not downright bullish - compared to the present generation of South African investors.

Union leaders are deadly serious when they talk about worker participation in making business decisions in the new South Africa.

For starters, they will be entitled through their unit trust management company, Unity Incorporated, to arm themselves with proxies and challenge directors at company meetings.

Then, if the fund invests millions in a company — is allowed to buy up to 10 percent of a company’s shares — the unions could be expected to demand a seat on the board of directors in the same way that financial institutions are represented in many companies.

Unions have long demanded a say in decision-making. Worker participation is already common in the United States and Britain.

Mr George Young, spokesman for the Labour Research Service, which devised the plan for the union fund, said issuing proxies to the unions concerned was a popular method in the US and Britain of challenging companies at annual general meetings.

"We see a unit trust would have the right to issue proxies to interested parties and it might encourage companies to give us information."

CGF has the potential to grow at a spanking pace and to become one of the largest funds in the country.

It has two major advantages over competitors. Big companies are expected to invest millions to show they are among the “good guys” as regards social responsibility.

The fund has been promised as much as 10 and 25 percent of the huge cash flows of union pension funds every month.

Trade union pension funds must invest money if they want to protect workers’ pensions from inflation — and what better place than their own CGF?

The fund will also be punted by unions to members and the minimum investment of R30 a month or a R500 lump sum are among the lowest and most affordable in the industry.

The CGF will be the country’s 44th unit trust and the 23rd general fund.

It will get off to a flying start on June 1 Syfrets, which has a 50 percent stake in the management company, will start CGF with an R2-million investment — double what it gave to launch its own Syfrets Growth Fund about four years ago.

Other companies have either pledged or indicated that they turn to page 3
QUESTIONS
Indicates translated version.
For written reply

General Affairs

Magalies toll roads: operating results

229 Mr P H DE LA REY asked the Minister of Transport:
What were the operating results of the Magalies toll roads for the 1991-92 financial year or the latest specified period of 12 months for which information is available?

The MINISTER OF TRANSPORT
The latest specified period for which information is available is the period 1 March 1991 until 29 February 1992. The income of the Pelindaba toll plaza was R310 411. The operating expenses, maintenance and depreciation amounted to R1 477 573 which resulted in a deficit of R1 167 162.

It must, however, be pointed out that the Pelindaba toll plaza was opened at the same time as the Magalies toll road, knowing that operational losses would be incurred until the section into Pretoria was completed. This was considered the most viable option as delaying would have resulted in the tolling of an existing road.

The extension into Pretoria is scheduled for completion in early 1992 and the Quagga toll plaza will then be opened near Danville. Thus, as well as improved access to the toll road from Atteridgeville, will significantly improve the operating results of the N4 Magalies toll road.

Number of trade unions registered

242 Mr P J PAULUS asked the Minister of Manpower:
(1) How many (a) trade unions for (i) Whites, (n) Coloureds, (nm) Indians and (m) Blacks and (b) mixed trade unions are registered in terms of the Labour Relations Act, No 28 of 1956, in respect of what date is this information furnished?

B563E

The MINISTER OF MANPOWER

(1) (a) 37
(n) 10
(m) 1
(b) 127
(2) 17 March 1992

Number of legal/illegal strikes

243 Mr P J PAULUS asked the Minister of Manpower:
(a) How many (i) legal and (n) illegal strikes occurred during the latest specified period of 12 months for which information is available, (b) how many workers were involved, (c) how many man-days were lost and (d) how many workers of each race group concerned took part in the strikes?

B564E

The MINISTER OF MANPOWER

(a) (i) 2
(n) None
Trade unions mostly 'open'

Political Staff

MORE than two-thirds of the registered trade unions in South Africa are now open to all races, as are all but four of the 50 unregistered trade unions.

This was revealed yesterday by the Minister of Manpower, Mr. Piet Marais, in replying to questions tabled in Parliament by Mr. Arne Paulus (CP, Caledonville).

(132) ST 158192
The Chamber of Commerce and Industry are collaborating to support the local economy. The Chamber has launched a new program aimed at helping small businesses and entrepreneurs. The program includes workshops, mentorship sessions, and access to financing opportunities. The Chamber is also partnering with local banks to offer special interest rates for business loans. This initiative is expected to provide significant benefits for the community.

Applicants for this program should contact the Chamber of Commerce for more information and application details. The program is open to all local businesses and entrepreneurs, regardless of industry or size. Applications will be accepted until the deadline of June 30th. For more information, please visit the Chamber of Commerce website or call (123) 456-7890.
KENNISGEWING 458 VAN 1992

DEPARTEMENT VAN MANNEKRAP

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van Salstaff. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enge geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik te m by my te dien, p/a die Departement van Mannekrap, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: Salstaff
Datum waarop aansoek ingediend is: 15 April 1992
Belange en gebed en opsigte waarvan aansoek gedoen word: Alle persone in diens by Transnet Beperk, in die Republiek van Suid-Afrika
Kantooradres van aanhanger: Smitstraat 228, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:
(a) Die mate waarin 'n beswaarmakende vakvereniging vereenwoording is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorvermelde datum volwaardige lede was, in aanmerking geneem
(b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word

G. C. PANENFUS,
Assistentnywerheidsregistrateur
(22 Mei 1992)

NOTICE 458 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from Salstaff. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Salstaff
Date on which application was lodged: 15 April 1992
Interests and area in respect of which application is made: All persons employed by Transnet Limited, in the Republic of South Africa.
Postal address of applicant: P O Box 6753, Johannesburg, 2000.
Office address of applicant: 228 Smit Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:
(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

G. C. PANENFUS,
Assistant Industrial Registrar
(22 May 1992)
A TOTAL of 613 strikes involving 175,683 workers took more than 1,237,000 man-days between November 1, 1980, and October 31, 1981, according to

BAROMETER

Marshall, Minister of Manpower

He said there was a total of 192 strikes registered in terms of the Labour Relations Act, of which 172 were legal strikes. 37 were for white workers, 107 for coloured, one for Indians and 17 for blacks.
KENNISGEWING 450 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Precision Manufacturing Engineers Association met ingang van 12 Mei 1992 ingetrek het.

G. C. PAPENFUS,
Assistent-nywerheidsregistrateur.
(22 Mei 1992)

KENNISGEWING 451 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die SA Foundry Association met ingang van 12 Mei 1992 ingetrek het.

G. C. PAPENFUS,
Assistent-nywerheidsregistrateur
(22 Mei 1992)

KENNISGEWING 452 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE


G. C. PAPENFUS,
Assistent-nywerheidsregistrateur
(22 Mei 1992)

KENNISGEWING 456 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act,
TABEL

Naam van vakvereniging Spoorbond
datum waarop aansoek ingediend is 24 April 1992
Belange oopgeëie waarvan aansoek
gediend word: Alle persone in diens van Transnet
Beperk in die Republiek van Suid-Afrika
Posadres van appMIant: Postbus 31111, Braamfontein, 2017.
Kantooradres van appMIant: Tweede Verdieping, De Korte
straat 60, Braamfontein
Die aandag word gevestig op onderstaande ver-
estes van artikels 4 en 7 van die Wet
(a) Die mate waarin 'n beswaarmakende vakver-
eniging verteenwoordigend is, word ingevolge
artikel 4 (4), soos toegepas by artikel 7 (5),
bepaal volgens die feite soos hulle bestaan het
op die datum waarop die aansoek ingediend is,
en wat die lidmaatskap betref, word alle lede wat
ingevolge artikel 1 (2) van die Wet op voorneemde
datum volwaardige lede was, in aanmerking
genem
(b) Die prosedure voorgestryf by artikel 4 (2) moet
gevolgd word in verband met 'n beswaar wat inge-
dien word

G. C. Papenfus,
Assistentreynheidsregistrateur
(22 Meie 1992)

KENNISGEWING 457 VAN 1992
SUID-AFRIKAANSE RESERWEBANK
Staat van bates en laste op die 30ste dag van April 1992

<table>
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<td>R</td>
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<tr>
<td>Aandelekapaal</td>
<td>2 000 000,00</td>
<td>2 000 000,00</td>
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<tr>
<td>Reservewonds</td>
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<td>77 831 863,11</td>
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<td>10 790 818 382,00</td>
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<td>Deposito's</td>
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<tr>
<td>Regering</td>
<td>7 008 477 528,93</td>
<td>6 009 802 947,03</td>
<td>998 874 581,90</td>
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<td>158 383 182,50</td>
<td>479 276 035,48</td>
<td>(320 892 852,98)</td>
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<tr>
<td>Depositionswaardige instellings</td>
<td>1 064 215 648,71</td>
<td>998 438 611,00</td>
<td>65 779 037,71</td>
</tr>
<tr>
<td>Ander</td>
<td>63 948 170,51</td>
<td>262 298 962,15</td>
<td>(198 350 811,64)</td>
</tr>
<tr>
<td>Ander laste</td>
<td>10 035 367 203,58</td>
<td>8 401 013 240,93</td>
<td>1 634 373 962,65</td>
</tr>
<tr>
<td>R29 142 133 265,93</td>
<td>27 021 478 061,70</td>
<td>2 120 655 204,23</td>
<td></td>
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</table>
Vallenbery gets Buries after Breakout

[Image of a newspaper page with text and images]

Workers block municipal
calls to central centre and
join movement for fresh elections

[Text on the page is not legible due to the quality of the image]
Unionising small business

THE impact of trade unions on small business and the need to link small and big business were the major themes at this year's National Industrial Chamber held at the Jan Smuts Holiday Inn at the weekend.

The NIC, which is an affiliate of Nafoce, represents more than 4,000 small manufacturers, industries, parastatals and large corporations in South Africa.

Co-ordinator Mr Phil Machaba said that the intention of the conference was to link big and small manufacturers because of the important role they would play in the post-apartheid South Africa.

Speakers included: Barlow Rand's Mr Robert Robb, Habakuk Cane's Mr Habakuk Shikwane, and representatives from trade unions.

The impact trade unions have on small manufacturers was also discussed.

"Many entrepreneurs see the unionisation of their labour force as an area of concern, especially in the prevailing climate of widespread unemployment," Machaba said.

According to Get Ahead, informal manufacturing in South Africa accounts for half of that found elsewhere in Africa, for example in Maseru and Nigeria.

NIC's president said they intended putting block manufacturing on the map as people usually associate black business only with retailers or taxis.

He said the critical unemployment situation in South Africa meant there was a need to learn how to maximise small business promotion.
Hani warns workers of black capitalists

MICHAEL MORRIS
and SHARON SOROUR
Staff Reporters

SA COMMUNIST Party chief Mr Chris Hani has warned that "black capitalists" will exploit workers as much as their white counterparts.

In a strongly worded speech to a Food and Allied Workers Union farmworkers' rally at the Claremont civic centre yesterday, Mr Hani told workers they alone would have to fight for, and defend, their rights — even in black-owned companies.

And, scoffing at government warnings over mass action, Mr Hani vowed that an unprecedented campaign of protests would be maintained until full democracy was in place.

Underscoring tense relations between the government and the ANC/SACP alliance, he said: "The government is making a mistake if they think they can ride rough-shod over us. "Mass action will continue whether they like it or not. We are sick and tired of the government's threats."

Mr Hani signalled the need for strong, independent unions in the post-apartheid future.

"Even black capitalists will continue to exploit black workers in the same way as white capitalists if they (the workers) are not organised in independent, progressive trade unions."

He warned that "capitalists will exploit the absence of trade unions to continue backward practices."

Emphasising the need for independence from government, now as much as in the future, Mr Hani warned unions to resist becoming "sweetheart" unions favoured by those in power.

Workers should seize the initiative and "spread the gospel of trade unionism."

Mr Hani firmly aligned the SACP with worker issues.
KENNISGEWING 517 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnabyverhoudingsregister, maak inligginge artikel 4 (2) soos toegegaan by artikel 7 (5) van die Wet op Arbeidsvhouinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Financial Institutions Workers Union. Besonderhede van dié aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisbeging sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

**TABEL**

*Naam van vakvereniging* Financial Institutions Workers Union.

*Datum waarop aansoek ingediens is* 28 April 1992.

*Belange en gebied ten opsigte waarvan aansoek gedaan word* Alle persone in diens in die Finansiële Instellingsonderneming in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken—

"Finansiële instellingsonderneming" die onderneeming waarmi werkgewers en hul werknemers met mekaar geassosieer is in 'n finansiële instelling met dié doel om besigheid te dryf, en omvat dié sodanige bedrywighede indien onderneem deur 'n moedermaatskappy, geassosieerde maatskappy of filiaal van 'n finansiële instelling;

"finansiële instelling"—

Enige instelling geregistreer inligginge van die Wet op Depositionemende instellings, 1990 (Wet No. 94 van 1990);

'n bouwvereniging geregistreer inligginge van die Wet op Onderlinge Bouwverenigings, 1965 (Wet No. 24 van 1965);

'n versekeringsvereniging inligginge van die Versekenningswet, 1943 (Wet No. 27 van 1943);

'n Pensioenfondsorganisasie geregistreer inligginge van die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956);

'n onderlinge hulpvereniging geregistreer inligginge van die Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n effekte-trustskema soos omskryf in die Wet op beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981);

'n eksekuteskamer of 'n trustmaatskappy of enige ander maatskappy wat beleggings maak of enige trustbestemde in veilige bewaring hou, beheer of administreer;

NOTICE 517 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Financial Institutions Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

*Name of trade union* Financial Institutions Workers Union.

*Date on which application was lodged* 28 April 1992.

*Interests and area in respect of which application is made* All persons employed in the Financial Institutions Undertaking in the Republic of South Africa.

For the purposes hereof—

"Financial Institution Undertaking" means the undertaking in which employers and their employees are associated in a financial institution for the purpose of conducting business, and includes such activities if conducted by a parent company, associate company or subsidiary of a financial institution;

"financial institution" means—

any institution registered in terms of the Depositing Institutions Act, 1990 (Act No. 94 of 1990);

a building society registered in terms of the Mutual Building Societies Act, 1965 (Act No. 24 of 1965);

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943);

a pension fund organisation registered in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956);

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No. 25 of 1956).

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981),

a board of directors or a trust company or any other company which makes investments or keeps in safe custody, controls or administers any trust property;
'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer;

'n eiendomssagente geregistreer ingevolge die Wet op Eiendomsagente, 1976 (Wet No. 112 van 1976);

en omvat dit enige filiale of asosiasie gestig of verkry waarm van sodanige finansiële instelling 'n beheerende aandeel of meerderheidsbelang het.


Kantoordres van applikant: Jutastraat 101, Braamfontein.

Die aanbad word gevestig op onderstaande ver-eistes van artikels 4 en 7 van die Wet:

(a) Die mate waarm 'n beswaarmakende vakver-

eriging verteenwoordigend is, word ingevolge

artikel 4 (4), soos toegepas by artikel 7 (5), be-

paal volgens die feite soos hulle bestaan het op

die datum waarop die aansoek ingediend is, en

wat die lidmaatskapt betref, word alleen lede wat

ingevolge artikel 1 (2) van die Wet op voormelde
datum volwaardige lede was, in aanmerking
genem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet

gevolgd word in verband met 'n beswaar wat inge-
dien word.

G. C. PAPENFUS,

Assistentmywerhedsregistrateur

(12 June 1992)

KENNISGEWING 520 VAN 1992

DEPARTEMENT VAN PLAASLIKE REGERING EN NASIONALE BEHUISING

RAAD VIR DIE KOORDINERING VAN PLAASLIKE OWERHEIDSANGELEENETHEDE: AANWYSING

VAN VERSENE OF INSTELLINGS VIR DOE-

EINDES VAN LIDMAATSKAP

Ek, Leon Wessels, maak hiermee algemene ken-

niskend dat ek, kragtens die bevoegdheid my ver-

leen by artikel 3 (3) (a) (ii) en 5 (ii) van die Wet op die

Bevordering van Plaaslike Owerheidsangeleentheid, 1983 (Wet 91 van 1983), mnr S Immelman aantel as

lid van die Raad vir die Koördinering van Plaaslike

Owerheidsangeleentheid en van die Raad se Akses-

komitee vir 'n tydperk van twee jaar, met ingang van 1


L. WESSELS,

Minister van Plaaslike Regering en Nasionale

Behuising

a manager who, in terms of the Participation

Bonds Act, 1981 (Act No. 55 of 1981), controls

or administers a scheme;

an estate agency registered in terms of the Estate

Agents Act, 1976 (Act No. 112 of 1976),

and includes any subsidiaries or associates estab-

lished or acquired in which such financial institution

has a controlling or majority interest.

Postal address of applicant: P.O. Box 30917,


Office address of applicant: 101 Juta Street, Braam-

fontein.

Attention is drawn to the following requirements of

sections 4 and 7 of the Act.

(a) The representativeness of any trade union which

objects to the application shall in terms of sec-

tion 4 (4) as applied by section 7 (5) be deter-

mined on the facts as they existed at the date on

which the application was lodged and, as far as

membership is concerned, only members who

were in good standing in terms of section 1 (2) of

the Act as at the aforesaid date shall be taken

into consideration.

(b) The procedure laid down in section 4 (2) must be

followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar

(12 June 1992)

NOTICE 520 OF 1992

DEPARTMENT OF LOCAL GOVERNMENT AND

NATIONAL HOUSING

COUNCIL FOR THE CO-ORDINATION OF LOCAL

GOVERNMENT AFFAIRS: DESIGNATION OF PER-

SONS OR INSTITUTIONS FOR PURPOSES OF

MEMBERSHIP

I, Leon Wessels, hereby notifies for general infor-

mation that, in terms of the power vested in me by section

3 (3) (a) (ii) and 5 (ii) of the Promotion of Local Govern-

ment Affairs Act, 1983 (Act 91 of 1983), I hereby ap-

point Mr S Immelman as a member of the Council for

the Co-ordination of Local Government Affairs and of

the Council's Action Committee for a term of two years,

with effect from 1 January 1992.

L. WESSELS,

Minister of Local Government and National Housing
KENNISGEWING 523 VAN 1992
DEPARTEMENT VAN LANDBOU-ONTWIKKELING

DIREKTORAT: FINANSIELE BYSTAND

KENNISGEWING VAN 'N VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikking voorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,
Director: Finansiele Bystand,
Departement van Landbou-ontwikkeling.

Aansoek van:
Jacobus Andreas Joubert, van die plaas Makoadl; Posbus 79, Clocolan, 9735.

Plek van byeenkoms:
Kantoor van die Landdros, Clocolan.

Datum en tyd:
17 Julie 1992 om 10:00

(12 Junie 1992)

KENNISGEWING 524 VAN 1992
DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENEGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Liquor and Catering Trades Employees Union (Cape) met ingang van 5 Junie 1992 ingetrek het.

G. C. PAPENFUS,
Assistentnywerheidsregistrateur.

KENNISGEWING 525 VAN 1992
DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENEGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Federal Council of Retail and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word verskyn om binne een maand na die datum vanpublikasie van hierdie kennisgewing sy beswaar skriftelik by my in te deen, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

NOTICE 523 OF 1992
DEPARTMENT OF AGRICULTURAL DEVELOPMENT

DIRECTORATE: FINANCIAL ASSISTANCE

NOTICE OF A MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966, AS AMENDED

A meeting of the mentioned creditor and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,
Director: Financial Assistance,
Department of Agricultural Development

Application by:
Jacobus Andreas Joubert, of the farm Makoadl; P O Box 79, Clocolan, 9735

Place of meeting:
Magistrate's Office, Clocolan

Date and time:
17 July 1992 at 10:00.

(12 Junie 1992)

NOTICE 524 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Liquor and Catering Trades Employees' Union (Cape) with effect from 5 June 1992.

G. C. PAPENFUS,
Assistant Industrial Registrar.

NOTICE 525 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Federal Council of Retail and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.
TABEL

Naam van vakvereniging Federal Council of Retail and Allied Workers.
Datum waarop aansoek ingediend is: 30 Desember 1991.
Belange en gebied ten opzigt waarvan aansoek gedaan word:

1. Alle persone in diens in ondervermelde bedrywe in die Republiek van Suid-Afrika:
   (a) Kommersiële Distribusiebedryf;
   (2) Teekamer- en Restaurant- en Verversingsbedryf en
   (3) Hotel- en Drankbedryf.

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf:

(1) “Kommersiële Distribusiebedryf” beteken die bedryf waarm van werkgewers en hul werknemers met mekaar geassosieer is met die doel om ‘n winkel, soos hieronder omskryf, te drif, en dit omvat aldaar daarmee gepaardgaande werkzaamhede wat deur sodanige werkgewers en hul werknemers verrig word.

“Winkel” beteken enige perseel of enige gedeelte van ‘n perseel—

(a) waarn of waarop persone toegelaat of waarheen persone uitgenoor word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop verkoop, uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;

(b) waarn of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelever of ver- send word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop;

(c) in of waarop goedere in voorraad gehou of geberg word en van waar groot-handels- of kleinhandelsbestellings uitgevoer word vir die levering van sodanige goedere;

(d) waarn of waarop ‘n vervaardigersverteenwoordiger sy werkzaamhede as sodanig verrig, en in hierdie verband beteken “vervaardigersvereenwoordiger” ‘n persoon, uitgesonderd ‘n werknemer van ‘n vervaardiger, wat as ‘n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhef, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins;

(e) waarn of waarop ‘n besgheid gedryf word kragens die buiteverbruikvoorregte van ‘n hotel- en drankbedryf en byvoorbeeld in ‘n gebied waarop bestellings teen toevoeging is nie, of kragens ‘n drankwinkelsentensie,
en "winkelwerkzaamheid" het 'n ooreenstemmende betekens.

(2) "Teekamer-, Restaurant- en Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloerbaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnehuis of in die ope lug, en dit omvat sodanige werkzaamhede wanneer vrag in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restaurante, vis-en-skyfie-winkels, kafes, teekamers, padkafes en verskoppunte vir wegweerskerm; behalwe wanneer die voorraad en/of verskaffing van eet- klaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n huisvestingsinrigting;

(b) waar etes of niealkoholiese dranke bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spruit- of mineraalwater in glas of ander houers verskaf word vir verbruik op die perseel; en

(d) waarvan of waarvandaan die werkzaamhede hierin bedoel, vrag word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal;

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige persele kragtens 'n dranklikeense gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhauers, losseshouers of huurkamershouers nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werkzaamhede gepaard gaan of daaruit voorspruit.

(3) "Hotel- en Drankbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag leen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as 'n dranklikeense gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989. Met dien verstande dat vir die doelendes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

2. Alle persone in diens in onderskeidelike ondernemings en bedrywe in die provinsie Transvaal

(1) Motorvervoeronderneemings (Goedere), and "shop activity" has a corresponding meaning.

(2) "Tearoom, Restaurant and Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, biotea room, drive-in cinema or other entertainment or any function,

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

(3) "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

2. All persons employed in the undermentioned undertakings and trades in the Province of the Transvaal

(1) Motor Transport Undertaking (Goods):
(2) Reklame-, Publisiteits-, Uitstal- en Letterskilderonderneming,
(3) Bemarkings- en Reisagentskapsonderneming;
(4) Wassery-, Droogskoonmaak- en Kleurbedryf;
(5) Haarkappersbedryf; en
(6) Huisvestingsnemingbedryf.

Vir die doelendes hiervan word bovermelde onderneemings en bedrywe soos volg omskryf:

(1) "Motorvervoeronderneming (Goedere)" beteken die onderneming waarmee werkgevers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werkzaamhede teen vergoeding of huur te verrig:

(a) Die vervoer van goedere deur middel van motorvervoer, met inbegrip van die vervoer van grond, gruis, klip, sand, steenkool of water wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie; en

(b) Die opberg van goedere, met inbegrip van die ontvangs, oopmaak, uitpak, inpak, versending, inklinking en uitslag van verantwoording doen van goedere, houers of behouerse goedere,

en dit omvat alle bedrywighede wat met enige van voormelde werkzaamhede gepaard gaan of daaruit voortspruit.

(2) "Reklame-, Publisiteits-, Uitstal- en Letterskilderonderneming" beteken die onderneming waarmee werkgevers en hul werknemers met mekaar geassosieer is met die doel om—

(a) reklamebote te vervaardig, te vervoer en/of op te ng en/of om reklamemappelette vir klante aan huishoudings af te lewer;

(b) dienste aan klante te verkoop en/of te verskaf deur die publisering van hul produkte;

(c) binne-uitstallings van handelsware en produkte vir klante te ontwerp en op te stel;

(d) reklamebote en vensters te beskilder en letterskilderwerk daarop aan te bring en die argtergrond van uitstallings te versier;

en dit omvat alle bedrywighede wat met enige van voormelde werkzaamhede gepaard gaan of daaruit voortspruit.

(3) "Bemarkings- en Reisagentskapsonderneming" beteken die onderneming waarmee werkgevers en hul werknemers met mekaar geassosieer is met die doel om—

(a) dienste aan vervaardigers, invoerders of uitvoerders te verskaf vir die verspreiding en bemarking van hul goedere teen kommissie of vergoeding,

(b) ten opsigte van die bree publiek reisfacilitate te verskaf of te bemark;

(2) Advertising, Publicity, Display and Signwriting Undertaking;
(3) Marketing and Travel Agencies Undertaking;
(4) Laundry, Dry-Cleaning and Dyeing Trade;
(5) Hairdressing Trade; and
(6) Accommodation Establishment Trade.

For the purposes hereof the above-mentioned undertakings and trades are defined as follows.

(1) Motor Transport Undertaking (Goods)" means the undertaking in which employers and their employees are associated for the purpose of carrying out one or more of the following operations for reward or hire:

(a) The transportation of goods by means of motor transport, including the transportation of soil, gravel, stone, sand, coal or water that is intended for sale, whether or not such transportation is performed for hire or reward; and

(b) The storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing or accounting for of goods, containers or containerised goods;

and includes all operations incidental to or consequent on any of the aforesaid activities.

(2) "Advertising, Publicity, Display and Signwriting Undertaking" means the undertaking in which employers and their employees are associated for the purpose of—

(a) manufacturing, transporting and/or erecting advertising boards and/or delivering advertising pamphlets to households for clients;

(b) selling and/or providing services to clients in publicising their products,

(c) designing and mounting interior displays of merchandise and products for clients,

(d) painting and signwriting boards and windows and decorating display backgrounds,

and includes all operations incidental to or consequent on any of the aforesaid activities.

(3) "Marketing and Travel Agencies Undertaking" means the undertaking in which employers and their employees are associated for the purpose of—

(a) providing services to manufacturers, importers or exporters for the distribution and marketing of their goods, either for commission or for a fee;

(b) providing or marketing travel facilities in respect of the general public;
en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

(4) "Wassery-, Droogskoonmaak- en Kleurbedryf" beteken die bedryf waarin werkgevers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig:

(a) Die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels volgens die bestelling van klante in bedryfmaakings;

(b) die beskikbaarstelling in bedryfsmingtings van munj- of enige selfbedieningsmashiene of enige soortgelyke wass-, droog-, stryk-, pars-, droogskoonmaak- of kleurmasjiene vir gebruik deur klante;

(c) die gebruik van voertue of die bedryf van depots, ongeag of sodanige voertue verbonde is aan of sodanige depots deel uitmaak van of verbonde is aan bedryfsmingtings waarin die werksaamhede vermeld in (a) en (b) verlig word, met die doel om bestellings vir die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels te wissel, te vra of op te neem, metinbegripvandeelhaal, ontvangs of aflewening van sodanige artikels;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

(5) "Haarkappersbedryf" beteken die bedryf waarin werkgevers en hul werknemers met mekaar geassosieer is met die doel om toiletdienste in enige bedryfsmingting te lever, "Toiletdiens" beteken engeen of meer of 'n kombinase van die werksaamhede wat deur die algemeen en gewoonlik verlig word deur en bekend staan as die beroep van skoonheidskundiges of kosmetieta of kosmetoloë of haarkappers, en dit omvat maar word nie beperk nie tot die volgende werksaamhede:

(a) Die skikking, kapping, sny, streepbleking, skeer, krul, reiniging, skroeing, sampoening, bleking, kleuring, vleg, tinting, versterling, stilering, golwing (permanent, Marcel of water) van hare, of enige ander behandeling van die hare van die kop of de sy gesig;

(b) die massagie of ander stimulerende behandeling of oferfening van die gesig, kopvel of nek;

(c) die manikuning van naeis, die pluk van wenkbraue, bordwerk, ingolgiebehandeling of ander skoonheidskundige behandeling;

(d) die vernigting van enige werksaamhede bedoel in (a) aan 'n pruik of haarstuk wat deur enigemand gedraa gaan word;

ongeag of enige apparaat, toestel, preparaat of stof by enige van hierdie werksaamhede gebruik word of nie; "bedryfsmingting" beteken enige perseel waarin toiletdienste normaalweg aan iedere van die publiek gelever word.

and includes all operations incidental to or consequent on any of the aforesaid activities.

(4) "Laundry, Dry-Cleaning and Dyeing Trade" means the trade in which employers and their employees are associated for the purpose of carrying on one or more of the following activities:

(a) Washing, drying, ironing, pressing, cleaning, dyeing or mending articles to the order of customers in establishments;

(b) making available in establishments coin or any self-operated machines or any similar or any similar washing, drying, ironing, pressing, dry-cleaning or dyeing machines for use by customers;

(c) using vehicles or operating depots, whether or not such vehicles are connected with or such depots form part of or are connected with establishments in which the activities specified in (a) and (b) are performed, for the purpose of conveying, inviting or taking orders for articles to be washed, dried, ironed, pressed, cleaned, dyed or mended, including the collecting, receiving or delivering of such articles;

and includes all operations incidental to or consequent on any of the aforesaid activities.

(5) "Hairdressing Trade" means the trade in which employers and their employees are associated for the purpose of rendering toilet services in any establishment;

"toilet service" means any one or more or a combination of the operations generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

(a) The arranging, dressing, cutting, high-lighting, shaving, curling, cleaning, singe-ring, shampooing, bleaching, dyeing, colouring, braiding, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;

(b) the massaging or other stimulative treatment or exercise of the face, scalp or neck;

(c) the manicuring of nails, the plucking of eyebrows, board work, trichological treatment or beauty culture;

(d) the performing of any operation referred to in (a) on any wig or harpiece to be worn by any person;

whether or not any apparatus, appliance, preparation or substance is used in any of these operations;

"establishment" means any premises in which toilet services are normally rendered to members of the public.
(6) "Huisvestingsinrigtingsbedryf" betekenis die bedryf wat uitgeoefen word deur persone wa
die besigheid van 'n huisvestingsinrigting dryf
deur huisvesting en een of meer etes per dag
teen vergoeding te verskaf: Met dien verstande
dat vir die doelendes van hierdie omskrywing "huisvesting" slaapkamerakkommodasie en
die dienste wat gewoonlik daarmee geassosieer
word, betekenis.

Posadres van applikant: Posbus 2974, Johannes-

Kantooradres van applikant: Derde Verdeeping,
Elmol House, Delverstraat 93, Johannesburg.

Die aandag word gevestig op onderstaande ver-
estes van artikel 4 van die Wet:

(a) Die mate waarm 'n beswaarmakende vakver-
enging verteenwoordigend is, word ingevolge
subartikel (4) bepaal volgens die feste soos hulle
bestaan het op die datum waarop die aansoek
ingediens is, en wat die lidmaatskapsbetrek, word
alleen lede wat ingevolge artikel 1 (2) van die
Wet op voormelde datum volwaardige lede was,
in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet
gevolg word in verband met 'n beswaar wat inge-
dien word.

G. C. PAPENFUS,
Assistent syndewerheidregistrator.

KENNISGEWING 526 VAN 1992

DOEANE-EN AYSYNSTARIEFAANSOEKE:
LYS 22/92

Onderstaande aansoeke betrefende die Doeane-
en Aksynstarie afgekeur. Enige beswaar teen of kommentaar op hier-
die vertoe moet bronne ses weke na die datum van hier-
die kennisgewing aan die Voorstetter, Raad op Tariewe en Handel,
Pretoria, 0001, gereg.

Applikant:
British Industrial Plastics (SA) (Edms.) Bpk., Posbus
12, Pinetown, 3600.

2. Maleisiumarhied, indeelbaar by tariefsbpos
2917.14, van 15 percent ad valorem of 92.5c/kg
min 85 percent tot 12,5 percent ad valorem.

[RTH-verw. T5/26/21 (920184)]
(Mnr G. S. Bester)

NOTICE 526 OF 1992

CUSTOMS AND EXCISE TARIFF APPLICATIONS
LIST 22/92

The following applications concerning the Customs
and Excise Tariff have been received by the Board on
Tariffs and Trade. Any objections to or comments on
these representations must be submitted to the Chairman,
Board on Tariffs and Trade, Private Bag X753,
Pretoria, 0001, withing six weeks of the date of this
notice. Attention is drawn to the fact that the rates of
duty mentioned in the applications are those requested
by the applicants and that the Board may, depending
on its findings, recommend lower or higher rates of
duty.

Reduction in the duty on:

1. Phthalic anhydride, classifiable under tariff sub-
heading 2917.35, from 20 percent ad valorem
or 120c/kg less 80 per cent to 10 percent ad
valorem.

[BTT Ref T5/26/21 (920183)]
(Mr G. S. Bester)

Applicant:
British Industrial Plastics (SA) (Pty) Ltd, P.O. Box 12,
Pinetown, 3600.

2. Maleic anhydride, classifiable under tariff sub-
heading 2917.14, from 15 percent ad valorem
or 92.5c/kg less 85 percent to 12.5 percent ad
valorem.

[BTT Ref T5/26/21 (920184)]
(Mr G. S. Bester)
KENNISGEWING 514 VAN 1992
VERLORE/VERMISTE—EFFEK—TRANSNET 7,5% 2008

Handelaars neem asseblief kennis:

Transnet 7,5% 2008 effek, Sertifikaat No. AL8769, is sedert 27 Maart 1992 as verlore/vermis aangeteken.

Indien gevind of geoffer word vir handel stuur asseblief aan,

Transnet
Posbus 32590
BRAAMFONTEIN
2017

of skakel mev. H. du Preez by Tel. 488-7542.

(12 June 1992)

KENNISGEWING 515 VAN 1992
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN ‘N VAKVERENIGING

Ek, Gerhardus Coenraad Papenius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ‘n aansoek om registrasie as ‘n vakvereniging ontvang is van die Allied Engineering Aerospace Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enge geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL
Naam van vakvereniging: Allied and engineering Aerospace Union.


Belange en gebied ten opsigte waarvan aansoek gedaan word: Alle persone in die Lugvaartrywerde in die landdrosdistrik van Kempton Park.

Vir die doeleindes hiervan beteken —

“Lugvaartrywerde” die nywerheid waarin werk-gewers en hul werknemers betrokke is by —

(a) Montening, oprigting, toetsing, vervaardiging, hervervinding, herstelwerk, verstelwerk, opknapping, bedrading, stoffering, bespuiting, vertrekwerk of vernuwing, uitgevoer in verband met —

(i) onderstelle, vlerke of rompe van vliegtuie,
(ii) straal- of binnebrandmotore en transmisiekomponente van vliegtuie;
(iii) elektroneen en/of elektroniese instrumente of hydrolese, radar- of radio-uitrusting van vliegtuie,

NOTICE 514 OF 1992
LOST/MISSING—STOCK—TRANSNET 7,5% 2008

Dealers, stockbrokers please take note:

Transnet 7,5% 2008 stock, Certificate No AL8769, has been reported as lost/missing since 27 March 1992.

If found or offered for trading please forward to

Transnet
P.O Box 32590
BRAAMFONTEIN
2017

or contact Mrs H. du Preez at Tel. 488-7542.

(12 June 1992)

NOTICE 515 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF TRADE UNION

I, Gerhardus Coenraad Papenius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the Allied and Engineering Aerospace Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Allied and Engineering Aerospace Union.

Date on which application was lodged: 9 April 1992.

Interests and area in respect of which application is made: All persons in the Aviation Industry in the Magisterial District of Kempton Park.

For the purposes hereof —

“Aviation Industry” means the industry in which employers and their employees are concerned with—

(a) assembling, erecting, testing, manufacturing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting or reconditioning carried on in connection with—

(i) chassis, wings or bodies of aeroplanes;
(ii) jet engines or internal combustion engines and transmission components of aeroplanes;
(iii) electrical and/or electronic instruments or hydraulic, radar or radio equipment of aeroplanes,
(b) vliegtuigengeneurswerk, wat betekent die ver-
nuwing van straat- of binnebrandmotore of
onderdele daarvan vir gebruik in bedryfseenig-
tings waarm hoofsaaklik of uitsluitlik sodanige
werk verrig word, hetsy daar in sodanige
bedryfseenightings vliegtue uitmekaargehaal en
herstel word al dan nie;

(c) die verstelling, herstel en vervaardiging van
optiese visiere en aangeleenthede wat daarmee
gepaard gaan,

(d) die ontwerp, vervaardiging en instandhouding
van missielonderdele;

(e) die vervaardiging en instandhouding van alle
wapentuig, wapens en ammunisie;

en omvat dit alle bedrywighede wat direk en/of indirek
met voormelde werksaamhede gepaard gaan

Vir die doeleindes hiervan omvat die uitdrukking
"vliegtuig" ook 'n helikopter.

Posadres van applikant: Posbus 7071, Bonaero
Park, 1622.

Die aandag word gevestig op onderstaande ver-
estes van artikel 4 van die Wet:

(a) Die mate waarm 'n beswaarmakende vakver-
eniging verteenwoordigend is, word ingevoeg
subartikel (4) bepaal volgens die feite soos hulle
bestaan op die datum waarop die aansoek
ingediend is, en wat die lidmaatskap betref, word
alleen lede wat ingevoeg artikel 1 (2) van die
Wet op voormalde datum volwaardige lede was,
in aanmerking geneem.

(b) Die procedure voorgeskreep in subartikel (2) moet
gevolgd word in verband met 'n beswaar wat inge-
dien word.

G. C. PAPENFUS,
Assistentywerheidsregisterateur.
(12 June 1992)

KENNISGEWING 516 VAN 1992
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentywer-
heidsregisterateur, maak hierby kragtens artikel 14 (1)
van die Wet op Arbeidsverhoudinge, 1956, bekend dat
aangedien ek rede het om te vermoed dat die Launder-
ing, Cleaning and DYing Workers' Union of South
Afrika, nie as vakvereniging funksioneer nie, sy regis-
trase ingetrok sal word, tensy redes daarteen binne
't tydperk van 30 dae vanaf die datum van publikasie
van hierdie kennisgewing aangevoer word

G. C. PAPENFUS,
Assistentywerheidsregisterator
(12 June 1992)

(b) aviation engineering, which means the recond-
tioning of jet engines or internal combustion
engines or parts thereof for use in establish-
ments mainly or exclusively so engaged,
whether such establishments dismantle and
repair aeroplanes or not;

(c) adjusting, repairing and manufacturing optical
sights and matters incidental thereto;

(d) designing, manufacturing and maintaining
missile parts;

(e) manufacturing and maintaining all weaponry,
weapons and ammunition;

and includes all operations directly and/or indirectly
incidental to the aforesaid activities.

For the purposes hereof the expression "aeroplane"
also includes a helicopter.

Postal address of applicant: P. O. Box 7071, Bonaero
Park, 1622.

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

(a) The representativeness of any trade union which
objects to the application shall in terms of sub-
section (4) be determined on the facts as they
existed at the date on which the application was
lodged and, as far as membership is concerned,
only members who were in good standing in
terms of section 1 (2) of the Act as at the afore-
said date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(12 June 1992)

NOTICE 516 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE
UNION

I, Gerhardus Coenraad Papenfus, Assistant Indus-
trial Registrar, hereby notify, in terms of section 14 (1)
of the Labour Relations Act, 1956, that as I have
reason to believe that the Laundering, Cleaning and
DYing Workers' Union of South Africa is not func-
tioning a trade union, its registration will be cancelled
unless cause to the contrary is shown within a period of
30 days from the date of publication of this notice

G. C. PAPENFUS,
Assistant Industrial Registrar.
(12 June 1992)
Whites demand protection.

THE white Mineworkers Union has deplored attacks on its members after last week’s Bophelong massacre near Vanderbijlpark.

The union yesterday warned that white workers would have to take steps to protect themselves.

In an open letter to Law and Order Minister Mr Hermus Kriel, MWU general secretary Mr W Ungoror said union members working for companies like Metalbox, Consolidated Wire Industries and Cape Gate near Bophelong had come under attack since June 15.

Ungoror said “The final straw was when a Mineworkers’ Union member employed by Cape Gate was assaulted on his way to work and his car burned”.

Union leaders immediately met employers and officials of the local commando unit.

“The union decided that police protection must be provided 24 hours a day, that shifts be altered so that shiftworkers commute in daylight, and that union members be provided protected parking areas – Sapa.”

De Klerk in Malaga stop over

Sowetan Correspondent

MADRID - In spite of South Africa’s grave problems, State President FW de Klerk’s jet stopped off at Malaga while en route to Madrid for official meetings yesterday with Spanish Prime Minister Felipe Gonzalez and King Juan Carlos.

De Klerk has cancelled a trip to the Expo world fair to return home to face the crisis.

On Monday night he was staying privately in the upmarket Marbella suburb near Mira Costa, midway between Puengirola and Marbella.

A spokesman for the MiraFlorese Club said the developers were South Af

FW DE KLERK

rican and the director of the Club Playa at MiraFlores was at one time Mr Henry Simh, a South African. At the height of the anti-apartheid protests, a substantial amount of South African money flooded into the Costa del Sol.

The complex also contains a British timeshare resort, a golf course and other sports facilities. Civil guards had been called in to watch over the South African president.

Storms

If De Klerk had hoped for sunshine during his break, he would have been disappointed. After months of drought, Spain is currently swept by storms and rain that have caused severe flooding in many areas, especially in southern Spain near the Costa del Sol.

The Costa del Sol sprang to fame in the early ‘60s, with the jet set resort of Marbella but more recently has been associated with runaway British criminals, arms dealers and drug traffickers.
Union wins court order for meeting

SUSAN HUGHES

THE Johannesburg Municipal Combined Employees' Union, locked in a wage dispute with the city council, obtained an order in the Rand Supreme Court yesterday allowing it to hold a mass meeting on the piazza outside the council's offices in Braamfontein next Tuesday.

The meeting was originally planned for 3.30pm yesterday to coincide with the Council's budgetary debate.

During the course of yesterday's urgent application however it was agreed that if the judge ruled in favour of the union, the meeting would be held at 3pm next Tuesday instead.

After hearing argument from counsel representing both parties, Judge N M MacArthur granted an order declaring that the management committee's refusal earlier this week to give permission for the meeting on the piazza was invalid and of no force and effect.

» He set aside the management committee's decision subject to a number of conditions agreed upon by the union, council representatives and their lawyers.

The union brought its application against the town clerk and the management committee only hours before the meeting was due to take place yesterday afternoon.

However while the application was still in progress, the judge granted a short adjournment to allow both parties to reach agreement on conditions under which the meeting would be held if there was a ruling in the union's favour.
All-white kibbutz

The all-white South African Iron, Steel and Allied Industries Union (Yaser en Shah) this week launched a kibbutz-style settlement for unemployed members and plans to extend the initiative to other white unions.

When land is bought, the workers will build their own homes and produce their own food. To upgrade skills, members of the settlement will receive training in terms of the Manpower Training Act.

Staysaways and strikes are having positive spin-offs for the union which has found work for 500 people "in its efforts to counter the effects of black workers' stayaways," said union general manager Nic Celibers.
Unions' productivity 'hatchet job'  

ROGER FRIEDMAN  
Staff Reporter  

TRADE UNIONS "have done a very effective hatchet job on the concept of productivity", the key to the future economic well-being of South Africa, industrial relations consultant, Mr Andrew Levy, said today.

But amid the gloom, "the unions are beginning to change their minds", and the doors to productivity bargaining were beginning to "swung open."

Mr Levy was addressing a conference in Cape Town on labour problems and solutions, focusing on wage demands, productivity, industrial action and retrenchments.

Professor Robert Schrire of the University of Cape Town cautioned employers that policies of pure expediency would never work.

Businesses would not survive the onslaught of extended industrial action.
Labour call to oppose Cosatu

PRETORIA — The SA Confederation of Labour has called on labour organisations to form a united front against the Congress of South African Trade Unions.

Sactu secretary Mr Nic Celliers said if IFP members organised labour and other workers formed a united front against Cosatu, it would leave Cosatu with only a million members as opposed to the front's proposed 2.25m.

He said a decision by the IFP to call on Cosatu-affiliated unions to terminate their union membership was “the most positive step in these troubled times” — Sapa
Lwusa-Cosatu conflict leads to violence

The Weekly Monitor

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with 24/7 - 30/1/17

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Mood River, Cosatu's South African wing, broadened down in mourning tearful freedom party before members before the funeral. The week before workers in the mining sector were killed, Cosatu's Johannesburg, after workers who died in Lonmin's Marikana, where 34 miners who died in police violence earlier this year.

For immediate, workers' organizations connected to Marikana, Cosatu and the trade union movement, this week's deaths were a direct hit to theford of their struggle for justice.

Tensions between mining companies and their workers have escalated in recent months, with violence breaking out in several mining areas. The latest incident, the death of two workers at Lonmin's Figure 1 mine, has sparked protests and unrest among workers.

Cosatu, South Africa's largest trade union federation, has called for a national strike to protest the violence and demanding better working conditions and safety measures in the mining sector.

The government has also announced a review of mining regulations to address the issue of violence.

Meanwhile, the families of the deceased workers have called for justice and compensation for their losses.

The mining sector remains one of the most dangerous and violent workplaces in the country, with a history of labor unrest and 必要な文章を提供するリクエストである。
Unions battle over factory

Bullets fly on the East Rand as general strike looms

AMOS Mageanya can't quite believe he's still alive.
He has been fired on at the gates of his workplace and shot at twice in near-by streets.

His house has been plywooded with machine-gun fire and set alight.

But he takes pride in his life having left him virtually unscathed.

'I may have been shot,' he says, 'but I'm not dead.' Some of his colleagues have not been so fortunate.

Mageanya is a union man, a member of the South African Workers Union (Fawu) and chairman of the shop stewards' council at the Langenberg factory in Boksburg.
The factory is one of the biggest in the area and for more than a year now it has been the site of a battle for control by opposing unions.

Fawu, which affiliated to the Congress of South African Trade Unions, says 14 of its members have been murdered.
The United Workers' Union of SA (Uwasa) (Uwasa), which is linked to Inkatha, says two of its supporters were stabbed to death on the factory premises last month.

Last weekend, the Inkatha Freedom Party called on all its supporters to withdraw membership fees from Cosatu which 'appears no longer to be serving the interests of the workers but has become a political tool to achieve the ANC-SACP's political agenda.'

VIOLENT

There is currently a truce at Langenberg which company management believe can hold.

If a written agreement is signed between the ANC and Inkatha, workers at Langenberg are now working normally.

Problems in the factory were 'very much a reflection of the problems existing in the community at large at the present moment.' On that point, both unions agree with management.

'It boils down to political rivalry,' Mageanya says.

Uwasa is being used by the state and Inkatha to destabilize the factory, he says.

This factory is a big fish and if they gain control they will gain a lot of members. The other, smaller factories would be easier to deal with.

Says Uwasa national public relations officer Duke Sembagomo: 'The conflict is caused by ideological differences. Our people are associated with Inkatha while Fawu people are ANC. They say they are not prepared to work with Inkatha.'

Both Mageanya and Sembagomo agree that the factory is a political battleground.

Rene Motha of the shop stewards' council at the factory.

The most recent incident was a shooting at the end of last month when, outside the gate, a bus was sprayed with AK-47 fire from a moving car, killing two people. Two weeks before that, a Fawu shop steward was shot outside the factory.

The local police commando and the national police were called.

In the union

Both Mageanya and Sembagomo describe the mood at Langenberg as tense.

'Anything can happen at any time,' says Sembagomo.

The most recent incident of violence was at the end of last month when, outside the gate, a bus was sprayed with AK-47 fire from a moving car, killing two people. Two weeks before that, a Fawu shop steward was shot outside the factory. Two people were killed by the Inkatha, he says.

The local police commando and the national police were called.

The most recent incident of violence was at the end of last month when, outside the gate, a bus was sprayed with AK-47 fire from a moving car, killing two people. Two weeks before that, a Fawu shop steward was shot outside the factory. Two people were killed by the Inkatha.
Ring of 'threatening' blacks

WITBANK. — The whites of the Witbank only Mine Workers' Union said 300 'threatening' black workers had surrounded the premises of Highveld Steel and Vanadium Corporation at Witbank.

The union said it would not allow its white members at the steel works to be threatened and assaulted.

An Eastern Transvaal police spokesman said 'The unrest seems to be a domestic affair at the moment.'

"The police at Witbank are aware of the situation and are ready to act if a complaint is lodged and assistance is requested."  [MG 25/7/97]

MWU chief secretary Mr Peet Ungerer said the union — representing 90 percent or 900 members of the white labour force — was discussing the situation with the management.

"The MWU will not allow its members to be threatened by any other organisation," said Mr Ungerer.

"The members will stop working immediately if there is any danger."  [MG 25/7/97]

The MWU said yesterday it held the management responsible for members' safety.

Mr Ungerer added that police were on standby — Sapa.
Zevenfontein relocation put on hold by court’s interdict

The relocation of several hundred Zevenfontein squatter families was temporarily halted this weekend when residents of the Nietgedacht area obtained an urgent interim interdict against the TPA.

 Pretoria Supreme Court Judge Ink de Villiers also temporarily prohibited the TPA from continuing with the development of the Nietgedacht site for the resettlement of the Zevenfontein community.

 De Villiers gave the TPA and eight other respondents — including the owner of Zevenfontein farm, the Chartwell community and JCI — until September 8 to show cause why the order should not be made permanent.

 A TPA spokesman yesterday said that it would strongly oppose the court’s interim order, and expressed regret about the inconvenience the legal action had caused the squatter community.

 "The Zevenfontein community currently lives under extremely undesirable conditions and we regret that they have to now suffer further inconvenience," TPA spokesman Piet Wilken said.

 The urgent application was launched by the Jukskei Crocodile Catchment Area Land Owners’ and Residents’ Association (JCCA).

 The interdict also affected the agreement signed between the owner of the farm Zevenfontein, the Chartwell community and JCI, which stipulated that the squatters would be relocated by July 31.

 The TPA’s proposed site, north of Johannesberg, was technically and socio-economically unsuitable for low-cost housing settlement, the JCCA said in a statement.

 The area was strategically very important to the PWV as a major agricultural area for vegetables, flowers, fruit and other farm produce being supplied for export and the Johannesburg and Pretoria markets, the statement said.

 The two landowners who had been served expropriation orders by the TPA had not yet moved and had accepted the expropriation money without prejudice to their legal rights, JCCA spokesman Wessel Swart said yesterday.

 "As trade unions our main task is to protect workers’ interests in the workplace. We appeal to the ANC/Coasa alliance not to involve workers in any political actions.”
Council gearing up for disruption of services

Union clash in

Seven die in

BUSINESS DAY, Tuesday, July 28 1992

Adriana Olbang and N Rails

C T

THE JOHANNESBURG CITY COUNCIL

Administrator

23 July 1992

734

28/1992

Union clash in seven die in

THE JOHANNESBURG CITY COUNCIL

Administrator

23 July 1992

734

28/1992
Fedsal to work on

JOHANNESBURG — The Federation of South African Labour Unions has called for the safety of its 220,000 members during the general strike on Monday and Tuesday.

Fedsal's national executive committee had voted against the planned mass action "and their members in the banking, municipal, motor, transport, mining, industrial and other sectors will be going to work."
SHARON SOROUR
Labour Reporter

WHITE workers were the
"sleeping giant" of South Af-
rica, and although loyal,
moderate and responsible,
could destroy the economy
if forced by circumstances,
the all-white Mineworkers'
Union has warned.

In an interview in the labour
journal, Barometer, union
spokesman Mr P W Buys said
the white worker was a "giant"
not in numbers, but in terms of
the "near monopoly" whites
had of key positions and tech-
nical expertise.

They held strategic key posi-
tions in the electrical, chemi-
cal, steel and other industries.

"They generate electricity,
control water supply to indus-
tries, control the entire infra-
structure and communication
networks in the country."
The white worker had to be
"weighed", not just "counted".

Labour experts believed the
44 000 union members in the
mining, steel, electrical and
chemical industries "weighed"
heavier that Cosatu's 1,2 mil-
lion members.

As long as the interests of
the white worker were not
threatened, he would not
threaten anybody. The bigger
the danger, the larger the role
the white worker would play in
politics in the future, he said.

While the white worker was
able to "veto a dispensation
which could destroy his inter-
ests" and could bring the econ-
omy to its knees, Mr Buys said
this step was not being consid-
ered "at this point."

"The white worker does not
wish to break and burn, but
rather build and protect."
A plea for labour stability

Staff Reporter

ATTRACTION foreign investors would be “futile” until labour relations were stable and violence was under control, said executive chairman of Pepkor Mr Christo Wiese.

Although securing foreign investment was its biggest challenge, South Africa lacked social and economic stability, he said at an Association of Corporate Treasurers of South Africa (Acisa) meeting at the Waterfront last night.

The existing poverty in South Africa was “made worse by the mistaken perception that we are a rich country”, he said.

Although “we all said when negotiations started it won’t be without upheavals and setbacks,” there was an “immediate lack of faith” in negotiations when Codesa 2 proved to be the first major setback.

It was highly unlikely that foreign investors would rush back as investment funds were scarce.

Mr Wiese said South Africa’s economic problems were not unique, but global. All the major Western economies were “at siege”.

The United States was battling with the worst economic depression since the thirties.

Many South Africans moved to Canada and Australia in hope of a better future.

But Canada owed 44 percent of its gross national product in foreign debt — 230-billion dollars — and Australia was struggling to pay foreign debt that had become 100-billion US dollars in a decade.

In Russia, full-scale civil war raged in some republics and prices of basic foods were sky-high, following the lifting of price controls.

“Compared with other countries, our problems are not so daunting at all,” said Mr Wiese.

“To survive, every South African business will have to become internationally competitive.”

Mr Wiese, who recently announced Pepkor’s expansion to Britain and Europe, said 40 percent of their end product would be exported from South Africa.

“We are looking at setting up manufacturing units in other countries that could hopefully develop into a huge retail operation,” he said.
Unionist is ousted

MEMBERS of the beleaguered Hotel, Liquor, Catering, Commercial and Workers' Union of South Africa (Hotelicca) have voted to expel the union's national organiser, Mr. Oscar Malgas.

At a special national consultative conference at the weekend, 500 delegates representing the union's 15,000 members unanimously voted to expel Malgas, who is the union's founding member.

Pan Africanist Student Organisation secretary general Mr. Lawrence Ngandela was ejected from national organiser, Sowetan Reporter.
The Inkatha-aligned United Workers Union of South Africa (Uwusa) will appoint a new general secretary, national co-ordinator Amos Nkosi confirmed in Johannesburg.

An informed source told Sapa the new general secretary would be Butch Juutjes, who led the consumer boycott in Boksburg in 1988 when petty apartheid legislation was passed.
NUMSA 'no' to new offer

Dirk Hartford

NUMSA has rejected a 9.1% wage offer linked to a proposed measure protecting employers from compulsory company-level bargaining.

This is the latest impasse in reaching a settlement to the four-month dispute between Numsa and the metal industry.

However, Swia are in a statement unions affiliated to the Confederation of Metal and Building Union, the Mineworkers' Union, and the Yster, Staal en Verwante Nywerhede Ume had accepted the revised employer offer of 8.1%.

The Metal and Electrical Workers Union of SA and the Steel, Engineering and Allied Workers Union of SA agreed to recommend acceptance of the offer to their members.

Numsa tabled a lowered demand of 6.5% or 66c on scheduled rates, depending which was higher — Sapa
Feud rages on Ratanda

By Ike Motsapi

THE violent battle between two unions that started in Ratanda Township when 23 people have been killed and many injured continues to rage.

The feud between the two unions that started earlier this month and which is being fought out by a faction of the National Union of Mineworkers (NUM), was sparked by a dispute over wages and working conditions.

Local residents believe it was the IFP assuring a member who was killed in the townships.

One of the survivors, Mr. Mamo Nkomo, who was shot in his legs, said: “I was shot in the head and was killed on the spot.”

Local residents believe it was the IFP who killed the member who was shot in his legs on the spot.

The two unions, which are divided into factions, have been battling for the last few years.

The two unions are divided into factions, which have been battling for the last few years.

A house that was destroyed in the Ratanda violence.
New Front to discuss job-cutting

The newly formed Public Sector Front is to meet in Cape Town City Hall on Thursday to clarify the state's job-cutting programme and plan resistance against it.

A spokesman said the Front wanted an urgent meeting with Cabinet ministers and a moratorium on the rationalisation programme.

Up to 30,000 public sector jobs, about five percent of the total, are to be scrapped by March 31 next year in terms of the rationalisation.

The PSF consists of the Cape Teachers' Professional Association, the Health Workers' Union, the National Education, Health and Allied Workers' Union, the Public Service League, the SA Democratic Teachers' Union and the SA Health and Social Services Organisation, already representing about 150,000 state employees. — Sapa
NOTICE 958 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenius, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Democratic United Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE
Name of trade union: South African Democratic United Workers Union.
Date on which application was lodged: 6 October 1992.

Interests and area in respect of which application is made: Workers engaged in the Building Industry, the Chemical Manufacturing Industry, the Commercial Distributive Trade, the Goods Transportation and Storage Trade, the Health and Medical Services Undertaking, the Hotel and Liquor Trade, the Iron, Steel, Engineering and Metalurgical Industry, the Meat Industry, the Mining Industry and the Printing and Newspaper Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort and Springs.

For the purposes hereof the above-mentioned industries, trades and undertakings are defined as follows:

"Building Industry" means, without in any way limiting the ordinary meaning of the expressions, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings), and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the site of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings.

(a) Asphalting, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing of asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neutchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,
(b) bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphalting and sheeting,

(c) French polishing, which includes polishing with a brush or pad, and spraying with any composition;

(d) glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto,

(e) joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof,

(f) lead light making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto,

(g) masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

(h) metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

(i) painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, distempering, lime and coloured washing and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes,

(b) messelwerk, wat die volgende insluit: Betoneer en die aanbrag van betonblokke-, blaae of -plate en glastene, die beteel van mure en vloere, voegvuller, plaveiwerk, mozaeikwerk, voorwerk met leie, met marmer en met kompositiematenaal, nooldewe, lewer en pandekking, bitumenwerk, asfalttenning en beplating;

(c) lakpoltering, wat poltering met 'n kwas of kussinke en bespuiting met 'n komposissenstof insluit,

(d) beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of dergelijke produkde in die sponninge gevorm in hout- of metaldeure, -vensters, -rame of dergelijke vaste toebehore, en alle werkzaamhede wat daarmee gepaard gaan;

(e) skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervraadiging van alle skrynwerkartikels wat met sodanie toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorbereit het, in die gebou of bouwerk aanbring word of nie, met inbegrip van rakkaste, kombuiskaste of ander kombuisvastetoebehore wat by die gebou hoort as permanente deel daarvan,

(f) rut-in-lood-werk, wat die volgende insluit: Die vervraadiging en/of aanbring van ruite in lood en/of ander metaal van reklamekop (uitsonderder elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

(g) klpimessewerk, wat die volgende insluit Klp- kap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervraadiging en opbring van grafstene en begraafplaatsgedenktekens van alle soorte, betonwerk en die aanbring of inbou van voorafgegaste en/of kunsklip of marmer, plaveiwerk, mozaeikwerk, prikkie, muur- en vloerbetegel, die bediening van klipwerkmaasjien, uitgesonder klippoolemaasjien, en die skerpmaak van klpimesselaarsgeregdeeskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorbereit het, in die gebou of bouwerk aangebring word of nie;

(h) metaalwerk, wat die volgende insluit: Die aanbring van staafleronne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boormetaalwerk, tesseare met die vervraadiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorbereit het, in die gebou of bouwerk aangebring word op nie;

(i) verfwerk, wat die volgende prosesse insluit: Versienning, emaliering, vlaskieldering, marmering, beitsing, vernisgings, vergilding, belyning, sja-bloeiing, muurplakking, spuitkieldering, waps-polering, distempering, afwitting, kleurkalkking en houtverduursaming, en wat ook insluit die verwijdering van verf, die skraping, was en skoonmaak van gevorderde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwijdering, skraping, was en skoon-maak enige van genoemde prosesse voorafgaan,
(j) **plastering**, which includes modelling, modelling, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner and flexible cutting and finishing machines, precast or artificial stone, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(k) **plumbing**, which includes lead burning, gas fitting, sanitary and domestic engineering, drain-laying, capping, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheetmetal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(l) **shop, office and bank fitting**, which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;

(m) **steel reinforcement**, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

(n) **steel construction**, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

(o) **woodworking**, which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber (and the sandpapering of same), cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

(j) **pleisterwerk**, wat die volgende insluit Modelleerwerk, modellmakery, vormmakery, die afwerking van getysels volgens getyvorms, die maak van en aanbring van gipsbordplafone en veselpleister of ander komposisiemateriaal, granooliet- en terraso- en komposisiebevloer- ing, komposisiebruurbekedking en -poling, die bediening van 'n Mall en Biax of dergelijke tipe verplaasbare toller en meerdelige sne- en afwerkingmasjienye, voorafgeteekte of kunstkip- werk, muur- en vloerbekleding, plavei- en mosaiekwerk, plaatsgaaswerk, akoestieskunswerk en alle prosesse wat gepaard gaan met die voltooiing van plafone en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het; in die gebou of bouwerk aangebring word of nie,

(k) **loodgieterswerk**, wat die volgende insluit: Loodgierwerk, gasaanlêwerk, sanitêre en huisinge- nieurswerk, nooiwerk, kalkaatwerk, ventileer- werk, verwarmingswerk, die aantie van warm en koue water, die instellering van brandvoo- kemmingstoerusting en die vervaardig en aan- bring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

(l) **winkel-, kantoor- en bankuitrustingwerk**, wat die volgende insluit: Die vervaardig en/of aan- bring van winkelfronte, vensterskortings, uitstalstekte, toonbankie, skerm en bin- nenshuse los en vaste toebehore,

(m) **staalwapening**, wat die volgende insluit: Die maak en oprigting van bekisting en toesgou- ding oor die buig, plasing en vassit in die regte posise van staal en beton;

(n) **staalkonstruksie**, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaal- suile, leërs of staalbalke, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of bouwerk;

(o) **houtwerk**, wat die volgende insluit: Timmerwerk, houtbewerking, masjinertering, draaiwerk, hout- snywerk, die aanbring van golfsyster, asbesdak- panne, dakspaanbedekking en ander dakbe- dekkings, klank- en akoestiekmateriaal, kor- en asbestclassie, houtlatwerk, komposisieplafone en muurbekedking, die aanbring van poppe in mure, die bedekking van houtwerk met metaal, blokke- en ander bevoelingswerk, met inbegrip van bevoelingswerk met hout, kork en rubber (en die skuur daarvan met skuurpapier), kurktyfietoef en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie.
“Chemical Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of the preparation, manufacture, bottling, wrapping and/or packing of chemical products or substances, medical preparations for animal or human use, toilet preparations, cosmetics, perfumes or scents, antiseptics, deodorants, insecticides, disinfectants, baking powder and/or its constituents, starch, gelatine, essence of flavouring or colouring matter for foodstuffs, concentrated fruit juices (synthetic or otherwise), liquid and dry dyes, washing soda, animal feed supplements or tonics, fly-spray, DDT mixtures, washing compounds, caustic soda, ammonia, scouring powder and paste, scouring soap paints, enamels, protective coatings, distempers, lacquers, varnishes, polishes, thinners, carbolineum, putty, lubrication, bark or leaf oil extract, leak oil, turpentine and substitutes, linseed oil and substitutes, dips, dubbins, ink, office paste, gum, brake fluid for hydraulic automotive transmission systems, washing blue, methylated spirits, benzine, soap, candles, glue, vinegar, pigments, chemical wood preservatives, blood plasma, custard powder and bleaching agents.

“Commercial Distributive Trade” means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

“Shop” means any premises or any part of any premises—

(a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;

(b) in or on which the goods referred to in paragraph (a) are stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;

(c) in or on which goods are stored or stacked and from which wholesale or retail orders are executed for the supply of such goods;

(d) in or on which a manufacturer’s representative carries on his activities as such, and in this regard “manufacturer’s representative” means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise.

“Chemikalieenverweidt” beteken, sonder om die gewone betekenis van die uitdrukking enger wys te beperk, die nywerheid waan waorgewers en hul werknemers met mekaar geassosieer is vir die doel van die bereiding, vervaardiging, bottel, toedraan en/of verpakking van chemiese produkte of stowwe, mediese preparate vir dieleike of menslike gebruik, toiletpreparate, kosmetiese middels, parfum of reukwater, antiseptika, reukweermiddels, insekdcoders, onsmettingsmiddels, bakopier en/of bestanddele daarvan, stijel, gelatien, geur- of kleurelessensens vir voedingsmiddels, gekonsoleerde vrugtesap (sintetiese of ander), vloei- en droe kleurstowwe, wassoda, byvoor of tonikums vir diere, vleesputstof, DDT-mengsels, wassmegsels, bytsoda, ammoniak, skuurpoeier en -pasta, skuur- seep, verf, emalje, baskermende dekkemiddels, distempers, lakverms, vernis, politoer, verdunners, karbonneum, stopverf, smeerolie, bas- of blaarolie-ekstrak, meubelolie, terpentyn en -substrate, lynolie en -substrate, dip, leersmeersel, ink, kantoorym, gom, remvloëstof vir hidroliese motortransmissiesetsels, blou- sel, brandspints, bensien, seep, kerse, lym, asyn, pigment, chemiese houtverduuringsmiddels, bloedplasma, vlapoeier en kleukmiddels.

“Komersiële Distribusiebedryf” beteken die bedryf waan waorgewers en hul werknemers met mekaar geassosieer is met die doel om ‘n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaaraagde werksoamhede wat deur sodanige waorgewers en hul werknemers verving word.

“Winkel” beteken enige perseel of enige gedeelte van ‘n perseel—

(a) waan of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daan of daarop vr verkop uitgestald of aangebeeld word, of goedere van die soort wat aldaar uitgestald of aangebeeld word, te koop,

(b) waan of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelever of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aan koop,

(c) waan of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewening van sodanige goedere;

(d) waan of waarop ‘n vervaardigersverteenwoordiger sy werksoamhede as sodanig verving, en in hierdie verband beteken “vervaardigersverteenwoordiger” ‘n persoon, uitgesonderd ‘n werknemer van ‘n vervaardiger, wat as ‘n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins,
(e) in or on which a business is carried on under the
off-consumption privileges of a hotel liquor
licence in an area in which Wage Determination
457, Hotel and Liquor Trade, does not apply, or
under a liquor store licence;

and "shop activity" has a corresponding meaning

"Goods Transportation and Storage Trade" means
the trade in which employers and their employ-
ees are associated for the purpose of carrying out one
or more of the following operations for reward or hire.

(i) The transportation of goods by means of motor
transport, including the transportation of soil,
gravel, stone, sand, coal, or water that is
intended for sale, whether or not such transpor-
tation is performed for hire or reward, and
(ii) the storage of goods, including the receiving,
opening, unpacking, packing, despachting and
and cleaning or accounting for of goods, containers
or contained goods;

and includes all operations incidental to or conse-
quent on any of the aforesaid activities

"Health and Medical Services Undertaking" means
the undertaking in which employers and their
employees are associated for the purpose of rendering
health and medical services in hospitals and clinics
other than hospitals and clinics administered by any
Government department or provincial administration

"Hotel and Liquor Trade" means the trade in which
employers and their employees are associated for the
purpose of providing accommodation and one or more
meals per day for reward on premises where the sale
of liquor is carried on and in connection with which one or
more than one liquor licence is held or deemed to be
held or has been issued in terms of the Liquor Act,
1989: Provided that, for the purposes of this definition,
the expression "accommodation" shall mean bedroom
accommodation and the services ordinarily associated
therewith.

"Iron, Steel, Engineering and Metallurgical
Industry" means (subject to the provisions of any
demarcation determination made in terms of section 76
of the Labour Relations Act, 1956) the industries con-
cerned with the production of iron and/or steel and/or
alloys, and/or the processing and/or recovery and/or
refining of metals (other than precious metals) and/or
alloys from ores and/or scrap and/or residues, the
maintenance, fabrication, erection or assembly, con-
struction, alteration, replacement or repair of any
machine, vehicle (other than a motor vehicle) or article
consisting mainly of metal (other than a precious
metal) or parts or components thereof, and structural
metal work, including steel reinforcement work, the
manufacture of metal goods principally from such iron
and/or steel and/or other metals (other than precious
metals) and/or alloys, and/or the finishing of metal
goods; the building and/or alteration and/or repair of
boats and/or ships, including the scraping, chipping
and/or scaling and/or painting of the hulls of boats and/
or ships, and general woodwork undertaken in con-
nection with ship repairs

(e) waar of waarop 'n besigheid gedryf word krag-
tens die buiteverbouwvoorregte van 'n hotel-
drankliesense in 'n gebied waarin Loonvaststel-
ling 457, Hotel- en Drankbedryf, nie van toepas-
sing is nie, of kragtens 'n drankwinkelsliesense,
en "winkelwerksaamheid" het 'n ooreenstemmende
betekenis

"Goederevervoer- en Opbergingsbedryf" bete-
ken die bedryf waarin werkgewers en hul werknemers
met mekaar geassosieer is met die doel om een of
meer van die volgende werkzaamhede teen vergo-
ding of huur te verving:

(i) Die vervoer van goedere deur middel van
motorvervoer, met inbegrip van die vervoer van
grond, gruis, klp, sand, steenkool of water wat
vir verkoop bedoel is, hetsy sodanige vervoer
teen huur of vergoeding geskied al dan nie; en
(ii) die opberging van goedere, met inbegrip van
die ontvangs, oompaak, uitpak, inpak, versen-
ding, inklaring en uitklaring of verantwoording
doen van goedere, houers of behouerse goe-
der, en
dit omvat alle bedrywighede wat met enige van
voornoemde werkzaamhede gepaard gaan of daaruit
voortvloei.

"Gesondheids- en Mediese diensonderneemings" bete-
ken die onderneming waarin werkgewers en hul
werknemers met mekaar geassosieer is met die
doel om gesondheids- en mediese diens te lewer in hospi-
tale en klinike wat nie deur 'n Staatsdepartement of
provinsiale administrasie geadministreer word nie

"Hotel- en Drankbedryf" beteken die bedryf waarin
werkgewers en hul werknemers met mekaar geasso-
sieer is met die doel om huisvesting en een of meer
etes per dag teen vergoeding te verskaf op persele
waar die verkoop van drank bedryf word en in verband
waarmee een of meer as een drankliesense gehou
word of geag word gehou te word of uitgereik is krag-
tens die Drankwet, 1989' Met dien verstande dat vir
doelendes van hierdie omskrywening die uitdrukking
"huisvesting" slaapkamerakkommodasie en die
diens wat gewoonlik daarmee geassosieer word, beteken

"Yster-, Staal-, Ingenieurs- en Metalurgiese
Nywerheid" beteken (behoudens die bepaling van
enige afbakeningsvasstelling gemaak kragtens artikel
76 van die Wet op Arbeidsverhoudinge, 1956) die
nywerhede betrokke by die produksie van yster en/of
staal en/of legeringe, en/of die verwerking en/of herwin-
ning en/of afsinning van metaal (uitsonderend edelmet-
e) en/of legeringe uit metaal en/of skroot en/of
residu's; die onderhoud, versoering, oprigting of
montering, bou, verandering, vervanging of herstel van
enige masjien, voertuig (uitsonderend 'n motorvoer-
tuig) of artikel wat hoofsaaklik uit metaal (uitsonderend
'in edelmetaal) bestaan of onderdele of komponente
daarvan, en struktuurmetaaalwerk, met inbegrip van
staalwapeningswerk, die versoering van metaal-
godere hoofsaaklik uit sodanige yster en/of staal
en/of ander metaal (uitsonderend edelmetale) en/of
legeringe, en/of die afwerk van metaalgodere, die
bou en/of verandering en/of herstel van bote en/of
skepe, met inbegrip van die afskraap, afbrik en/of
ontskaling en/of verf van die rompe van bote en/of
skepe, en algemene houtwerk wat in verband met
skeepsherstelwerk onderneem word
"Meat Industry" means the industry in which employers and their employees are associated for—

(i) the slaughtering of livestock;

(ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop,

(iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polomex, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish, and

(iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii), and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include—

(aa) the sale of prepacked frozen meat cuts from a shop or by a general dealer who is registered by the Meat Board to trade in such products;

(ab) employers and their employees in so far as they are subject to the authority of any industrial council,

(ac) any activities carried on by a farmer as part of his farming operations, and for the purposes hereof—

"livestock" means bulls, cows, heifers, oxen, tories, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry, and

"meat" means meat intended for human consumption and includes venison and horse, mule, donkey, rabbit, poultry and ostrich meat.

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations that are ancillary or incidental to the Mining Industry; and

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils.

"Printing and Newspaper Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated in the production of printed matter of any nature whatsoever, and includes—

(a) the following trades, together with the occupations and operations incidental thereto, whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz:—

Composing, proofreading stereotyping, electrotyping, typecasting, process engraving, photogravure, letterpress machine minding, printing

"Vleisbedryf" betekent die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

(i) die slaag van lewende hawe.

(ii) die hantering, voorbereiding, preservering, verkooi of verspreiding van vleis deur enige persoon van wie ingevolge "n proklamase publiseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No 59 van 1968), vereis word om by die Vleisraad geregistreer te wees, of die besigheid om vleis in enige hoeveelheid in 'n winkel te verkooi of vir verkooi aan te bied of uit te stel,

(iii) die verkooi van wors, polomex, afval, ham, spekvlies, eiers, botter, plummee of gesoute, bevroe of gepreservede vleis of vis in sodaine winkel, saam met die verkooi van vleis;

(iv) die koop of verkooi van lewende hawe indien dit onderneem word saam met enige of meer van die werkshandhawe in (ii) bedoel,

en dit omvat alle bedrywighede wat met enige van voormelde werkshandhawe gegaan of daaruit voortspruit, maar dit omvat nie die volgende nie—

(aa) Die verkooi van voorafverpakte bevroe vleissniet die van 'n kafie of deur 'n algemene handelaar wat by die Vleisraad geregistreer is om in sodanige produktes handel te dui,

(ab) werkgewers en hul werknemers in soever hulle werkshandhawe is aan die gesag van enige nywerheidsraad,

(ac) enige werkshandhawe deur 'n plaasboer veren as deel van sy boerderybedrywighede,

en vir die doelens hiervan beteken—

"lewende hawe" buite, koeie, verse, osse, tollies, kelvis, skape, lammers, bekkie, varke, wildsbokkie of enige ander viervoete diere wat vir menslike verbruik bedoel is, en omvat dit perde, donkie, mule, volstruis en plummee, en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, mui-, donkie- en kyn.-plummee- en volstruisvleis.

"Mynbedryf" betekent die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraheer, te prosesseer, te affineer of te riffineer, en dit omvat die ondernemings, sake, dienste en werkshandhawe, wat bykomstig is by of geë/publiseer nie dan die Mynbedryf en

"delfstof" beteken enige stof, hetsy in solide, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metalen, koolwaterstofverbindinge, edelgesteentes en aardolie.

"Druk- en Nuusbladnywerheid" beteken, sonder om die gewone betekens van die uitdrukking engerwyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die produksie van enige drukwerk van watter aard ook al, en dit omvat—

(a) ondervermelde ambagte, tesame met die beroepes en bedrywighede wat daarmee gepaard gaan, ongeag of vermelde ambagte, beroepes en/of bedrywighede afsonderlik of gesamentlik of saam met drukwerk of afgesien van drukwerk boeifonte, naamlik—

setwerk, prosfewies, stereotypen, elek trotypen, letterstruwerk, fotoblokmaak, fotografie, die bedenking van 'n boekdruikers, druk—
and lithographic artistry, lithography printers' warehousing, printer's engineering, engraving and die-stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, ink-mixing [if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c)],

(b) the manufacture (including any process whatsoever in the course of manufacture) of—

(i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper and/or cardboard boxes,

(ii) corrugated cardboard from paper and/or any compound of paper and/or any like material, a constituent part of which is paper and/or any compound of paper,

(iii) any kind of container (with or without metal parts) from fibreboard and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture, mainly from fibre, of trunks, attaché cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents,

(iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is cardboard and/or paper and/or any compound of paper. Provided that this subparagraph shall apply only to employers and their employees covered by paragraphs (a), (b), (c) and (d) of this definition;

(c) printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, containers or other articles referred to in paragraph (b),

(d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are referred to in paragraph (b) above.

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) the procedure laid down in subsection (2) must be followed in connection with any objection lodged

G. C. PAPENFUS,
Assistant Industrial Registrar
(30 October 1992)

kiers- en lithografiese tekenkuns, litografie, drukkerspakhuisewerk, drukkersgineenieurswerk, gravering en stempelwerk, boekbinderij, linering, snywerk, syskermprosedruk, duplicering, inkmenging [indien onderneem deur werkgewers betrokke by die bedrywighede bedoel in paragraaf (a), (b) en (c),

(b) die vervaardiging (met inbegrip van enige proses hoegenaamd tydens vervaardiging) van—

(i) skryfbehoeftes, rubberstempels, koever, korde, papiersakke, melkbottelskyve, eierkussers, tolertolie, gompanier en/of kartondose,

(ii) riffelkarton uit papier en/of enige samestelling van papier en/of enige dergelijke materiaal waarvan papier en/of enige samestelling van papier 'n bestandeel is,

(iii) enige soort houer (met of sonder metaaldele) uit veselbord en/of karton (riefel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelijke materiaal waarvan vesel en/of karton en/of papier, en/of enige samestelling van papier 'n bestandeel is, maar uitgesonderd die vervaardiging, hoofsaaklik uit vesel, van koffers, aktetas, sakke en alle soortgelyke houers wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te hou,

(iv) enige artikel hoegenaamd uit karton (riefel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelijke materiaal waarvan karton en/of papier en/of enige samestelling van papier 'n bestandeel is Met dien verstande dat hierdie subparagraaf van toepassing is slegs op werkgewers en hul werknemers gedeel deur paragrafe (a), (b), (c) en (d) van hierdie omskrywing,

(c) drukwerk op papier, gompanier, band, gomband, tin of ander metale, weefstof, houers of ander artikels in paragraaf (b) bedoel,

(d) die herstel van kartondose, eierkussers, houers of die ander artikels bedoel in paragraaf (b) herbo.

Kantooradres van applikant Pan African House 411, Troye Street 77, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet;

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die fette soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen iede wat ingevolge artikel 1 (2) van die Wet op voornemde datum volwaardige iede was, in aanmerking geneem.

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

G. C. PAPENFUS,
Assistensywerheidsregistrator
(30 Oktober 1992)
NOTICE 958 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenhus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Democratic United Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE
Name of trade union: South African Democratic United Workers Union
Date on which application was lodged: 6 October 1992.

Interests and area in respect of which application is made: Workers engaged in the Building Industry, the Chemical Manufacturing Industry, the Commercial Distributive Trade, the Goods Transportation and Storage Trade, the Health and Medical Services Undertaking, the Hotel and Liquor Trade, the Iron, Steel, Engineering and Metallurgical Industry, the Meat Industry, the Mining Industry and the Printing and Newspaper Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort and Springs.

For the purposes hereof the above-mentioned industries, trades and undertakings are defined as follows:

“Building Industry” means, without in any way limiting the ordinary meaning of the expressions, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings), and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings:

(a) Asphalting, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll coating or asphalt sheeting, having glazed or unglazed surfaces, whether or not using tar, macadam, neat-chapel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,
(b) **bricklaying**, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the lining of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof lining, bituminous work, asphaltating and sheeting.

(c) **French polishing**, which includes polishing with a brush or pad, and spraying with any composition.

(d) **glazing**, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto.

(e) **joinery**, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof.

(f) **lead light making**, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto.

(g) **masonry**, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor lining, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason’s tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

(h) **metalwork**, which includes the fixing of steel ceilings, metal windows, metal doors, builders’ smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

(i) **painting**, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, distempering, lime and coloured washing and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes.

(b) **metiewerk**, wat die volgende insluit: Beton- en die aanbring van betonblokke-, blaae of -plate en glasstene, die beteëling van mure en vloere, voegvulling, plaveiwerk, mosaiikwerk, voorwerk met leee, met marmer en met kompos- siemateriaal, roooliewerk, leewerk en pandekking, bitumienwerk, asfaltering en beplating;

(c) **lakplootning**, wat polotning met ‘n kwas of kussinkie en besputing met ‘n komposseestof insluit,

(d) **beglasing**, wat die volgende insluit. Die sny en/of aanbrag van alse soorte glas of dergelike produkte in die spynnings gevorm in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werkzaamhede wat daarmee gepaard gaan;

(e) **skrynwerk**, wat die volgende insluit: Die aan- brag van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rakaste, kombuskaste of ander kombusvastetoebehore wat by die gebou hoort as permanente deel daarvan;

(f) **ruit-in-lood-werk**, wat die volgende insluit: Die vervaardiging en/of aanbrag van rute in lood en/of ander metaal van reklameligte (uitsigon- derde elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

(g) **kleippenselwerk**, wat die volgende insluit: Klip- kap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en opbring van grafstene en begraafplaatsge- denktekens van alle soorte, betonering en die aanbring of inbou van voorafgemaakte en/of kunsklip of marmer, plaveiwerk, mosaiikwerk, prikkung, muur- en vloerbuiteen, die bediening van klipwerkmetaan, uitgesonderde klippo- leermetaan, en die skerpmaak van klippenselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

(h) **metaalwerk**, wat die volgende insluit: Die aan- brag van staalplonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, toeneem met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

(i) **vertwerk**, wat die volgende prosesse insluit: Ver- siering, emaljering, vlamskildering, marmering, besl Irving, vernissering, vergulding, beleyning, sla- bling, mynorplaking, spuitskildering, was- polering, distempering, afwitten, kleurtaling en houtverduurseling, en wat ook insluit die ver- wydering van verf, die skraping, was en skoon- maak van geverfde of gedistemperierte mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoon- maak enige van genoemde prosesse vooraf- gaan,
(l) plastering, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaïc work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(k) plumbing, which includes lead burning, gas fitting, sanitary and domestic engineering, drain-laying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheetmetal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(l) shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;

(m) steel reinforcing, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

(n) steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

(o) woodworking, which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber (and the sandpapering of same), cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

(j) pleisterwerk, wat die volgende insluit: Model- leerwerk, modelmakery, vormmakery, die afwerking van getjies volgens getvorms, die maak en aanbring van gipsbordplafonie en veselpleister of ander komposisemateriaal, granoket- en terrasso- en komposiiebevloei- ring, komposiemuurbedekking en -polering, die bediening van 'n Mall en Biax- of dergelijke tipe verplaasbare tof en meerdoelige sny- en afwerkingsmasjien, voorafgegaste of kunsklipwerk, muur- en vloerbeleidings, plave- en mosaïeks- werk, plaattaaloswerk, akoestieksputwerk en alle prosesse wat gepaard gaan met die vloot- ing van plafonie en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebied word of nie,

(k) loodgieterswerk, wat die volgende insluit: Lood- laswerk, gasaanlêwerk, saniëre en huisgeno- neurswerk, nooiliwerk, kalfaatwerk, ventileer- werk, verwarmingswerk, die aanlê van warm en koue water, die installeer van brandvoor- komingsstoring en die vervaardiging en aan- bring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebied word of nie,

(l) winkel-, kantoor- en bankuitrustingwerk, wat die volgende insluit: Die vervaardiging en/of aan- bring van winkelfronte, vensterafskortings, uitstallakte, toonbankse, skerms en bin- nenshuise los en vaste toebehore,

(m) staalwapening, wat die volgende insluit Die maak en opnting van bekisting en toesighou- ding oor die buig, plasing en vassit in die regte posisie van staal en beton,

(n) staalkonstruksie, wat die volgende insluit Die aanbring van alle klasse staal- of ander metaal- suile, leërs of staalbake, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of bouwerk,

(o) houtwerk, wat die volgende insluit: Timmerwerk, houtbewerking, makjering, draawerk, hout- snywerk, die aanbring van golfister, aasbesdak- panne, daksapendaal en ander dakebe- dekkings, klank- en akoestiekmateriaal, kurk- en asbestsolasse, houttakwerk, komposisemplafonie en muurbekking, die aanbring van proppie in mure, die bedekking van houtwerk met metaal, blokkies- en ander bevloering, met inbegrip van bevloering met hout, kurk en rubber (en die skuur daarvan met skuurpapier), kurktaptyf en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebied word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebied word of nie
“Chemical Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of the preparation, manufacture, bottling, wrapping and/or packing of chemical products or substances, medical preparations for animal or human use, toilet preparations, cosmetics, perfumes or scents, antiseptics, deodorants, insecticides, disinfectants, baking powder and/or its constituents, starch, gelatine, essence of flavouring or colouring matter for foodstuffs, concentrated fruit juices (synthetic or otherwise), liquid and dry dyes, washing soda, animal feed supplements or tonics, flyspray, DDT mixtures, washing compounds, caustic soda, ammonia, scouring powder and paste, scouring soap paints, enamels, protective coatings, distempers, lacquers, varnishes, polishes, thinners, carbolneum, putty, lubrication, bark or leaf oil extract, tea oil, turpentine and substitutes, inseed oil and substitutes, dip, dubbin, ink, office paste, gum, brake fluid for hydraulic automotive transmission systems, washing blue, methylated sprits, benzine, soap, candles, glue, vinegar, pigments, chemical wood preservatives, blood plasma, custard powder and bleaching agents.

“Commercial Distributive Trade” means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

“Shop” means any premises or any part of any premises—

(a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale,

(b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods,

(c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods,

(d) in or on which a manufacturer’s representative carries on his activities as such, and in this regard “manufacturer’s representative” means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise,

“Chemikaileenyerheid” beteken, sonder om die gewone betekenis van die uitdrukking engrenvy te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die bereëding, vervaardiging, botel, toedraai en/of verpakking van chemiese produkte of stowwe, mediese preparate vir dieelke of menslike gebruik, toiletpreparate, kosmetiese middels, parfum of reukwater, antiseptika, reukweermiddels, insekdoders, ontsmettingmiddels, bakpoerre en/of bestande daaraan, styfel, gela- ten, geurse- of kleurlessens vir voedingsmiddels, gekonstrueerde vruugesap (sinletes of ander), vloeibare en droe kleurstowwe, wassoda, byvoer of tonkums vir diere, vleesputstof, DDT-mengsels, wasmengsels, bytsoda, ammoniak, skuurpoerre en -pasta, skuur- seep, verf, emalje, beskermende dekmiddels, distemper, lakvernis, vernis, politoer, verdunnings, karboli- neum, stopverf, smeeroelie, bas- of blaarolie-ekstak, meubelolie, terpentyn en -substituut, linoelie en -substituut, dip, leersmeer, ink, kantoortym, torn, remvloesstof vir hidroiloeide motortransmissiesstelsels, blou- sel, brandspiritus, bensin, seep, kerse, lyn, asyn, pigment, chemiese houtverduursingsmiddels, bloedplasma, vlapeerre en kleurmiddels.

“Kommersiële Distribusiebedryf” beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om ’n winkel, soos hieronder omskryf, te dfry, en dit omvat alle daarmee gepaardgaande werksoorten wat deur sodanige werkgewers en hul werknemers verenig word.

“Winkel” beteken enige perseel of enige gedeelte van ’n perseel—

(a) waarin of waarop persone toegelaat of waar- heen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop, uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop,

(b) waarin of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop,

(c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewing van sodanige goedere;

(d) waarin of waarop ’n vervaardigersvertekenwoordiger sy werksoorten as sodanig verenig, en in hierdie verband beteken “vervaardigersvertekenwoordiger” ’n persoon, uitgesonderd ’n werknemer van ’n vervaardiger, wat as ’n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoogenaamde bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aansluit na die vervaardigere vir aanvaarding of andersins,
(e) in or on which a business is carried on under the off-consumption privileges of a hotel liquor licence in an area in which Wage Determination 457, Hotel and Liquor Trade, does not apply, or under a liquor store licence;

and “shop activity” has a corresponding meaning.

“Goods Transportation and Storage Trade” means the trade in which employers and their employees are associated for the purpose of carrying out one or more of the following operations for reward or hire

(i) The transportation of goods by means of motor transport, including the transportation of soil, gravel, stone, sand, coal, or water that is intended for sale, whether or not such transportation is performed for hire or reward, and

(ii) the storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing or accounting for of goods, containers or containerised goods,

and includes all operations incidental to or consequent on any of the aforesaid activities

“Health and Medical Services Undertaking” means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics other than hospitals and clinics administered by any Government department or provincial administration

“Hotel and Liquor Trade” means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989

Provided that, for the purposes of this definition, the expression “accommodation” shall mean bedroom accommodation and the services ordinarily associated therewith

“Iron, Steel, Engineering and Metallurgical Industry” means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industries concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dress and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, including the scrapping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general woodwork undertaken in connection with ship repairs

(e) waarvan of waarop ‘n besigheid gedryf word krag-
tens die buiteverbruiksvoorregte van ‘n hotel-
drankensense in ‘n gebied waarin Loonvasstel-
ling 457, Hotel- en Drankbedryf, nie van toepas-
sing is nie, of kragtens ‘n drankwinkelkennisense,

en “winkelwerksaamheid” het ‘n ooreenstemmende betekens

“Goederevervoer- en Opbergingsbedryf” bete-
ken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoed-
ning of huur te verrig:

(i) Die vervoer van goedere deur middel van motorvervoer, met inbegrip van die vervoer van grond, grus, ktp, sand, steenkool of water wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding gesei of dan nee; en

(ii) die opberging van goedere, met inbegrip van die ontvangs, oompaak, utpak, inpak, versen-
ding, inklaring en utklaring of verantwoording doen van goedere, houers of behouerse goe-
dere,

dit onthou dat alle bedrywighede wat met enige van voornemde werksaamhede gepaard gaan of daaruit voortspruit.

“Gesondheids- en Medischediensonderneming” beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lever in hospita-
tale en klinike wat nee deur ‘n Staatsdepartement of provinsiale administrasie geadministreer word nie

“Hotel-en Drankbedryf” beteken die bedryf waarin werkgewers en hul werknemers met mekaar geasso-
sieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop en drank bedryf word in en in verband waarmee een of meer as een drankkennisense gehou word of geënt moet word of uitgerik is krag-
tens die Drankwet, 1989 Met dien verstande dat vir die doelendes van hierdie omskrywing die uitdrukking “huisvesting” slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” beteken (behoortens die bepalings van enige afbakenings vasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings, en/of die verwerk en/of herwin-
ning en/of afvinning van metal (uitsluitend edelmetale) en/of legerings uit metaalhaard en/of skroot en/of residus; die onderhoud, vervaardiging, opgraving of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitsluitend ‘n motorvoer-
tuig) of artikel wat hoofsaaklik uit metaal (uitsluitend ‘n edelmetaal) bestaan of onderdele of komponente daarvan, en struktuurmetaalwerk, met inbegrip van staalwapenmakerwerk, die vervaardiging van metaal-
goeders; hoofsaaklik uit sodanige yster en/of staal en/of ander metaal (uitsluitend edelmetale) en/of legerings, en/of die afwerking van metaalgoederen; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskrap, afhik en/of ontskalking en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepswerfwerk onderneem word
"Meat Industry" means the industry in which employers and their employees are associated for—

(i) the slaughtering of livestock,
(ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop;
(iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish; and
(iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii), and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include—

(aa) the sale of prepacked frozen meat cuts from a café or by a general dealer who is registered by the Meat Board to trade in such products;
(ab) employers and their employees in so far as they are subject to the authority of any industrial council,
(ac) any activities carried on by a farmer as part of his farming operations, and for the purposes hereof—

"livestock" means bulls, cows, heifers, oxen, tallow, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry; and

"meat" means meat intended for human consumption and includes venison and horse, mule, donkey, rabbit, poultry and ostrich meat.

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations that are ancillary or incidental to the Mining Industry, and "mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils.

"Printing and Newspaper Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated in the production of printed matter of any nature whatsoever, and includes—

(a) the following trades, together with the occupations and operations incidental thereto, whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz:

- Composing, proofreading, stereotyping, electrotyping, typesetting, process engraving, photogravure, letterpress machine minding, printing

"Vleisbedryf" betekent die bedryf waaraan werkge- wers en hul werknemers met mekaar geassosieer is vir—

(i) die slag van lewende hawe,
(ii) die hantering, voorbereiding, preservering, ver- koop of verspreiding van vleis deur enige pers- on van wie ingevolge 'n proklamasië gepubli- seeer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No 59 van 1968), veres word om by die Vleisraad geregistreer te wees, of die besig- heid om vleis in enige hoeveelheid in 'n winkel te verkoop of vir verkoop aan te bied of uit te stel,
(iii) die verkoop van wors, polonie, afval, ham, spekvrissies, eiers, botter, pluimvee of gesoute, bevroe of gepreserveerde vleis of vis in sode- nige winkel, saam met die verkoop van vleis;
(iv) die koop of verkoop van lewende hawe indien dit ondernem word saam met enige of meer van die werksgemeende in (ii) bedoel, en dit omvat alle bedrywighede wat met enige van voormalige werksgemeende gepaard gaan of daaruit voortspruit, maar dit omvat nie die volgende nie:

(aa) Die verkoop van voorafverpakte bevroe vleissnitte vanuit 'n kafie of deur 'n algemene handelaar wat by die Vleisraad geregistreer is om in sodehkie produkte handel te dryf;
(ab) werkgewens en hul werknemers in sover hulle onderworp is aan die gesag van enige nuwe- heidsraad,
(ac) enige werksgemeende deur 'n plaasboer verrig as deel van sy buordegerybedrywighede,

en vir die doeleindes hiervan beteken—

"lewende hawe" bullie, koeie, verse, osse, tallow, kalwers, skape, lammer, botte, varke, wilds- bokke of enige ander vieraagte diere wat vir menslike verbruik bedoel is, en omvat dit perde, donkies, mule, volstroese en pluimvee, en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, mule-, donkie-, koyne-, pluimvee- en volstriosvleis

"Mynbedryf" betekent die bedryf waaraan werk- gewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstra- heer, te prosesseer, te affinsioneer of te raffineer, en dit omvat die ondernemings, sake, diens en werksgem- hede, wat bykomstig is by of gepaard gaan met die Mynbedryf; en

"delfstof" beteken enige stof, hetsy in solide, vloe- bare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat al die metale, koolwater- stofverbinding, edelgesteen en aardolies.

"Druk- en Nuusbladnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking eniger- wys te beperk, die nywerheid waaraan werkge- wers en hul werknemers met mekaar geassosieer is vir die produk- sie van enige drukwerk van watter aard ook al, en dit omvat—

(a) ondervermelde ambagte, tessemd met die beroep en bedrywighede wat daarmee gepaard gaan, ongeag of vermelde ambagte, beroep en/of bedrywighede afsonderlik of gesamentlik of saam met drukwerk of afgesien van drukwerk beoefen word, naamlik—

- settwerk, proefles, stereotypering, elek- trotypering, lettergetwerk, fotoblokmekaar, fotografie, die bediening van 'n boekdruikers, druk-
(b) the manufacture (including any process whatsoever in the course of manufacturing) of—
   (i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper and/or cardboard boxes;
   (ii) corrugated cardboard from paper and/or any compound of paper and/or any like material, a constituent part of which is paper and/or any compound of paper,
   (iii) any kind of container (with or without metal parts) from fibreboard and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture, mainly from fibre, of trunks, attache cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents.
   (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is cardboard and/or paper and/or any compound of paper. Provided that this subparagraph shall apply only to employers and their employees covered by paragraphs (a), (b), (c) and (d) of this definition;
   (c) printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, containers or other articles referred to in paragraph (b),
   (d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are referred to in paragraph (b) above.

Postal address of applicant  P O. Box 6545, Johannesburu, 2000.
Office address of applicant  411 Pan African House, 77 Troye Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:
(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
(b) the procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,
Assistant Industrial Registrar
(30 October 1992)
New union umbrella

DURBAN — A newly-formed federation of trade unions, the United Independent Trade Unions Adhoc Committee of South Africa, was officially launched here yesterday.
(iv) assembly establishments, i.e establishments in which motor vehicles are assembled from new components on an assembly line, which includes the manufacture and/or fabrication of any motor vehicle parts or components when carried on in such establishments, but which excludes vehicle body building, except in so far as it is carried on incidental to the assembly of motor vehicles other than caravans and trailers.

"Iron, Steel, Engineering and Metallurgical Industry" means (subject to the provisions of any oomarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industries concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues, the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machinery, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work, the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general woodwork undertaken in connection with ship repairs.

Office address of applicant Commercial Centre, Suite 602, 251 Bree Street, Johannesburg

Postal address of applicant P.O. Box 3708, Johannesburg, 2000

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar
(8 November 1992)

NOTICE 987 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application has been received from a person or persons entitled to make the same for registration of a trade union in terms of section 4 of theLabour Relations Act, 1956, with the following particulars:

- Name of applicant: Gerhardus Coenraad Papenfus
- Address: Commercial Centre, Suite 602, 251 Bree Street, Johannesburg
- Postal address: P.O. Box 3708, Johannesburg, 2000
- Authority: Labour Relations Act, 1956

A copy of the application is available for inspection at the office of the Assistant Industrial Registrar during normal office hours.

G. C. PAPENFUS,
Assistant Industrial Registrar
(8 November 1992)

KENNISGEWING 987 VAN 1992
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSVERHOLDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistantentjewer-

heidregister, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat
application for registration as a trade union has been received from the Unisa Administratiewe en Vakkundige Personeelunie. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>Unisa Administratiewe en Vakkundige Personeelunie</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>17 July 1992</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made: Employees employed by all undertakings, sections or trades of</td>
<td></td>
</tr>
<tr>
<td>(1) tertiary institutions; and</td>
<td></td>
</tr>
<tr>
<td>(2) parastatal institutions,</td>
<td></td>
</tr>
<tr>
<td>in the Republic of South Africa, excluding persons who teach or train other persons at any university, technikum, college, school or other educational institution maintained wholly or partly from public funds.</td>
<td></td>
</tr>
<tr>
<td>For the purposes hereof—</td>
<td></td>
</tr>
<tr>
<td>“tertiary institutions” means all universities, university colleges, technikons, colleges, correspondence colleges and teachers’ training colleges instituted by an act of Parliament that provide training or education at a post-standard 10 level.</td>
<td></td>
</tr>
<tr>
<td>“parastatal institutions” means institutions, other than departments contemplated in section 6 (1) of the Public Service Act, 1984, that were instituted in terms of any act of Parliament and that operate independently</td>
<td></td>
</tr>
<tr>
<td>Postal address of applicant</td>
<td>P.O. Box 311, Pretoria, 0001.</td>
</tr>
<tr>
<td>Office address of applicant</td>
<td>Theo van Wyk Building B101, Pretler Street, Muckleneuk Ridge, Unisa</td>
</tr>
<tr>
<td>Attention is drawn to the following requirements of section 4 of the Act:</td>
<td></td>
</tr>
<tr>
<td>(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.</td>
<td></td>
</tr>
<tr>
<td>(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged</td>
<td></td>
</tr>
</tbody>
</table>

G. C. PAPENFUS,
Assistant Industrial Registrar

(6 November 1992)

'n aansoek om regstrasse as 'n vakvereniging ontvang is van die Unisa Administratiewe en Vakkundige Personeelunie. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skryflik by my in te dien, g’a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

**TABEL**

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>Unisa Administratiewe en Vakkundige Personeelunie</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>'17 Julie 1992</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedoen word: Werknemers in diens in alle ondernemings, afdelings of bedrywe van—</td>
<td></td>
</tr>
<tr>
<td>(1) tersiëre inmtings; en</td>
<td></td>
</tr>
<tr>
<td>(2) parastatale instellings,</td>
<td></td>
</tr>
<tr>
<td>in die Republiek van Suid-Afrika, uitgesonderd persone wat ander persone onderrig of oplei aan 'n universiteit, technikon, college, skool of ander opvoedkundige inmting wat geheel of gedeeltelik uit Staatsondiese in hand gehou word.</td>
<td></td>
</tr>
<tr>
<td>Vir die doeleindes hiervan beteken—</td>
<td></td>
</tr>
<tr>
<td>“tersiëre inmtings” alle by 'n wet van die Parlement ingestelde universiteite, universiteitskollegs, technikons, kollegs, korrespondensekollegs en onderwysersopleidingkollegs wat onderwys of opleiding op 'n na-standard 10-vlak verskaf,</td>
<td></td>
</tr>
<tr>
<td>“parastatale instellings” instellings, uitgesonderd departemente in artikel 6 (1) van die Staatssdienswet, 1984, bedoel, wat ingestel is kragtig 'n wet van die Parlement en wat onafhanklik funksioneer</td>
<td></td>
</tr>
<tr>
<td>Posadres van applicant: Posbus 311, Pretoria, 0001.</td>
<td></td>
</tr>
<tr>
<td>Kantooradres van applicant Theo van Wykgebou B101, Pretlerstraat, Muckleneukrant, Unisa</td>
<td></td>
</tr>
<tr>
<td>Die aandag word gevestig op onderstaande verskaffings van artikel 4 van die Wet:</td>
<td></td>
</tr>
<tr>
<td>(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingeval van subartikel (4) bepaal volgens die feste soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorafgaande datum volwaardige lede was, in aanmerking geneem.</td>
<td></td>
</tr>
<tr>
<td>(b) Die procedure voorgestryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word</td>
<td></td>
</tr>
</tbody>
</table>

G. C. PAPENFUS,
Assistentnabyheidsregistrateur

(6 November 1992)
NOTICE 989 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from ISA. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>TABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of trade union</td>
</tr>
<tr>
<td>Date on which application was lodged</td>
</tr>
</tbody>
</table>

Interests and area in respect of which application is made

Employees employed in all undertakings, sections or trades as undertaken by the South African Institute for Medical Research in the Republic of South Africa

Postal address of application
PO Box 1038, Johannesburg, 2000

Office address of applicant
Corner of De Korte and Hospitaal Streets, Hillbrow, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(6 November 1992)
(b) The procedure laid down in section (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,
Assistant Industrial Registrar.
(6 November 1992)

NOTICE 990 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

1. Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Mineworkers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Table
Name of trade union: Mineworkers' Union.
Date on which application was lodged: 30 April 1992.
Interests and area in respect of which application is made: Persons employed in all undertakings, sections or trades in the Local Authority Undertaking as is undertaken by the Town Council of Ellisras.

For the purposes hereof—
"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finisheing any act, scheme or activity which is undertaken by a local authority, and
"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 31525, Braamfontein, 2017.
Office address of applicant: Corner of Melle and De Korte Streets, Braamfontein.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:
(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,
Assistant Industrial Registrar.
(6 November 1992)
Political ties remain a threat to unions

TRADE unions could face criminal prosecution for political affiliation or for assisting political parties in promoting their objectives until the Labour Relations Amendment Bill had been enacted, Cape Town University Law Unit director Clive Thompson said this week.

As things stood, trade unions affiliated to political movements, offering financial or other assistance to political parties or "influencing their members with the object of assisting a political party" were liable for severe criminal sanction.

"Given the norms which ought to operate in a democratic society and given the de facto alliances between the ANC and Cosatu, the PAC and Nactu, and conservative white unions and the CP, the necessity for these amendments in the run-up to the elections is self-evident," Thompson said.

"He felt that, although no union had been prosecuted in terms of the existing statute, nothing stood in the way of "antagonistic political parties" from interdicting a union breach-

ing its statutory duties.

"At the law stands, there is a legal basis for a political party to interdict Cosatu should it continue to persist with its alliance activities."

Amending the statute was "the major focus of the reconstituted National Manpower Commission", Thompson said and the removal of criminal sanctions for political activity was an essential prerequisite of holding free and fair elections in April. (314)

However, despite the commission endorsing the Bill and Cabinet approval, the joint committee on manpower — a parliamentary body consisting of manpower spokesmen from all represented political parties — was stalling the process, he said.

"The joint committee has effectively blocked the Bill pending the receipt of further public comment. January 17 has been given as the last day for such comment," Thompson said. As a January or February sitting of Parliament was uncertain, the Bill might not be passed before the election date.

He said the Bill had been released for public comment earlier this year and amended in the light of public responses. The amendments were enforced by a full sitting of the commission. In October, the Bill was read in Parliament and received Cabinet approval.

The joint committee's resistance apparently stemmed from the insertion of a new section pertaining to financial support of political parties by parties to a "union security agreement" or closed shop, he said.

In terms of this section, "any closed shop union is prohibited from exacting any explicitly political levy on its members and barred from deducting more than 25% of its membership fee towards assisting financially or otherwise a political party or movement", Thompson said.

Cosatu was not available for comment.
Economic crisis: Unions act

Own Correspondent

JOHANNESBURG. — The country's three major labour federations have reached agreement on joint proposals to address the economic crisis and will soon present their views to the national economic forum.

An insistence on centralised bargaining is a key element in the joint initiative by Cosatu, Nactu and the Federation of Salaried Staff Associations of SA (Fedssal).

This position is in direct contrast to the government's policy of decentralised collective bargaining.

The two-pronged strategy, announced yesterday, focuses on job creation and an end to retrenchments. The three federations agreed on five steps to reduce retrenchments:

- Centralised bargaining;
- Job security agreements;
- Training and retraining of workers and the establishment of work security funds;
- Targeted assistance for industries in structural decline, and
- The reassessment of public sector restructuring.

Fedssal spokesman Mr Piet Heymans said his federation was in favour of centralisation.

Cosatu's Mr Ebrahim Patel said job security agreements should contain, among other things, disclosure of company financial information.
Workers' Party: Jumping the gun?

There are increasing calls for Cosatu to split from its alliance partners and, for the establishment of a Workers Party.

By Ferial Haflajee

Sam Shilowa summed up the perception of political negotiations among his constituents when he joked at a press briefing "I must leave now, I've got to get to the World Trade Centre to sell out the workers.

While the Congress of South African Trade Unions' assistant general secretary meant it as a broadside to critics of Cosatu's direction, it is a view which is leading to growing calls for the establishment of a Workers' Party.

Such a party would contest elections and take up working-class interests at a governmental level. The idea is coming not only from socialist organisations like the Workers' Organisation for Socialist Action (Wosa) now, but from elements of Cosatu's major affiliates.

Unions are calling for the splitting up of the African National Congress/South African Communist Party/Cosatu alliance after elections. Some are saying this should be followed by the establishment of a Workers' Party.

The view took the labour movement by surprise when it came from the National Union of Metalworkers of South Africa (Numsa) – the country's biggest trade union – which called for the formation of a working class party and for Cosatu to convene a conference on socialism.

Numsa believes that the SACP should join a Workers' Party along with other leftist organisations.

At its Easter conference, Wosa announced that it would lobby for a mass workers' party. The call from both Wosa and Numsa has generated much publicity because, says a senior member, "it's an idea whose time has come.

"Only an independent mass workers' party can halt and reverse the wholesale compromises of the interests of the working class by negotiators at the World Trade Centre," said Wosa chairman Neville Alexander in a statement.

Wosa and other organisations on the left will use the election campaign to popularise the Workers' Party concept.

The SACP's Jeremy Cronin says "The call for a Workers' Party is an understandable reaction, but it is the wrong one. There is confusion and demoralisation at negotiations which have dragged on for three years. Working-class formations and workers need to assert themselves more."

But this needs to be done "inside the movement or the ANC will be handed over to non-working class currents". The ANC has always had a working-class bias, he says and this "should percolate throughout the ANC."

If Cosatu should break with the ANC, it would become an economic and corporatist entity, added Cronin.

Duncan Innes, publisher of the Innes Labour Brief, says the trade union movement faces two options on the cusp of elections. It can either lobby for a Workers' Party or push for a reconstruction accord to extract commitments for a socio-economic programme from a future ANC government in return for votes.

Innes says the latter "is the more appropriate response. The ANC needs to be given an opportunity to see if they can deliver. To form a Workers' Party now is to jump the gun."

The Southern African Clothing and Textile Workers' Union's weekend congress resolved that the alliance should split after elections for a constituent assembly and a new constitution is drawn up.

It did not go on to call for a Workers' Party, but sees the future of labour lying with tripartite negotiating structures.

Elements in the Transport and General Workers' Union (TGWU) and the South African Commercial, Catering and Allied Workers' Union (Saccazu) are likely to push for the formation of a Workers' Party too.

A recent discussion document...
The call for a new and independent "workers' party" is, perhaps, an understandable reaction to much of the present confusion and dissatisfaction around the slow rate of change in our country.

But it is absolutely misguided.

In 1987, Neil Barnard, then head of the National Intelligence Service (NIS), wrote a trail-blazing — but secret — document. We are not beating the African National Congress with our present strategies, he argued. We need, instead, to unbend negotiate with it, and then prolong the negotiations. The ANC's main strength, Barnard argued, is its mass support. The initial unbanning and release of leaders would be met with enthusiasm. But, with a prolonged process and with an ANC leadership locked up in remote negotiations, Barnard calculated the ANC's principal asset would drain away.

That was Barnard's screenplay: How many of us have been unwitting players?

Well, Barnard's scenario has not exactly panned out perfectly. The prolongation of the process has, since mid-1992, begun to cost President FW de Klerk a great deal more than the ANC. Nevertheless, there is enough truth in the scenario for us to be able to recognise something of ourselves within it.

The predicted constituency frustrations in particular are deep-seated. These frustrations have encouraged interventions in various directions.

Some have been tempted to exploit the frustrations with anti-white demagoguery. Others have been tempted to reframe the idea of an independent, trade union-based workers' party.

So what's wrong with the latter idea?

In the first place, it is premised on the belief that the ANC will soon be "the government" and nothing but the government. Once in power the ANC will do exactly what certain other liberation movements have done — wave goodbye to popular aspirations. Could this happen?

It certainly could. But to simply assume it will, is to walk away from the most important strategic challenge of our time: the battle for the life and soul of the ANC.

In South Africa, the regime and its backers have neither been able to defeat the ANC outright, nor have they been able to cobble together a credible "centrist" alternative to the liberation movement — as happened in Nicaragua and the Philippines.

The project from the other side has, therefore, had to focus on hijacking the ANC from its basic national democratic perspective, while marginalising "the radicals on the left".

The ANC will almost certainly be the dominant political formation in government next year. But it will be a major disaster if the ANC becomes nothing more than "the government". The ANC must remain a broad, mass-based national liberation movement. The place of socialist, left and working class formations is within this broad, ANC-led movement — not out on the margins.

where Barnard and director of the South African Chamber of Business Raymond Parsons would like to locate us.

This place for the left makes political sense, and thus political sense is anchored in the social reality of our country. The national liberation struggle in South Africa, which continues to be the main mobilising factor for millions of our people, is occurring on the terrain of a relatively developed capitalist system.

Uniquely for Africa, the working class is the majority in our country. Workers and working class formations must increasingly assert themselves as, and within, the mainstream.

In the second place, the workers' party idea will, in practice, mark a shift away from the progressive traditions of trade unionism in our country. This may not be the intention of many of its advocates, but this is the inevitable outcome.

To argue that, after next year's elections, we will break the alliance with the ANC and only meet it (presumably along with SACP and the like) across the negotiating table, is to reduce the ANC to government, and the trade union movement to a narrow bureaucratic movement.

The Congress of South African Trade Unions (Cosatu) represents just over one million workers. But there are seven million unemployed in our country. There are millions more unorganised workers in the informal sector and on white farms.

Cosatu, as an integral component of a national liberation movement, is a Cosatu that links the concerns of employed, skilled and semi-skilled workers with millions of others.

A Cosatu cut adrift from its alliance, is a Cosatu that runs the risk of becoming a narrow formation, only fighting defensive wage and retrenchment battles on behalf of a relative elite within the working class.

The way forward for employed and unemployed, for skilled and unskilled, lies in the direction of an ANC alliance and mass democratic movement leading to a coherent, national democratic, process of reconstruction.

The alliance must continue, not for old time's sake, but for this programmatic purpose.

It is in the midst of this major and long-haul process that working class formations must assume a leading place. By contrast, the workers' party idea prepares workers for permanent opposition, permanent defence, permanent marginalisation.

Wasn't that your script, Neil Barnard?

See PAGE 21
not a separate party

Working class unity

by Sam Shlouma

Not a separate party...
Keep politics out of work, warns union

SA Iron & Steel predict violence

SHARON SOROUR
Labour Reporter

POLITICS should be kept out of the workplace according to the country's largest white union, which has vowed to support employers who oppose Cosatu's voter education programme.

SA Iron, Steel and Alloys Industries Union (Iron and Steel) general manager Nic Celliers said politics practised "under the cover of labour affairs in the labour field already has done enough harm to the economy."

He said "If it should be blatantly brought into the workplace, the economy could be brought to a standstill."

Iron and Steel slated Cosatu's campaign to educate voters, warning that white workers would not be subjected to "the type of education the African National Congress and the SA Communist Party and their trade unions have in mind."

Another rightwing union, the Mineworkers' Union, also has said it would not take part in any voter education.
Union urges members not to vote in April

By Mokgadi Pela

THE Black Allied Mining and Construction Workers' Union decided yesterday not to take part in next week's April 27 elections.

The union said the elections fell short of empowering black workers and delivering liberation.

The congress was attended by about 1,500 workers.

The union committed itself and the Azanian People's Organisation to politically educating its 50,000 members.

Bamcwa also resolved to demand the repayment of unwarranted deducted income tax which was often high and inconsistent.

On Saturday, Bamcwa president Mr. Paapao Motha, called on Azapo to initiate a conference of the left.

"Such a conference should deal with only two issues — socialism and the establishment of a Socialist Workers' Republic of Azania," he said to thunderous applause.
A locality sketch of the area affected by the proposed communal launching facility lies for inspection at the office of the Chief Director: Nature and Environmental Conservation, Provincial Administration of the Cape of Good Hope, Room 302, Utilitas Building, Dorp Street, Cape Town.

Objections to the proposed lease must be lodged with the Chief Director: Nature and Environmental Conservation, Private Bag X9086, Cape Town, 8000, on or before 8 February 1993.

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**TABLE 1**

*Name of trade union:* National Catering, Commercial, Hotel, Liquor and Allied Workers’ Union (NACCHAWU).

*Date on which application was lodged:* 20 November 1992.

*Interests and area in respect of which application is made:*

Persons employed in the undermentioned industries and trades in the Republic of South Africa:

1. Baking and/or Confectionery Industry;
2. Biscuit Manufacturing Industry;
3. Brewing Industry;
4. Commercial Distributive Trade;
5. Hotel and Liquor Trade; and
6. Catering, Restaurant, Cafe and Tearoom Trade.

For the purposes hereof the above-mentioned industries and trades are defined as follows:

1. "Baking and/or Confectionery Industry" means the industry in which employers and employees are associated for the purpose of baking and/or making bread and/or confectionery and includes—

   (a) the baking and/or making of rolls, buns, current bread, doughnuts, rusks, mosbolletjies, cakes, pastries, pies, yeast goods, and other products of a bakehouse of which dough or batter forms a component part;
(b) the manufacture of any confectionery if carried on by employers and employees engaged in the activities referred to in paragraph (a);

(c) all activities carried on by such employers which are incidental to, connected with or consequent on the activities referred to in paragraph (a) or the distribution of the products referred to therein, if carried on by such employers or their employees.

2. "Biscuit Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing by hand or machine biscuits, wafers, ice-cream wafers, cones, matzos, pretzel sticks, dog and/or puppy biscuits, cakes and Christmas puddings for sale, and includes all operations incidental to or consequent on any of the aforesaid activities.

3. "Brewing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of brewing malt liquor in terms of the Liquor Act, 1977, and/or for the manufacture of malt in connection with the brewing of malt liquor.

4. "Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop and includes all operations incidental thereto. In this context "shop" means—

(a) any premises to which persons are invited for the purpose of purchasing either by retail or wholesale the goods displayed therein or goods of the type displayed therein; and

(b) any premises or part thereof in which or from which such goods are stored, packed or unpacked, or from which such goods are delivered or despatched to purchasers or from which wholesale or retail orders are executed.

5. "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

6. "Catering, Restaurant, Cafe and Tearoom Trade" means, without in any way limiting the ordinary meaning of the expression, the trade in which persons carry on business and/or in which employers and their employees are associated, whether wholly, mainly or incidentally, for any one or more of the following activities or purposes

Preparing, making, serving, supplying, selling, distributing, marketing, producing or providing meals, portions of meals, sandwiches, snacks, fast foods, confectioneries, wheaten products, beverages, liquid refreshments of all kinds and/or any other eatables

(b) the vervaardiging van enige banket indien dit uitgevoer word deur werkgewers en werknemers wat betrokke is by die werkzaamhede in paragraaf (a) bedoel;

(c) alle werkzaamhede wat deur sodanige werk-
gewers ver my word wat gepaard gaan met, in ver-
band staan met of voorvoitia uit die werkzaamhede
in paragraaf (a) bedoel of die verspreiding van die
produkte daarin bedoel, indien dit deur sodanige
werkgewers of hul werknemers ver my word.

2. "Beskuitnwyerheid" beletke die nywerheid waarin werkgewers en werknemers met mekaar geass-
sosieer is vir die maak, per hand of masjien, van
beskuitjies, wafels, notemyswafeljies of -bonnikles,
matzo's, pretzelstokkies, honde- en/of kleinhandel-
beskuitjies, koekie en kersnoepjies of vr verkoop,
en dit omvat alle bedrywighede wat met enige van voormelde werkzaamhede gepaard gaan of daaruit voortspruit.

3. "Brounwyerheid" beteken sonder om die gewone
betekens van die woord in enigermate te beperk, die
nywerheid waarin werkgewers en werknemers met
mekaar geassosieer is met die doel om bier ingevoel
de Drankwet, 1977, te brou en/of mout in verband
met die brou van bier te vervaardig

4. "Kommersiële Distribusiebedryf" beteken die
bedryf waarin werkgewers en hul werknemers met
mekaar geassosieer is met die doel om 'n winkel te
dryf, en dit omvat alle bedrywighede wat daarmee
gepaard gaan. In hierdie verband beteken "winkel"—

(a) enige perseel waarheen persone uitgenooi
word met die doel om, hetsy by die klein maat of by
die groot maat, die goedere daarin uitgestal of goe-
dere van die soort daarin uitgestal te koop; en

(b) enige perseel of gedeelde daarvan waarin
sodanige goedere geberg, verpak of uitgepak word,
van waarvandaan sodanige goedere aan kopers afge-
lever of versend word of waarvandaan goothandel-
des of kleinhandelstelings uitgevoer word.

5. "Hotel- en Drankbedryf" beteken die bedryf
waarin werkgewers en hul werknemers met mekaar
geassosieer is met die doel om huisvesting en een of
meer etes per dag teen vergoeding te verskaf op per-
sele waar die verkoop van drank bedryf word en in
verbond waarmee een of meer as een drankklienserie
gehou word of geag word gehou te word of uitgereik is
daglikse die Drankwet, 1989: Met dien verstande dat
vir die deelendes van hierdie omskrywing die uitdruk-
k "huisvesting" slaapkamerakkommodesie en die
diensie wat gewoonlik daarmee geassosieer word,
beteken.

6. "Versiersings-, Restaurant-, Kaas- en Tee-
kamerbedryf" beteken, sonder om die gewone beteke-
me van die uitdrukking egsone te beperk, die bedryf
waarin persone beskheid dryf en/of waaraan werk-
gewers en hulle werknemers met mekaar geassosieer
is, hetsy uitsluitslik of hoofsaaklik of by geleentheid
vir een of meer van die volgende bedrywighede of doel-
endes:

Die voorbereiding, bereiding, bediening, verskaf-
ing, verkoop, verspreiding, bemarking, produseer-
g en of versiering van maaltye, gedeeltes van maaltye,
toebroodjes, versnapenings, kipsko's, banket, graan-
produkte, dranke, vloeibare versiersels van alle
or drinkables ready for consumption either on or off any premises where such activities are carried on, including the supply of liquor where this occurs in conjunction with or incidental to the serving, supplying, selling or providing of any of the aforesaid, and all activities and purposes incidental to or consequent upon any of the aforementioned activities or purposes carried on, in, or from any establishment, premises, facility or place or portion thereof, whether permanent or temporary, indoors or in the open air, stationary or mobile, including restaurants, casinos, cafes, tearooms, roadhouses, fish-and-chips shops, take-away food outlets, fast food shops, snack bars, supermarkets, public bars, company canteens, cinemas, drive-in cinemas, theatres, places of entertainment, clubs, hospitals, showgrounds or any similar business or activity, but not including any of the aforementioned purposes or activities where these are carried on in hotels, boarding houses or lodging houses by the proprietors of such hotels, boarding houses or lodging houses for their own account, and are merely incidental to or an adjunct of their main purpose or activity.

Postal address of applicant: P.O. Box 7593, Johannesburg, 2000.

Office address of applicant: 191 Jeppe Street, 10th Floor, Chung Hua Mansions, Johannesburg.

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

G.C. PAPENFUS,
Assistant Industrial Registrar.

NOTICE 25 OF 1993

NOTICE UNDER SECTION 7 (5) OF THE EXPROPRIATION ACT, 1975 (ACT NO 63 OF 1975) AS AMENDED

To:

All heirs of the late Philippus Petrus Roets, deceased 31 January 1941;
or their Executors or any successor in right or title or anyone with an interest in terms of section 7 (4) of the Expropriation Act, 1975 (Act No. 63 of 1975), as amended, in the expropriated properties.

soorte en/of enige ander eetgoed of drankgoed gered van verbruik hetse op of weg van enige persoon waar sulkhe bedrywighede uitgeoefen word, met inbegrip van die verskafting van sterk drank waar dit tesaame met of in verslag met die bediening, verskafking, verkop of voorstiening van enige van dié voorneemde geskied, en alle bedrywighede en doelstelling in verband met of voorstrennuut oor enige van voorneemde bedrywighede of doelendes uitgeoefen op, in of vanuit enige bedryfsergning, persoon, fasiliti of plek of gedeelte daarvan, hetse permanent of tydelik, binnenshuis of in die buiteland, stilaan of mobiel, met inbegrip van restaurantbe, casino's, kafees, teekamers, pakkafes, vis-en-skryfiwinkels, wegneemkosverkooppunte, kitskowinkel, versnappenskroegie, supermarkte, openbare kroeë, maatskappypersonese kafees, bioskope, inynbioskope, teaters, plekke van vermaaklikheid, klubs, hospitalte, tentoongestelde terrein of enige soortgelyke besigheid of bedrywighed, maar dit omvat nie enige van voorneemde doelendes of bedrywighede nie waar dit uitgeoefen word in hoteline, lossehuise of huurkamerhuise deur die eienaars van sodanige hotelle, lossehuise of huurkamerhuise vir hulle eie rekening, en bloot verbandhoudend met of 'n bykomstighheid by hulle hoofdoelname of -bedrywighheid is.


Kantooradres van applikant: Jeppestraat 191, 10de Verdieping, Chung Hua Mansions, Johannesburg.

Die aandag word gevestig op onderstaande verseistes van artikel 4 van die Wet:

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

(b) Die procedure voorgestel deur subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

G.C. PAPENFUS,
Assistentrywerheidsregistrateur

KENNISGEWING 25 VAN 1993

KENNISGEWING KRAGTENS ARTIKEL 7 (5) VAN DIE ONTEENINGSWET, 1975 (WET NO 63 VAN 1975), SOOS GEWYSIG

Aan:
Alle erfgename van wye Philippus Petrus Roets, oordeel 31 Januarie 1941;
or hulle Eksekutores of enige opvolgers in reg of titel of enige een wat 'n belang soos bedoel in artikel 7 (4) van die Onteeningwet, 1975 (Wet No. 63 van 1975), soos gewysig, in die ontenele eendomme het.
NOTICE 32 OF 1993
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the United Peoples Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

*Name of trade union:* United Peoples Union of South Africa.

*Date of which application was lodged:* 30 June 1992.

*Interests and area in respect of which application is made:* Persons employed in the—

I. Clothing and Knitting Industry in the Magisterial Districts of Newcastle and Port Shepstone;
II. Textile Manufacturing Industry in the Magisterial Districts of Johannesburg and Newcastle;
III. Food, Edible Nuts and Snacks Industry in the Magisterial Districts of Durban and Port Shepstone;
IV. Mining Industry in the Magisterial District of Port Shepstone;
V. Cleaning Services Undertaking in the Magisterial Districts of Mooi River and Port Shepstone;
VI. Local Authority Undertaking in the Magisterial District of Port Shepstone;
VII. Meat Industry in the Magisterial District of Port Shepstone;
VIII. Civil Engineering Industry in the Magisterial Districts of Pinetown and Port Shepstone,
IX. Catering Trade in the Magisterial District of Port Shepstone;
X. Security Services Undertaking in the Magisterial District of Port Shepstone;
XI. Building Industry in the Magisterial District of Port Shepstone; and
XII. Hotel and Liquor Trade in the Magisterial District of Port Shepstone.

For the purposes hereof the above-mentioned industries, undertakings and trades are defined as follows—

I. **“Clothing and Knitting Industry”** means the industry in which employers and their employees are associated for the purpose of—

(a) making, irrespective of the process or method used in such making, any one or more of the following classes of clothing and includes the knitting of any such articles of clothing

(i) Outer garments, underwear or nightwear,

KENNISGEWING 32 VAN 1993
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN ‘N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsvverhoudinge, 1956, hierby bekend dat ‘n aansoek om registrasie as ‘n vakvereniging ontvang is van die United Peoples Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekte.

Enge geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te doen, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

**TABEL**

*Naam van vakvereniging:* United Peoples Union of South Africa.

*Datum waarop aansoek ingediend is:* 30 Junie 1992

*Belange en gebied ten opsigte waarvan aansoek gedaan word:* Persone in diens in die—

I. Kleer- en Broeknywerheid in die landdrosdistrikte Newcastle en Port Shepstone;
II. Tekstielnywerheid in die landdrosdistrikte Johannesburg en Newcastle;
III. Voedsel-, Eetbare Neute- en Versnaperingenywerheid in die landdrosdistrikte Durban en Port Shepstone;
IV. Mynbedryf in die landdrosdistrik Port Shepstone;
V. Skoornaakkaaiendenemings in die landdrosdistrikte Mooirivier en Port Shepstone,
VI. Plaaslike Overheidsondernemings in die landdrosdistrik Port Shepstone;
VII. Vleisbedryf in die landdrosdistrik Port Shepstone,
VIII. Wilde Ingeneursnywerheid in die landdrosdistrikte Pinetown en Port Shepstone,
IX. Verversingsbedryf in die landdrosdistrik Port Shepstone,
X. Sektenteitsontwikkenings in die landdrosdistrik Port Shepstone;
XI. Bouwywerheid in die landdrosdistrik Port Shepstone; and
XII. Hotel- en Drankbedryf in die landdrosdistrik Port Shepstone.

Vir die doeleindes hiervan word bovemeldte nywerhede, bedrywe en ondernemings soos volg omskryf—

I. **“Klerase- en Breinwywerheid”** beteken die nywerheid waarin werkgewers en hul werknemers met mekaar gesagt is met die doel om—

(a) ongeag die proses of metode wat by dié maak daarvan gebruik word, engeen of meer van die volgende klasse klerase te maak, en dit omvat die brei van enige sodanige kledingstukke

(i) Boklerie, onderklerie of nagklere;
(ii) dasse;
(iii) mens's or boy's tweed or linen hats or caps,
(iv) garments made to the order of any Government department, any provincial administration, any local authority or Transnet;
(v) stockings or socks;
(b) knitting clothing fabric where it is carried on in conjunction with the manufacture of any one or more of the articles listed in (a),
but does not include the following:
(i) The making of garments to the measurement of individual persons;
(ii) the making of clothing from furs or pelts;
(iii) the making of women's or girls' hats.

II "Textile Manufacturing Industry" means the joint enterprise in which employers and their employees are associated for any of the following purposes:

(a) (i) The manufacture, either in whole or in part and by any process whatsoever, of all classes of blankets, Blanketing, travelling-rugs and shawls, whether plain or raised or dyed or otherwise treated, including all operations incidental thereto and consequent thereon in the course of such manufacture,
(ii) the manufacture, by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns in the final mass-measuring in the case of worsted, woolen or mixed yarns measure 8 063,49 metres or less to the kilogram, for use in the manufacture of the articles referred to in subparagraph (i), except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those referred to in subparagraph (i);
(b) (i) the manufacture, either in whole or in part and by any process whatsoever, of kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated, including all operations incidental thereto and consequent thereon in the course of such manufacture;
(ii) the manufacture, by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns, in the final mass-measuring, measure 8 063,49 metres or less to the kilogram, and are used in the manufacture of kaffir sheeting, except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those referred to in subparagraph (i),
(iv) kledingstukke gemaak op bestelling van enige Staatsdepartement, enige provinsiale administrasie, enige plaaslike overheid of Transnet;
(v) kouse of sokkies;
(b) kledingsmateriaal te brei waar dit verong word tesame met die vervaardiging van enige of meer van die artikels wat in (a) geëis word; maar dit omvat nie die volgende nie.
(i) Die maak van kledingstukke volgens die maat van individuele persone;
(ii) die maak van kledingstukke van pelse of kort- wolwevle;
(iii) die maak van vroue- of meisieshoede.

II. "Tekstielinwyserheid" beteken die gesamentlike onderneming waarin werkgewers en hul werknemers mekaar geassosieer is vir enige van die volgende doelendes:

(a) (i) Die vervaardiging, hetsy in die geheel of gedeeltelik en deur middel van enige proses hoegenaamd, van alle klasse koberse, komers- stof, resdekanse en tjalies, hetsy effe of gepluis of gekleur of andersins behandel, met inbegrip van alle werksoaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit;
(ii) die vervaardiging, deur middel van enige proses hoegenaamd, met inbegrip van alle werksoaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit, van ganng vir verkoop of volgens opdrag, indien sodanige ganng, wanneer die massa finaal bepaal word, in die geval van kasmol-, kassmol- of mengkleurganng na maat 8 063,49 meter of minder per kilogram is, vir gebruik by die vervaardiging van die artikel is subparagraaf (i) bedoel, behalwe wanneer sodanige ganng deur die vervaardigers daarvan verkoop word met die doel dat ander artikels daarmee vervaard word as die in subparagraaf (i) bedoel;
(b) (i) die vervaardiging, hetsy in die geheel of gedeeltelik en deur middel van enige proses hoegenaamd, van kaffertaal, hetsy effe of gepluis of gekleur of bedruk of andersins behandel, met inbegrip van alle werksoaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit;
(ii) die vervaardiging, deur middel van enige proses hoegenaamd, met inbegrip van alle werksoaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit, van ganng vir verkoop of volgens opdrag, indien sodanige ganng, wanneer die massa finaal bepaal word, na maat 8 063,49 meter of minder per kilogram is en gebruik word by die vervaardiging van kaffertaal, behalwe wanneer sodanige ganng deur die vervaardigers daarvan verkoop word met die doel dat ander artikels daarmee vervaard word as die in subparagraaf (i) bedoel,
(c) the warping, weaving and/or finishing of canvas, duck, tapes and webbing by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such activities;

(d) (i) the manufacture of flax, wadding, sized wadding, padding and underfelt by any process whatsoever, including all operations incidental thereto and/or consequent thereon in the course of such manufacture;

(ii) the manufacture of felt by any process whatsoever, including all operations incidental thereto and/or consequent thereon in the course of such manufacture,

(iii) the manufacture of medical wadding or cotton wool by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture.

III. “Food, Edible Nuts and Snacks Industry” means the industry in which employers and their employees are associated for the purpose of—

(a) manufacturing, packing, concentrating or preserving (by means of any process, excluding freezing) any one or more of the following commodities:

(i) Glacé or crystallised fruit (other than dried or minced fruit);

(ii) chutney, achar, mayonnaise, sandwich spread or table sauce;

(iii) potato powder, cheese powder, pea flour, bean flour, matzos flour, self-raising flour or binding agents;

(iv) gravy powder, soup (including the ready-mixed dry ingredients used in the making of soup), curry powder or spices;

(v) cooked or raw macaroni, vermicelli, spaghetti or noodles;

(vi) jelly, custard powder, blancmange, instant puddings, icing sugar, castor sugar or ice cream powder;

(vii) baking powder, yeast, flavouring essences, colouring matter for foodstuffs, extracts or vinegar,

(viii) ready-to-serve breakfast foods,

and includes all operations incidental to or consequent on any of the aforesaid activities and further includes the manufacture or packing of infant or invalid foods if conducted in the same establishment in which any of the activities referred to in (a) above are carried on, but does not include the manufacture, packing, concentrating or preserving (by means of any process, excluding freezing) of the products specified in (i), (ii) and (viii) above if such activity is carried on on the same premises by an employer in conjunction with some other trade or trades in which his employees on such premises, taken collectively, are mainly engaged,

(c) the opskerring, weef en/of afwerk van seil, seil- doek, bandé en webband deur middel van enige proses hoegenaamd, met inbegrip van alle werk- saamhede wat in die loop van sodanige bedrywighede daarmee gepaard gaan en daaruit voortspruit,

(d) (i) die vervaardiging van vlokkies, watterseel, gelymde watterseel, opstolpse en onderdruk deur middel van enige proses hoegenaamd, met inbegrip van alle werkzaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en/of daaruit voortspruit;

(ii) die vervaardiging van vilt deur middel van enige proses hoegenaamd, met inbegrip van alle werkzaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en/of daaruit voortspruit;

(iii) die vervaardiging van mediese watterseel of verbandwatte deur middel van enige proses hoegenaamd, met inbegrip van alle werkzaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit.

III. “Voedsel-, Eetbare Neute- en Versnaperingssector” beteken dierywerheid waarin werkgevers en hul werknemers met mekaar geassosieer is met die doel om—

(a) engeene of meer van die volgende kommoditeite te vervaardig, te verpak, te konsentreer of te preservere (deur middel van enige proses, uitgeson- derd bevriesing):

(i) Glans- of gekristalliseerde vrugte (uitgeson- derd droë- of gemaakte vrugte),

(ii) blatjang, atjar, mayonnaise, toombroodsemmer of tafelsoos,

(iii) aartappelpoëier, kaaspoëier, ertiemeel, boonjemeel, matsomeel, bruismeel of bindmid- dels,

(iv) souspoëier, sop (met inbegrip van die klaar- gemengde droë bestanddele wat by die maak van sop gebruik word), kerepe of speserey,

(v) gaar of rou macaroni, vermicelli, spaghetti of noedels,

(vi) jelle, vloepoëier, blanc-mange, kitsnageregt, versierseer, strooisseer of roomspiespoëier,

(vii) bakpoëier, gas, geurrensense, kleursel vir voedingsmiddels, ekstrakte of asyn,

(viii) dienklar ontbytskossie,

en dit omvat alle bedrywighede wat met enige van voornoemde werkzaamhede gepaard gaan of daaruit voortspruit en dit omvat voorts die vervaardiging of verpakking van babas- of sekekossies indien dit onderneem word in dieselfde bedryfsonging waarin enige van die werkzaamhede bedoel in (a) hierbo, verrig word, maar dit omvat nie die vervaardiging, verpak- king, konsentriering of preservering (deur middel van enige proses, uitgesonderd bevriesing) van die produkte vermeld in (i), (ii) en (viii) hierbo nie indien sodanige bedrywighede deur 'n werkgever op dieselfde perseel onderneem word saam met 'n ander bedryf of bedrywe waarin sy werknemers op sodanige perseel, as groep geneem, hoofsaaklik werk- saam is;
(b) cleaning, peeling, cutting, chopping, blanching, or half-cooking vegetables, including cooking, half-cooking or freezing potatoes, and includes all activities incidental thereto or consequent thereon;

(c) mixing, roasting, packing, bottling or processing groundnuts or any other edible nuts in any manner for human consumption, and includes the manufacture of—

(i) nut butters or pastes;

(ii) granulated, desiccated, flaked or sliced groundnuts or any other edible nuts;

(iii) any product of which groundnuts or any other edible nuts form the main ingredient,

and further includes all activities incidental thereto or consequent thereon, but does not include the following:

(aa) The expressing of oil, and

(ab) any activities conducted by a manufacturer of sweets in connection with the processing of nuts for use by him in the manufacture of sweets;

(d) manufacturing, packing, concentrating or preserving (by means of any process, excluding freezing) of potato crisps, cheese twists, puffed wheat, puffed rice, puffed maize or similar eatables or snacks, and includes all activities incidental thereto or consequent thereon.

IV. "Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations which are ancillary or incidental to the Mining Industry, and

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils.

V. "Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

VI. "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956

(b) groente skoon te maak, te skil, te sny, te kap, te blanseer of halfgaa te kook, asook om aartappels te kook, halfgaa te kook of te bevrees, en dit omvat alle werksamehede wat gepaa aan of daaruit voortspruit;

(c) grondbouontlye of enge ander eetbare neute op enge wyse vir menslike verbruik te meng, te bak, te verpak, te bottel of te prosesseer, en dit omvat die vervaardiging van—

neutebotters of -pastas;

(ii) verkorrelde, gedroogde, gevlokte of gekerfde grondbouontlye of enge ander eetbare neute;

(iii) enge produk waarvan grondbouontlye of enge ander eetbare neute die hoofbestandeeldeel uitmaak,

en dit omvat voorts alle werksamehede wat daarmee gepaa aan of daaruit voortspruit, maar dit omvat nie die volgende ne.

(aa) Die uitpersing van olie; en

(ab) enge bedrywighede wat deur 'n vervaardiger van lekgagoed onderneem word in verband met die prosessering van neute vir gebruik deur hom by die vervaardiging van lekgagoed,

(d) aartappelskyfies, kaaskruil, pofkonings, pof-ryns, pofmelkes of soortgelyke eetware of versnappenings te vervaardig, te verpak, te konsentreer of te preserveser (deur middel van enge proses, uitgesonder die bevnessing), en dit omvat alle werksamehede wat daarmee gepaa aan of daaruit voortspruit

IV. "Mynbedryf" beteken die bedryf waarin werk- gewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstra- heer, te prosesseer, te affineer of te raffineer, en dit omvat die ondernemings, sake, dienste en werksamehede wat bykomstig is by of gepaa met die Mynbedryf; en

"delfstof" beteken enge stof, hetsy in solide, vloeibaar of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbinding, edelgesterne en aardolies

V. "Skoonmaakdiensonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om wyverheds- en handelspersel en -geboue skoon te maak en in stand te hou, en dit omvat werkers wat werksamehede verrig wat met bovemelde bedrywighede gepaa gaan en daaruit voortspruit.

VI. "Plaaslike Overheidsonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voorsetting en afhandeling van enge handeling, skema of werksamehede wat deur 'n plaaslike overheid onderneem word; en

"plaaslike overheid" het dieselfde betekenis as die wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956.
VII. "Meat Industry" means the industry in which employers and their employees are associated for—

(i) the slaughtering of livestock; {(i)}

(ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No. 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop;

(iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish, and

(iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii),

and includes all operations incidental to or consequent on any of the aforesaid activities;

and for the purposes of this industry—

"livestock" means bulls, cows, heifers, oxen, tollies, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry, and

"meat" means meat intended for human consumption and includes venison, horse, mule, donkey, rabbit, poultry and ostrich meat.

VIII. "Civil Engineering Industry" means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1831 of 11 October 1968) the industry in which employers (other than local authorities) and their employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with any one or more of the following activities:

(a) The construction of aerodrome runways or aprons, aqueducts, bins or bunkers, bridges, cable ducts, causeways, rafts or other marine structures, canals, cooling, water or other towers, dams, docks, harbours, quays or wharves, earthworks, enclosures, housings, or supports for plant, machinery or equipment, factory or works chimneys, filter beds, land or sea defense works, mine headgear, pipelines, piers, railways, reservoirs, river works, roads or streets, sewerage works, sewers, shafts or tunnels, silos, sportsfields or grounds, swimming-baths, viaducts or water treatment plants;

(b) excavation work or the construction of foundations, lift shafts, piling, retaining walls, underground parking garages or other underground structures;

(c) the asphalting, concreting, graveling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premesis or sites.

VII. "Vleisbedryf" beteken die bedryf waaraan werk- gewers en hul werknemers met mekaar geassosieer is vir—

(i) die slaag van lewende hawe;

(ii) die hantering, voorbereiding, preservering, verkoo of verspreiding van vlees deur enge perso- nen van wie ingeval: 'n proklamasië gepubliseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No. 59 van 1968), veres word om by die Vleis- raad geregistrer te wees, of die besigheid om vleis in enge hoeveelheid in 'n winkel te verkoo of verkoop aan te bied of uit te stal;

(iii) die verkoo van wors, polonie, afval, ham, spekvlies, eiers, bitter, plumvlei of gesoute, bevoor of gepreservede vleis of vis in sodanige winkel, saam met die verkoo van vleis;

(iv) die koop of verkoo van lewende hawe indien dit onderneem word saam met enige of meer van die werkzaamhede in (ii) bedoel,

dit omvat alle bedrywighede wat met enige van voorneemde werkzaamhede gepaard gaan of daaruit voortvloei,

en vir die doelendes van hierdie bedryf beteken—

"lewende hawe" bule, koeie, verse, osse, tollies, kalwes, skape, lammers, bokke, varke, wildsvleis of enige ander viervoetige diere wat vir menslike ver- bruk bedoel is, en omvat dit perde, donkies, muile, volstroese en plumvlei; en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, muil-, donkie-, konyn-, plumvlei- en volstroesvleis.

VIII. "Siviele Ingenieursmywerheid" beteken (behoedens die bepaling van die Afbakeningstawel- king gepubliseer by Goewermentskennisgewing No. R. 1831 van 11 Oktober 1968) die nywerheid waaraan werk- gewers (uitsonder plaaslike overhede) en hul werknemers met mekaar geassosieer is met die doel om werk van 'n siviele-ingeeneursweesaaard te vorm, en dit omvat sodanige werk in verband met enige of meer van die volgende werkzaamhede:

(a) Die konstruksie van vliegveldaanloopbane of laaiplaas, akwedukte, opgaarbakke of bunkers, brêe, kabelgange, caissons, vloete of ander skeep- strukture, kanaie, koel-, water- of ander tonings, damme, dokke, hawens, kaasie, grondwerke, bedek- kings, omhulsel, stutte vir installasies, masjien- of uitrusting, fabrieks- of werkloekorstene, filter- beddings, land- of seederedigingswerke, mynnag- tonings, pyleidings, perre, spoorswee, reservoors, nywerwee, paase of strate, nooferwee, noele, skagte of tunnels, silo’s, sportelde of -terreine, swembad- dens, viadukte of waterbehandelingsaanleë;

(b) uitgroeiwerk of die konstruksie van fonda- mente; hyerskagte, hewerwerk, keermure, onder- grondse parkeergarages of ander ondergrondse strukture;

(c) die asfalttering, betonnering, begrusging, gelyk- maak of bestrating van parkeergebiede, sypaad- sies, paase, strate, vliegveldaanloopbane of laai- plaas, persele of terreine.
IX. "Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof —

(a) which are used as public restaurants, cafés or tearooms;
(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;
(d) where the above-mentioned activities are carried on in or in connection with any theatre, bioscope, bioscope tearoom or other entertainment or any function,
and further includes the supply of liquor in any such establishments or in or on any such premises in terms of a liquor licence held by such employers under the Liquor Act, 1989, and further includes all operations incidental to or consequent on any of the aforesaid activities.

X. "Security Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of guarding or protecting premises, buildings, structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the forwarding of envelopes to persons, as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

XI. "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings:

Asphalting, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using

IX. "Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloebare of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinstelling of gedeelde daarvan, hetsy permanent, tydelik, binwendus of in die ope lug, en dit omvat sodanige werkzaamhede wanneer vermag in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat as openbare restaurant, kafees of teekamers gebruik word;
(b) waar etes of nie-alcoholiese dranke bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;
(c) waar spuit- of mineraalwater in glase of ander hoeurs verskaf word vir verbruik op die perseel;
(d) waar bovemerkte werkzaamhede vermag word in of in verband met enige teater, bioscoop, kafeetbskoop of ander vermaaklikheids of enige onthaal,

dit omvat voorts die verskaffing van drink in enige sodanige bedryfsinstelling of in of op enige sodanige persele kragtens 'n dranklysensie wat kragtens die Drankwet, 1989, deur deur die werkgewers gehou word, en dit omvat voorts alle bedryfwegte wat met enige voormelte werkzaamhede gepaard gaan of daaruit voortspruit.

X. "Sekuriteitsdiensonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om persele, geboue, strukture of enige ander vaste eiendom, voertuie, skepe of bote of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en dit omvat die deponering, onttrekking en wisseling of vervoer van geld of namens 'n klient, die opmaak daarvan in gespesifieerde bedreie, die plasing van gespesifieerde bedreie in koeriente en die onthandiging van koeriente aan persone ooreenkomstig die klient se opdrag, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit in transito is.

XI. "Bouwekkerheid" beteken, sonder om die gewone betekenis van die uitdrukking engewys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke (wat op die geaardheid van geboue is) op te ne, te voltooi, op te knap, te herstel, in stand te hou of te verbou en/of om artikel te maak vir gebruik te die opdrag, voltooiing of verbouing van geboue of bouwerke, waar die werk vermag en die mate-waardoor word op die terreine van die geboue of bouwerke, en dit omvat alle werk wat daarmee uitgeoefen of vermag word deur persone wat by onderskeie bedryfwegte of onderafdelings daarvan betrokke is, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue, sowel as die sloping van geboue:

Asfaltering, wat die volgende insluit die bedekking van vloere of plat en/of skuins dakke, of die waterdigting of vodigting van kelders of fondamente, hetsy met bereide roldekbedekking of asfaltvleie met geglasuurde of ongeglasuurde oppervlakke, hetsy
tarmacadam, neutchat, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,

bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphalting and sheeting; (34)

French polishing, which includes polishing with a brush or pad and spraying with any composition,

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

lead light-making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stone-working machinery other than stone-polishing machinery, and the sharpening of mason’s tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders’ smithy work, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distempering, lime and colour washing, and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

met with use of teermacadam, neutchat, limmer or enge ander tipe soliede of halfsoliede asfalt, mastek of emulsionseafalt of -bitumen, wat óf warm óf koud aan sodanige dakke, vloere, kelders of fondamente aangewend word,

messelwerk, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaas of -plate en glasstene, die beeteel van mure en vloere, voegvulling, plaveiwerk, mosaikwerk, voorwerk met leie, met marmer en met komposisemateriaal, nooilêwerk, lewerk en pandekking, bitumenwerk, asfalteering en beplating,

lakpolitoening, wat politoering met ’n kwas of kusinke en bespuiting met ’n komposisie stof insluit;

beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of derglike produkte in die sprokkies gevorm in hout- of metaaldeure, -vensters, -rame of derglike vaste toebehore, en alle werkseenhede wat daarmee gepaard gaan,

skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaardgaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rakkaste, kombuiskaste of ander kom- buisvaste toebehore wat by die gebou hoort as permanente deel daarvan;

ruit-in-lood-werk, wat die volgende insluit die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklamegerigte (uitgesonderde elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

klipmesselwerk, wat die volgende insluit: Klipkappel en klipbouwerk, ook die kap en bou van seer- en monumentklipwerk en die vervaardiging en opbring van grafsteen en begragraafplaasgedenkstekens van alle soorte, betonnering en die aanbring of inbou van voorafgegaste en/of kunsteklip of marmer, plaveiwerk, mosaikwerk, prikkering, muur- en vloerbetonning, die bediening van klipwerkmasjienere, uitgesonderde klippoleermasjienere, en die skerpmkaai van klipmesse-laarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

metaalwerk, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, sermetaalwerk, metaalarme, metaalfappe en bou-metaalwerk, tesseme met die vervaardiging en/of aanbring van getrokke metaalwerk, plaametaal en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosese insluit: Ver- senning, emaljering, vlamskildering, marmering, bet- sing, vermissing, vergulding, belysning, schilderwerk, muurplakking, spuitskildering, waspolering, distem- pering, afwiting, kleurkalkking en houtverduursa- ming, en wat ook insluit die verwyding van verf, skraping, die was en skoonmaak van geverde of gedestemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwyding, skraping, was en skoonmaak enige van vermelde prosesse voorafgaan;
Postal address of applicant: P.O. Box 61651, Marshalltown, 2107.

Office address of applicant: 24 Ferreira Street, 304 Ferreira House, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

D. W. JAMES,
Industrial Registrar.
(15 January 1993)

NOTICE 33 OF 1993

HARMFUL BUSINESS PRACTICES ACT, 1988

BUSINESS PRACTICES COMMITTEE

In terms of the provisions of section 8 (4) of the Harmful Business Practices Act, 1988 (Act No. 71 of 1988), notice is herewith given that the Business Practices Committee intends to undertake an investigation in terms of section 8 (1) (b) of the said Act into business practices concerning—

Any agreement for the use of a truck, minibus or any other vehicle, in terms of which a person, the client, pays a remuneration or commission of whatever nature, to or on behalf of another person, the broker, and the broker undertakes to negotiate transport contracts for execution by the client

Any person may within a period of 60 days from the date of this notice make written representations regarding the above-mentioned investigation to the Business Practices Committee. Representations must be addressed to:

The Secretary
Business Practices Committee
Private Bag X84
PRETORIA
0001.

[Ref.: H101/20/10/134 (92). Enquiries: Mrs J. M. van der Merwe, Tel. (012) 310-9579]
(15 January 1993)

NOTICE 36 OF 1993

DEPARTMENT OF TRANSPORT

INTERNATIONAL AIR SERVICES ACT, 1949 (ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of sections 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedule hereto, will be heard by the National Transport Commission.

Posadres van applikant: Posbus 61651, Marshalltown, 2107.

Kantooradres van applikant: Fererrastraat 24, Ferreira House 304, Johannesburg.

Die aandag word gevestig op onderstaande ver- eistes van artikel 4 van die wet:

(a) Die mate waarin 'n beswaarmakende vakver- enking verdeelwoordigend is, word ingevoegde subartikel (4) bepaal volgens die feste soos hulle bestaan het op die datum waarop die aanvraag ingediend is en wat die lidmaatskap beïnvloed, word alcohol lade wat ingevolge artikel 1 (2) van die Wet op voormelde da- tum volwaardige lade was, in aanmerking geneem.

(b) Die procedure voorgestel in subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nyuwerheidsregistrateur.
(15 Januarie 1993)

KENNISGEWING 33 VAN 1993

WET OP SKADELIKE SAKEPRAKTYKE, 1988

SAKEPRAKTYKEKOMITEE

Ingevolge die bepaling van artikel 8 (4) van die Wet op Skadelike Sakepraktyke, 1988 (Wet No 71 van 1988), word hierdie bekendgemaak dat die Sakeprak- tykekomeite van voorneem is om kragtens die bepa- lings van artikel 8 (1) (b) van gemeende Wet onderzoek in te stel na sakepraktyke wat betrekking het op—

Enige ooreenkomms vir die gebruik van 'n vragmo- tor, minibus of enige ander voertuig, waar kragtens 'n persoon, die klient, 'n vergoeding of kommissie van watter aard ook al betaal deur of ten behoeve van 'n ander persoon, die makelaar, en die makelaar on- derneem om vervoerdragte vir uitvoering deur die klient te beding.

Enige persoon kan binne 'n tydperk van 60 dae van- af die datum van hierdie kennisgewing skriflike ver- toe aangaande die voorgestelde onderzoek tot die Sakepraktykekomeitee. Vertoe moet gereg word aan:

Die Sekretaris
Sakepraktykekomeitee
Privaatsak X84
PRETORIA
0001.

[Verw.: H101/20/10/134 (92). Verw.: Mv. J. M. van der Merwe. Tel. (012) 310-9579]
(15 Januarie 1993)

KENNISGEWING 36 VAN 1993

DEPARTEMENT VAN VERVOER

WET OP INTERNATIONALE LUGDIENTE, 1949 (WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepaling van artikels 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulaties vir Burger lugdienste, 1964, vir algemene inligting bekendgemaak dat die Nationale Ver- voerkommissie die aansoek waarvan besonderhede in die Bylae hieronder verskyn, sal aanhoor.
Unions may merge (BU)

Three public sector unions affiliated to Cosatu would meet on Thursday to discuss merger plans, Cosatu spokesman Sipho Banda said in Cape Town. The unions are the National Education, Health and Allied Workers' Union, the SA Municipal Workers' Union and Post and Telecommunication Workers' Association. Together they represent about 128,000 members.
Trade unionists in SA for probe

JOHANNESBURG. — A delegation of 50 international trade unionists will spend the next week in South Africa investigating the violence and deciding what action to take to help remedy the situation.

The general secretary of the International Confederation of Trade Union (ICFTU), Mr Enzo Frigo, told a news briefing here yesterday that the group would, together with the two local union federations, visit Durban, Cape Town and Johannesburg to investigate issues like violence and trade union rights.

He said the ICFTU would in collaboration with the Congress of South African Trade Unions and the National Council of Trade Unions decide what action should be taken, including a decision on sanctions.

Cosatu yesterday expressed concern about the proposed changes and extensions to the Labour Relations Act as well as the Wage Act, both in relation to farmworkers.

Cosatu said it did not approve of suggested limitations on the right to strike, the introduction of labour codes for agriculture and a special labour court for farmworkers which would only “entrench the baasskap of farmers”. — Sapa
Trade unionists arrive in city

SHARON SOROUR
Labour Reporter

A TOP-LEVEL delegation of international trade unionists arrived in Cape Town today. The members of the International Confederation of Free Trade Unions (ICFTU) are here for a week to demonstrate solidarity with the "democratic trade union movement".

The main thrust of the mission is to investigate the violence and its causes and implications for working men and women and its effect on free political and trade union activity.

The delegation, led by general secretary Mr Enzo Fruso, was invited by union federations Cosatu and Nactu, and will visit Western Cape townships today.

Nactu spokesman in the Western Cape, Mr Brian Williams, said the federation would attempt to show the mission what impact political, social and economic violence had on its members and workers in general.

Mr Williams said "It is very important that the ICFTU increases its support. Violence is on the increase. Between 1984 and 1990, 5,665 people died in political violence while 7,739 people died between 1990 and 1992 alone."

The ICFTU hoped to assess "the overall situation regarding continued violations of human and trade union rights and will seek to identify companies which "undermine the presence of democratic trade unions".

The mission would formulate recommendations on how the ICFTU "family" could assist in putting pressure on governments to ensure an increased United Nations presence and role, and encourage progress towards democracy."
SA poll date 'critical'

JOHANNESBURG — ANC president Mr Nelson Mandela yesterday said it was critical for South Africa that a date be set soon for the country's first non-racial elections.

Speaking here after meeting a delegation of the International Confederation of Free Trade Unions (ICFTU), he said: “I told them it was critical that a date for a general election be set soon.”

However, there remained differences between the ANC and the government regarding power-sharing and a government of national unity.

The head of the ICFTU delegation, Mr Bob White, said they were in South Africa to assess the violence plaguing “progressive movements” and trade union federations.

The Brussels-based ICFTU represents 113 million workers worldwide.

Mr Mandela and the ANC's economics chief, Mr Trevor Manuel, yesterday also met with a delegation from Caltex International. — Sapa
SA unions 'in need of world backing'

SHARON SOROUR, Labour Reporter

SOUTH Africa's trade unions will need stronger support from international bodies when a new government is in place, a top-level delegation of visiting unionists has been told.

Members of the International Confederation of Free Trade Unions (ICFTU) were warned by the National Council of Trade Unions (Nactu) that a new government was likely to restrain workers in an attempt to attract new investment.

The ICFTU delegation is in South Africa this week to demonstrate solidarity with the union movement and to investigate the reasons for the violence in South Africa and its effect on workers.

The delegation, led by general-secretary, Mr Enzo Pizzo, was invited by the trade union federations Cosatu and Nactu.

"We believe solidarity with the union movement should be stepped up when a new government takes over, because we anticipate wage freezes and other cost-cutting measures to be enforced in order to attract investment," said Nactu Western Cape spokesman Mr Brian Williams.

"Workers will be restricted. They will create conditions favourable to investment, which will not favour workers."

Mr Williams explained to the ICFTU members that a new government could even introduce new legislation to further restrain and hamper workers - which would make it even more difficult for them to take industrial action.

The ICFTU members felt the confederation should continue to provide financial and other support, but "it will become necessary for the union movement here to develop strategies to become self-reliant."

"They gave us a signal that we cannot expect an indefinite flow of international solidarity resources to South Africa," said Mr Williams.

During the two-day visit to Cape Town the group went to squatter areas and Peninsula townships accompanied by Nactu and Cosatu representatives.
DEPARTMENT OF WATER AFFAIRS AND FORESTRY

No. 282 26 February 1993

SAFETY OF DAMS: APPLICATION OF THE PROVISIONS OF SECTION 9C OF THE WATER ACT, 1956 (ACT No. 54 OF 1956), TO PARTICULAR DAMS, IN TERMS OF SECTION 9C (2) OF THE SAID ACT

By virtue of the powers delegated to me by the Minister of Water Affairs and Forestry by Government Notice No. 966 of 19 May 1989, I, Noel Manus Krige, in my capacity as Deputy Director-General, Water Resources Development in the Department of Water Affairs and Forestry, hereby declare in terms of section 9C (2) of the Water Act, 1956, that the provisions of section 9C of the said Act are with effect from the date of publication hereof applicable to the proposed Boschmanskop Nos. 1, 2 and 3 Dams, situated in the Woes-Alleen Spruit on portions of the farm Boschmanskop 154 IS and Optimum 554 IS, Distric of Middelburg (Transvaal) and of which Optimum Collery-Pullen’s Hope Open Cast Mine is the owner.

N. M. KRIGE,
Deputy Director-General, Water Resources Development.

p.p. Minister of Water Affairs and Forestry.

No. 282 26 February 1993

DEPARTEMENT VAN WATERWESE EN BOSBOU

No. 282 26 Februarie 1993

VEILIGHEID VAN DAMME: TOEPASSING VAN DIE BEPALINGS VAN ARTIKEL 9C VAN DIE WATERWET, 1956 (WET No. 54 VAN 1956), OP BEPAALDE DAMME, INEGOLVE ARTIKEL 9C (2) VAN GENOEMDE WET

Kragtens die bevoegdheid aan my gedelegeer deur die Minister van Waterwese en Bosbou by Goe wermentskennisweging No. 966 van 19 Mei 1989, verklaar ek, Noel Manus Krige, in my hoedanigheid as Adjunkdirekteur-generaal Waterbronontwikkeling in die Departement van Waterwese en Bosbou, hiermee ingevolge artikel 9C (2) van die Waterwet, 1956, dat die bepalings van artikel 9C van die genoemde Wet met ingang van die datum van publikasie hierop van die voorgestelde Boschmanskop Nos. 1, 2 en 3-damme geleë in die Woes-Alleen spruit of sy akte daarvan op gedeeltes van dié plaas Boschmanskop 154 IS en Optimum 554 IS, distrik Middelburg (Transvaal) en waarvan Optimum Steenkoolmyn–Pullen’s Hope-opgropmyn die eienaar is, van toepassing is.

N. M. KRIGE,
Adjunkdirekteur-generaal: Waterbronontwikkeling


No. 283 26 February 1993

KALAHARI EAST WATER BOARD, DISTRICTS OF KURUMAN AND POSTMARGUS, PROVINCE OF THE CAPE OF GOOD HOPE: EXTENSION OF SUPPLY AREA

I, Magnus André de Menndol Malan, Minister of Water Affairs and Forestry, in terms of section 108 (2) of the Water Act, 1956 (Act No. 54 of 1956), hereby extend the area of the Kalahari East Water Board as set out in Government Notice No. 2233 of 4 November 1988, by the inclusion of the farm Millar 35/11, District of Kuruman.

M. A. de M. MALAN,
Minister of Water Affairs and Forestry

No. 283 26 Februarie 1993

KALAHARI-OOS-WATERRAAD, DISTRIKTE KURUMAN EN POSTMARGUS, KAAPSTROEFSJE: UITBREIDING VAN VOORSIENINGSGEBIED

Ek, Magnus André de Menndol Malan, Minister van Waterwese en Bosbou, brei hierby kragtens artikel 108 (2) van die Waterwet, 1956 (Wet No. 54 van 1956), die gebied van die Kalahari-Oos-waterraad soos vervat in Goe wermentskennisweging No. 2233 van 4 November 1988, uit deur die plaas Millar 35/11, distrik Kuruman, daarby in te stel.

M. A. de M. MALAN,
Minister van Waterwese en Bosbou.

GENERAL NOTICES

NOTICE 161 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenaad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal Health and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

KENNISGEWINGS 161 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVEROUDINGE, 1956

AANSOEK OM REGISTRASIE VAN ’N VAKVERENIGING

Ek, Gerhardus Coenaad Papenfus, Assistentnabywer- heidsregisseur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ’n aansoek om registrasie as ’n vakvereniging ontvang is van die Municipal Health and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel versterk.
Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

Name of trade union: Municipal Health and Allied Workers Union.

Date on which application was lodged: 20 July 1992.

Interests and area in respect of which application is made: All persons employed in the undertakings in the Magisterial Districts of Groblersdal, Potgietersrus, Pretoria and Warmbaths:

(i) Health and Medical Services Undertaking; and

(ii) Local Authority Undertaking.

For the purposes hereof the above-mentioned undertakings are defined as follows:

(i) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals, clinics and homes for the aged that are not administered by any Government Department or any provincial administration.

(ii) "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and "local authority" has the same meaning as assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 97207, Pressas, 0114.

Office address of applicant: 222 Pretorius Street, Fifth Floor, Southern Building, Room 21, Pretoria, 0002.

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) determined on the facts as they existed at the date on which the application was lodged, and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(26 February 1993)

Enige geregistreerde vakvereniging wat teen die aanwysing vanig beswaar maak, word veroorde om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

**TABEL**

Naam van vakvereniging: Municipal Health and Allied Workers Union.

Datum waarop aanwysing ingediend is: 20 Julie 1992

Belange en gebied ten opsigtie waarvan aanwysing gedoen word: Alle persone in diens in ondergemelde ondernemings in die landdrosdistrikte Groblersdal, Potgietersrus, Pretoria en Warmbad:

(i) Gesondheids- en Medisaediersonderneming; en

(ii) Plaaslike Overheidsonderneming.

Vir die doeleindes hiervan word beogemelde ondernemings soos volg omskryf:

(i) Gesondheids- en Medisaediersonderneming beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lever in hospitale, klinieke en ouehuishu wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(ii) "Plaaslike Overheidsonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die insteling, voorsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike overheid onderneem word; en "plaaslike overheid" het deselfde betekenis as dié wat daaraan gehoed is by artikel 1 (1) van die Wet op Arbeidsverhouding, 1956.

Posadres van applikant: Posbus 97207, Pressas, 0114.

Kantooradres van applikant: Pretoriusstraat 222, Vylde Verdieping, Southerngewoob, Kamer 21, Pretoria, 0002.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakver- eniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die fete soos hulle bestaan op die datum waarop die aansoek ingediens is, en wat die lidmekaart betref, word alleen liede wat ingevolge artikel 1 (2) van die Wet op voorvermelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestelde by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediens word.

G. C. PAPENFUS,
Assistentwywerheidsregistrateur.
(26 Februarie 1993)
NOTICE 165 OF 1993
DEPARTMENT OF TRADE AND INDUSTRY
GRANTING OF TARIFF CONCESSIONS BY THE
REPUBLIC OF SOUTH AFRICA TO THE REPUBLIC
OF MOZAMBIQUE

CORRECTION
Annexure A to Notice 95 in Government Gazette
No. 14554 of 5 February 1993 should be corrected to
read as follows

ANNEXURE A
QUOTA PRODUCTS TO BE IMPORTED FROM
MOZAMBIQUE PER ANNUM

<table>
<thead>
<tr>
<th>Tariff heading</th>
<th>Description</th>
<th>Quota level</th>
</tr>
</thead>
<tbody>
<tr>
<td>03.02 . . .</td>
<td>Fish, fresh or chilled.</td>
<td>2 000 tons</td>
</tr>
<tr>
<td>03.03 ..........</td>
<td>Fish, frozen</td>
<td>2 000 tons</td>
</tr>
<tr>
<td>03 05 ... . .</td>
<td>Fish, dried</td>
<td>1 000 ton</td>
</tr>
<tr>
<td>0901.50 ...</td>
<td>Cashew nuts</td>
<td></td>
</tr>
<tr>
<td>2006 00 90</td>
<td>Cashew nuts</td>
<td></td>
</tr>
</tbody>
</table>

(26 February 1993)

KENNISGEWING 165 VAN 1993
DEPARTEMENT VAN HANDEL EN NYWERHEID
VERLENING VAN TARIJFKONSESSIËS DEUR DIE
REPUBLIC VAN SUID-AFRIKA AAN DIE REPUBLIEK
VAN MOSAMBIËK

REGSTELLING
Bylæe A by Kennisgewing 95 in Staatskoerant No
14554 van 5 Februare 1993 moet reggestel word om
soos volg te lê:

BYLÆE A
KWOTAPRODUKTE WAT JAARLIKS VANAF
MOSAMBIËK INGEVOER STAAN TE WORD

<table>
<thead>
<tr>
<th>Tarifpos</th>
<th>Beskrywing</th>
<th>Kwotaplys</th>
</tr>
</thead>
<tbody>
<tr>
<td>03 02 ...</td>
<td>Vis, vers of varkoel</td>
<td>2 000 ton</td>
</tr>
<tr>
<td>03 03 ...</td>
<td>Vis, bewore</td>
<td>2 000 ton</td>
</tr>
<tr>
<td>03 05 ...</td>
<td>Vis, gedroog</td>
<td></td>
</tr>
<tr>
<td>0901.50</td>
<td>Kaspaoneute</td>
<td>1 000 ton</td>
</tr>
<tr>
<td>2006 00 90</td>
<td>Kaspaoneute</td>
<td></td>
</tr>
</tbody>
</table>

(26 Februare 1993)

NOTICE 166 OF 1993
DEPARTMENT OF TRADE AND INDUSTRY
GRANTING OF TARIFF CONCESSIONS BY THE
REPUBLIC OF SOUTH AFRICA TO THE REPUBLIC
OF MOZAMBIQUE

In General Notice 749 in Government Gazette No
11991 of 7 July 1989, information was furnished con-
cerning tariff rebates on certain goods of Mozambican
origin and in General Notice 336 in Government
Gazette No 13911 of 10 April 1992 it is notified inter
alia that a preferential quota of 1 000 tons for langou-
tines has been granted

It is hereby notified for general information that the
preferential quota for langoustines, classifiable under
tariff subheading 0306 19, is valid with retrospective
effect to 7 July 1989.

(26 February 1993)

KENNISGEWING 166 VAN 1993
DEPARTEREMT VAN HANDEL EN NYWERHEID
VERLENING VAN TARIJFKONSESSIËS DEUR DIE
REPUBLIC VAN SUID-AFRIKA AAN DIE REPUBLIEK
VAN MOSAMBIËK

In Algemene Kennisgewing 749 in Staatskoerant No.
11991 van 7 Julie 1989 word nêtgting verstrekt
betreffende tanelektorings op seker goedere van
Mosambikse oorsprong en in Algemene Kennisge-
wing 336 in Staatskoerant No. 13911 van 10 April 1992
word onder ander bekendgemaak dat 'n voorkeur-
kwota van 1 000 ton vir langoustines toegestaan word.

Hiermee word vir algemene nêtgting bekendgemaak
dat die voorkeurkwota vir langoustines, ideaalbaar by
tanelektos 0306 19, met terugwerkende krag tot 7
Julie 1989 geldig is.

(26 Februare 1993)

NOTICE 168 OF 1993
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Indus-
trial Registrator, do hereby, in terms of section 4 (2) as
applied by section 7 (5) of the Labour Relations Act,
1956, give notice that an application for the variation of
its scope of registration has been received from the
East London Municipal Workers' Union. Particulars of
the application are reflected in the attached subjoined
table.

Any registered trade union which objects to the appli-
cation is invited to lodge its objection in writing with me,
c/o the Department of Manpower, Manpower Build-
ing, 215 Schoeman Street, Pretona (postal address: Priva-
tele Bag X117, Pretona, 0001), within one month of
the date of publication of this notice.

KENNISGEWING 168 VAN 1993
WET OP ARBEIDSVERHouding, 1956
AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Asstentenwy-
heidsregistrator, maak ingevolge artikel 4 (2) soos
tegepas by artikel 7 (5) van die Wet op Arbeids-
verhouding, 1956, hierby bekend dat 'n aansoek om die
verandering van sy registrasiebestek ontvang is van die
East London Municipal Workers' Union. Besonder-
hede van die aansoek word in onderstaande tabel
verstreke.

Enige geregistrerde vakvereniging wat teen die
aansoek beswaar maak, word versoek om binne een
maand na die datum van publikasie van hierdie kennis-
gewing sy beswaar skriftelike by my in te dien, p/a
die Departement van Mannekrag, Mannekraggebou,
Schoemanstraat 215, Pretona (posadres: Privaat Sak
X117, Pretona, 0001).
TABLE

Name of trade union: East London Municipal Workers’ Union.

Date on which application was lodged: 28 December 1992.

Interests and area in respect of which application is made: Persons employed in the Local Authority Undertaking in the Magisterial District of King William’s Town.

For the purposes hereof—

(1) "Local Authority Undertaking" means the undertaking in which employers and their employees are connected for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

(2) "local authority" has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 410, East London, 5200.

Office address of applicant: 39 Union Street, East London.

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

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

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(26 February 1993)

NOTICE 169 OF 1993
DEPARTMENT OF FINANCE


The Export Incentive Scheme which has originally been published as Notice 397 of 1992 in Government Gazette No. 13949 of 27 April 1992, has been amended by the addition of a fourth paragraph, as approved by the Deputy Minister of Finance, particulars of which are set out in the Schedule and are hereby notified for general information.

J. W. HATTINGH,
Commissioner for Inland Revenue.

KENNISGEWING 169 VAN 1993
DEPARTEMENT VAN FINANSIES

UITVOERAANSPORINGSKEMA Kragtsens die woordomskrywing van "uitgevoer" in artikel 1 van die wet op belasting op toegevoegde waarde, 1991 (Wet No. 89 van 1991)

Die Uitvoeraansporingskema wat oorspronklik as Kennisgewing 397 van 1992 in Staatskoerant No. 13949 van 27 April 1992 gepubliseer is, is gewysig deur die byvoeging van "n vierde paragraaf, soos deur die Adjunkminister van Finansies goedgekeur, waarvan die besonderhede in die Bylae uiteengezet is en vir algemene inligting bekendgemaak word.

J. W. HATTINGH,
Kommissaris van Binnelandse Inkomste.
DEPARTMENT OF WATER AFFAIRS AND FORESTRY

No. 282 26 February 1993

SAFETY OF DAMS: APPLICATION OF THE PROVISIONS OF SECTION 9C OF THE WATER ACT, 1956 (Act No. 54 of 1956), TO PARTICULAR DAMS, IN TERMS OF SECTION 9C (2) OF THE SAID ACT

By virtue of the powers delegated to me by the Minister of Water Affairs and Forestry by Government Notice No. 966 of 19 May 1989, I, Noel Manus Krige, in my capacity as Deputy Director-General: Water Resources Development in the Department of Water Affairs and Forestry, hereby declare in terms of section 9C (2) of the Water Act, 1956, that the provisions of section 9C of the said Act are with effect from the date of publication hereof applicable to the proposed Boschkanskop Nos 1, 2 and 3 Dams, situated in the Woes-Alleen Spruit on portions of the farm Boschkanskop 154 IS and Optimum 554 IS, Distict of Middelburg (Transvaal) and of which Optimum Colliery—Pullen’s Hope Open Cast Mine is the owner.

N. M. KRIGE,
Deputy Director-General: Water Resources Development.

p.p. Minister of Water Affairs and Forestry.

No. 283 26 February 1993

KALAHARI EAST WATER BOARD, DISTRICTS OF KURUMAN AND POSTMASBURG, PROVINCE OF THE CAPE OF GOOD HOPE: EXTENSION OF SUPPLY AREA

I, Magnus André de Menndol Malan, Minister of Water Affairs and Forestry, in terms of section 108 (2) of the Water Act, 1956 (Act No. 54 of 1956), hereby extend the area of the Kalahari East Water Board as set out in Government Notice No. 2233 of 4 November 1989, by the inclusion of the farm Millar 35/11, District of Kuruman.

M. A. de M. MALAN,
Minister of Water Affairs and Forestry.

GENERAL NOTICES

NOTICE 161 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal Health and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

DEPARTEMENT VAN WATERWES EN BOSBOU

No. 282 26 Februarie 1993

VEILIGHEID VAN DAMME: TOEPASSING VAN DIE BEPALINGS VAN ARTIKEL 9C VAN DIE WATERWET, 1956 (WET NO. 54 VAN 1956), OP BEPAALDE DAMME, INEGEVALIE ARTIKEL 9C (2) VAN GENOEMDE WET

Kragtens die bevoegdheid aan my gedelegeer deur die Minister van Waterese en Bosbou by Goewermentskennisgewing No. 966 van 19 Mei 1989, verklaar ek, Noël Manus Krige, in my hoedanigheid as Adjunksdirekteur-generaal: Waterbronontwikkeling in die Departement van Waterese en Bosbou, hiermee ingevolge artikel 9C (2) van die Waterwet, 1956, dat die bepalings van artikel 9C van die genoemde Wet met ingang van die datum van publikasie hiervan op die voorgestelde Boschkanskop Nos. 1, 2 en 3-damme geleë in die Woes-Alleenpruit of syclakke daarvan op gedeeltes van die plaas Boschkanskop 154 IS en Optimum 554 IS, distrik Middelburg (Transvaal) en waarvan Optimum Steenkoolmin—Pullen’s Hope-opgoeroefmyn die eenaar is, van toepassing is.

N. M. KRIGE,
Adjunksdirekteur-generaal. Waterbronontwikkeling.

p.p. Minister van Waterese en Bosbou

No. 283 26 Februarie 1993

KALAHARI-OOS-WATERRAAD, DISTRIKTE KURUMAN EN POSTMASBURG, KAAPPROVINSIE. UITBREIDING VAN VOORSIENINGSGEBIED

Ek, Magnus André de Menndol Malan, Minister van Waterese en Bosbou, brei hierby kragtens artikel 108 (2) van die Waterwet, 1956 (Wet No. 54 van 1956), die gebied van die Kalahari-Oos-waterraad soos vervat in Goewermentskennisgewing No. 2233 van 4 November 1989, uit deur die plaas Millar 35/11, distrik Kuruman, daaryn in te sluit.

M. A. de M. MALAN,
Minister van Waterese en Bosbou.

ALGEMENE KENNISGEWINGS

KENNISGEWING 161 VAN 1993

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN ‘N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentenwywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ‘n aansoek om registrasie as ‘n vakvereniging ontvang is van die Municipal Health and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstreken.
Any registered trade union which objects to the application is invited to lodge its objection in writing, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

Name of trade union: Municipal Health and Allied Workers Union.

Date on which application was lodged: 20 July 1992.

Interests and area in respect of which application is made: All persons employed in the undertakings in the Magisterial Districts of Groblersdal, Potgietersrus, Pretoria and Warmbaths

(i) Health and Medical Services Undertaking; and

(ii) Local Authority Undertaking.

For the purposes hereof the above-mentioned undertakings are defined as follows:

(i) “Health and Medical Services Undertaking” means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals, clinics and homes for the aged that are not administered by any Government Department or any provincial administration.

(ii) “Local Authority Undertaking” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

“local authority” has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 97207, Presias, 0114

Office address of applicant: 222 Pretorius Street, Fifth Floor, Southern Building, Room 21, Pretoria, 0002

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

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) determined on the facts as they existed at the date on which the application was lodged, and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(26 February 1993)

Enge geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriftelik by m y in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Pravat Sak X117, Pretoria, 0001).

**TABEL**

Naam van vakvereniging: Municipal Health and Allied Workers Union.


Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in ondergemelde ondernemings in die landdrosdistrikte Groblersdal, Potgietersrus, Pretoria en Warmbad:

(i) Gesondheids- en Mediesediensonderneemings, en

(ii) Plaaslike Overheidsonderneemings

Vir die doeleindes hiervan word bogemelde ondernemings soos volg omskryf:

(i) Gesondheids- en Mediesediensonderneemings beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lever in hospitale, klinke en ouehouse wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(ii) “Plaaslike Overheidsonderneemings” beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling van enge handeling, skema of werksaamheid wat deur 'n plaaslike overheid onderneem word; en

“plaaslike overheid” het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Postbus 97207, Presias, 0114

Kantooradres van applikant: Pretoriusstraat 222, Vlyde Verdieping, Southerngebou, Kamer 21, Pretoria, 0002.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin ’n beswaarmakende vakver- eniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die fete soos hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel deur subartikel (2) moet gevolg word in verband met ’n beswaar wat ingediens word.

G. C. PAPENFUS,
Assistentmywerheidsregistrateur.
(26 Februari 1993)
**LABOUR BRIEFS**

**Strikes settle**

The latest *South African Labour Bulletin*, published today, notes a dramatic drop in strike action and major disputes in the first two months of 1993, compared with the past three years.

Only four significant strikes had been reported in *South African Labour News* in this period: two strikes involving 500 Transport and General Workers’ Union members and two Food and Allied Workers’ Union strikes ongoing from last year.

And the only dispute looming is a national campaign against Shoprite/Checkers by the South African Commercial, Catering and Allied Workers’ Union.

**Nursing wounds**

PATIENTS and their needs should never become part of the collective bargaining process, South African Nursing Council head Wilma Kotze told 500 nurses from Edendale hospital in Pietermaritzburg this week.

The nurses were found guilty of disreputable conduct for participating in a wage strike two years ago.

The disciplinary committee however found there was no evidence to suggest patients suffered because of the strike.

A salary strike by 700 nurses this week brought Lebowa’s biggest hospital, Grootehuis, to a standstill.

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No carte blanche for MWU

THE Media Council this week dismissed a complaint by the whites-only Mineworkers Union (MWU) against a programme broadcast on M-Net’s *Cine Blanche*.

The programme, about MWU members defecting to join the National Union of Mineworkers, was “unfair, unbalanced, propagandistic and amounted to ‘trial by television’” alleged the MWU. But the Media Council found the complaint “groundless” and dismissed it.
'Unions making bosses efficient'.

BY demanding higher wages the trade unions are not undermining the economy but "forcing management to become more efficient and competitive", Moletsi Mbeki, consultant to the Congress of SA Trade Unions (Cosatu) told a conference at the Stellenbosch Graduate School of Business yesterday.
White union goes to court

THE Mineworkers' Union (MWU) is taking Randcoal to court after Riet spruit coal mine refused to recognise the whites-only union because of its racial policy.

A Randcoal spokesman said this was the first time a company had refused to recognise a union because of racism, and he expected it to be a test case.

The MWU, representing 54 of Riet spruit's total staff of 754, applied for recognition a year ago.

When Riet spruit refused to recognise the MWU, the matter was referred to a conciliation board where further deadlock was reached. The MWU then said it would take the matter to the Industrial Court.

Riet spruit's general secretary, Piet Ungerer, yesterday declined to comment other than saying: "The MWU does not fight its battles in the newspapers. The lines between the MWU and Business Day's readers have been drawn."

Riet spruit is reviewing the recognition of another whites-only union, the Amalgamated Engineering Union, which has 44 members at Riet spruit.
Laborers Blocks Work With Hands

250 Men Waiting for Pay

The men were given the opportunity to work and were told that they would be paid. However, when the day came for the payment, they were not paid. The situation led to a strike and the workers demanded their wages. The experience taught them about the importance of workers' rights and the need for fair labor practices.
Wosa's national conference

Political Correspondent

THE Workers' Organisation for Socialist Action (Wosa) is to hold its third national conference in Cape Town this weekend. The conference, with the theme, "Socialism is democracy — building the socialist alternative", is to be addressed by a member of the Workers' Party in Brazil, Ms Elizabete Burigo.

It is to be held at Community House, Salt River.
NOTICE 327 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Union of Employees of Local Authorities. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: National Union of Employees of Local Authorities.

Date on which application was lodged: 18 December 1992.

Interests and area in respect of which application is made: All persons employed in the Local Authority Undertaking in the Magisterial Districts of Hennenman, Odendaalsrus, Theunissen and Ventersburg.

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and

"local authority" bears the same meaning as that asigned to it by section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 13023, Katlehong, 1832.

Office address of applicant: 1 Khumalo Street, Katlehong.

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

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

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

G. C. PAPENFUS,
Assistant Industrial Registrar

(16 April 1993)

KENNISGEWING 327 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent- nywerheidsregistrateur, maak ingevolge artikel 4(2) soos toegepas by artikel 7(5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Employees of Local Authorities Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te deen, p.a. die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: National Union of Employees of Local Authorities.


Belange en gebied ten opsigte waarvan aansoek gedaan word: Alle persone in diens in die Plaaslike Owerheidsonderneming in die landdrosdistrikte Hennenman, Odendaalsrus, Theunissen en Ventersburg.

Voor die doelendes hiervan—

beteken "Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar gesosseer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of werkzaamheid wat deur 'n plaaslike overheid onderneem word, en

het "plaaslike overheid" dieselfde betekens as die wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 13023, Katlehong, 1832.

Kantooradres van applikant: Khumalostraat 1, Katlehong.

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

(a) die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4(4), soos toegepas by artikel 7(5), bepaal volgens die fete soos hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1(2) van die Wet op voor- melde datum volwaardige lede was, in aanmerking geneem.

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

G. C. PAPENFUS,
Assistentnywerheidsregistrateur

(16 April 1993)
Time off and transport sought for funeral

THE whites only Mine Workers' Union demand to employers for paid time off and subsidised transport for members to attend CP leader Andries Treurnicht's funeral today has received a mixed reception.

Union spokesman Flip Buys said yesterday Iscor's plant in Vanderbijlpark - with about 3,600 union members - would give members five hours of paid leave and provide transport to a service in the town. Iscor spokesman Neels Howatt said other employers could apply for a day's leave or unpaid time off. Those who did not apply would have a day's pay deducted and disciplinary action would be considered.

Eskom said requests for leave would be treated sympathetically. No disciplinary action would be taken against union members who did not report for work. A Chamber of Mines spokesman said the union's request had been referred to local management for a decision.

Buys said the Atomic Energy Corporation and engineering companies had agreed to grant leave, and Highveld Steel had agreed to this and to transport.

The TPA agreed to give time off "as far as possible, taking into account the provision of certain essential services."

The funeral will be broadcast on TV1 from 11am today.
White workers return

Soweto 27/4/93

MORE than 500 white workers at the Volkswagen plant in Port Elizabeth resumed work yesterday following a walkout on Friday. (34)

The men, who are all members of the Iron and Steel Workers Union, downed tools over a disciplinary case involving one of their colleagues Volkswagen public affairs manager Mr Matt Gennrich said the disciplinary case had not resulted in any employee being fired and that production at the plant had not been affected by the walkout.
World union body urges Hani probe

SHARON SOROUR, Labour Reporter

THE International Confederation of Free Trade Unions, representing 113 million workers worldwide, has called on President De Klerk to set up an independent commission of inquiry into the assassination of Chris Hani.

In a message to President De Klerk, confederation general secretary Niels Enzo Friso said it was "clear that killing of this prominent black figure was designed to jeopardise the process of peaceful change in a united, non-racial and democratic South Africa".

Mr Friso said in a statement the confederation also condemned that international observers stationed in South Africa be given "a full mandate" and allowed free access to townships to monitor events and "be in a position to contribute in a meaningful way" to ending the carnage.

The confederation had called on its affiliates in 117 countries to approach their governments to make investigative specialists available to assist investigation teams working for the Goldstone Commission.

A confederation delegation which visited South Africa in February to investigate violence had already called for the powers of the Goldstone Commission to be expanded.

"We called for its findings and recommendations to be translated into action, bringing the perpetrators of violence to justice," Mr Friso said.
White workers back generals

THE biggest white workers' union in the country, the Myneworkers' Union (MWU), has been "fooled by calls to support the (former police and army) generals" who plan to mobilise the white right. (21) (34)

The MWU has 26 000 members and they are in key parastatsals. Media reports on a meeting of generals last week have yielded an unprecedented response from members, the union's media representative Stephan

LABOUR BRIEFS

Manganese said this week.

White workers were growing more militant because of the "reverse discrimination" they were seeing at the workplace. "We believe in equal opportunities, not extra equal," he said.

Big pay demands on mines

THE National Union of Mineworkers has tabled a wage demand for increases ranging from 20 and 25 percent on gold mines and between 40 and 50 percent on collieries.

The goal is an industry monthly minimum of R900 for surface workers and R1 000 a month for underground miners.

Non-wage demands include calls for a social plan act — which encompasses a number of benefits for retrenched workers — and for an industry-wide adult basic education scheme. Industry negotiations get under way at the end of the month.
Workers win appeal

THE Natal division of the Labour Appeal Court has ordered the reinstatement of 79 dismissed Blue Waters Hotel workers with 20 months' back pay, Black Allied Workers' Union national organiser Dumusam Suhole said at the weekend.
NOTICE 421 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

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

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Master Masons’ and Quarry Owners’ Association (Southern Africa). Particulars of the application are reflected in the appended Table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE 1

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>Masters Masons’ and Quarry Owners’ Association (Southern Africa)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>10 March 1993</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made: Employers engaged in the Stone Industry in the Republic of South Africa</td>
<td>For the purposes hereof—</td>
</tr>
<tr>
<td>“Stone Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of—</td>
<td></td>
</tr>
<tr>
<td>(i) quarrying and processing natural dimension stone, and/or</td>
<td></td>
</tr>
<tr>
<td>(ii) manufacturing, erecting, completing, renovating, restoring, repairing, maintaining and altering monuments or buildings or structures with natural stone, and/or</td>
<td></td>
</tr>
<tr>
<td>(iii) supplying, installing, maintaining and repairing specialised machinery, equipment and/or tooling used in any of the operations contemplated in (i) and (ii) above,</td>
<td></td>
</tr>
<tr>
<td>“masonry” includes quarrying, processing and fixing stone, and also the cutting, polishing and profiling thereof by means of stone working machinery, whether or not the fixing is done by the person making or preparing the article used; and</td>
<td></td>
</tr>
<tr>
<td>“stone” means and includes natural dimension stone used in the erection of buildings, structures and monuments</td>
<td></td>
</tr>
<tr>
<td>Postal address of applicant</td>
<td>P O Box 1619, Halfway House, 1685</td>
</tr>
<tr>
<td>Office address of applicant</td>
<td>14 Alexandra Avenue, Halfway House, Midrand</td>
</tr>
</tbody>
</table>

Kennisgewing 421 van 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN ’N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent- nywerheidskanselier, maak ongeval die artikel 4 (2) soos toegeneem in artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat ‘n aansoek om die veranderin van sy registrasiebestek ontvang is van die Master Masons’ and Quarry Owners’ Association (Southern Africa). Besonderhede van die aan- soek word in onderstaande Tabel verstrekt.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisweging sy beswaar skriflik by my in te doen, p.a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL 1

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Masters Masons’ and Quarry Owners’ Association (Southern Africa)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>10 Maart 1993</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedoen word</td>
<td>Werkgewers betrokke by die Klipnywerheid in die Republiek van Suid-Afrika</td>
</tr>
<tr>
<td>Vir die doeleindes hiervan—</td>
<td>beteken “Klipnywerheid”, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werkmakers met mekaar geassosieer is met die doel om—</td>
</tr>
<tr>
<td>(i) natuurlike maaktip uit te breek en te verwerk; en/of</td>
<td></td>
</tr>
<tr>
<td>(ii) monumente of geboue of strukture met natuur- like klip te vervaardig, op te rig, te voltoo, op te knap, te restaurer, te herstel, te onderhou en te verbou, en/of</td>
<td></td>
</tr>
<tr>
<td>(iii) gespesialiseerde masjienery, toerusting en/of gereedskappy wat gebruik word by enige van die werkzaamhede bedoel in (i) en (ii) hierbo, te verskaf, te installeer, te onderhou en te herstel, omvat “klipmesseilwerk” die uitzet, verwerking en aanbring van klip, en ook die kap, polering, profiteer daarvan met behulp van klipwerkmasjienere, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, aangebring word of nie, en beteken “klip” en omvat natuurlike maaktip wat gebruik word by die oprigting van geboue, strukture en monumente.</td>
<td></td>
</tr>
<tr>
<td>Posadres van applikant</td>
<td>Posbus 1619, Halfway House, 1685</td>
</tr>
<tr>
<td>Kantooradres van applikant</td>
<td>Alexandralaan 14, Halfway House, Midrand</td>
</tr>
</tbody>
</table>
Attention is drawn to the following requirements of sections 4 and 7 of the Act.

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

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(14 May 1993)

NOTICE 422 OF 1993

CUSTOMS AND EXCISE TARIFF APPLICATIONS
LIST 18/93

The following application concerning the Customs and Excise Tariff has been received by the Board on Tariffs and Trade. Any objections to or comments on this representation must be submitted to the Chairman, Board on Tariffs and Trade, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rate of duty mentioned in the application is that requested by the applicant and that the Board may, depending on its findings, recommend a lower or higher rate of duty.

Increase in the duty on:

Coated fabrics of a kind used for interlinings, classifiable under tariff subheadings 5903 10 30, 5903 20 30 and 5903 90 30, from 25 per cent ad valorem or 120 c/m² less 75 per cent ad valorem to 50 per cent ad valorem with a maximum of 2 160 c/kg or 1 730 c/kg.

[BTT Ref. T5/2/11/3/1 (930137)
(Ms B. Beldt)]

Applicant:

Textile Federation, P.O. Box 16278, Doornfontein, 2028

List 17/93 was published under General Notice No 394 of 7 May 1993.
(14 May 1993)

NOTICE 423 OF 1993

CUSTOMS AND EXCISE TARIFF APPLICATIONS
LIST 3/93

A. The following applications considered by the Board on Tariffs and Trade have not been supported:

Rebate of the duty on:

1. Dimethylaminoethylacrylate for the manufacture of cationic polymers or copolymers (List 45/91) (Report 3256).

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

(a) Die mate waarmee 'n beswaarmakende werkgee-wersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas deur artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardig lede was, in aanmerking geneem.

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

G. C. PAPENFUS,
Assistentmywerksregistrator.
(14 Mei 1993)

KENNISGEWING 422 VAN 1993

DOEANE- EN AKSYNSTARIEFAANSEKE:
LYS 18/93

Onderstaande aansoek betreffende die Doeane- en Aksynstarief seun is deur die Raad op Tanewie en Handel ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Voorsitter, Raad op Tanewie en Handel, Privaat Sak X753, Pretoria, 0001, gemaak word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoeke genoem word, die is wat deur die applikeerder aangegaan is en dat die Raad, afhanklike van sy bevindings, hoër of laer skale van reg mag aanbeveel.

Verhoging van die reg op:

Bestrykte stowe van 'n soort gebruik as tussen-voenings, indienbaar by tariefsposte 5903 10 30, 5903 20 30 en 5903 90 30, van 25 persent ad valorem of 120 c/m² min 75 persent ad valorem tot 50 persent ad valorem met 'n maksimum van 2 160 c/kg of 1 730 c/kg.

[RTH-verw. T5/2/11/3/1 (930137)
(Mev. B. Beldt)]

Applikant:

Tekstilefederasie, Posbus 16278, Doornfontein, 2028.

Lys 17/93 is by Algemene Kennisgewing No 394 van 7 Mei 1993 gepubliseer.
(14 Mei 1993)

KENNISGEWING 423 VAN 1993

DOEANE- EN AKSYNSTARIEFAANSEKE
LYS 3/93

A. Die volgende aansoeke wat deur die Raad op Tanewie en Handel conveeg is, is nie gesteun nie:

Korting van die reg op:

1. Dimetetilaminoetelaktaklaat wêreldryfende vervaardiging van kationiese polimere of kopolimere (Lys 45/91) (Verslag 3256).
Sabsa shuts five radio stations

By Tsale Makam

THE South African Broadcasting Staff Association blacked out TV and radio programmes on Saturday after wage increase talks deadlocked.

Radio Zula and Highveld stereo were among the five radio stations affected by the 10-minute blackout imposed also on TV, upsetting, among other programmes, a rugby game beamed internationally.

The 1,700-member union wants a 10 percent increase against the SABC's "final offer" of 7.5 percent.

TV also hit by workers' anger:

The SABC threatened to withhold the May salaries of those members who still rejected the final offer.

Refusing to be bulldozed Sabsa, which consists mainly of white technical staff, blacked out TV and radio channels.

They are fighting the May salary issue in the Industrial Court today.
NOTICE 452 OF 1993
DEPARTMENT OF TRADE AND INDUSTRY
Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Frank R Thorold (Pty) Ltd as set hereunder, has been mislaid:
Promissory note issued to Frank R. Thorold (Pty) Ltd

<table>
<thead>
<tr>
<th>Promissory Note No.</th>
<th>Date of issue</th>
<th>Due date</th>
<th>Face value (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>000003165</td>
<td>16 June 1992</td>
<td>1 April 1993</td>
<td>115 433</td>
</tr>
</tbody>
</table>

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be returned, it must please be returned to the Department of Trade and Industry, Private Bag X64, Pretoria, 0001.
(28 May 1993)

NOTICE 453 OF 1993
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION
I, Gerhardus Coenraad Papenius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (6) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Eastern Province Clothing Manufacturers’ Association. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers’ organisation: Eastern Province Clothing Manufacturers’ Association.
Date on which application was lodged: 29 March 1993.

Interest and area in respect of which application is made: Employers engaged in the Clothing Industry in the Municipal areas of Grahamstown and Jeffreys Bay and the Magisterial Districts of King William’s Town and Uitenhage.

KENNISGEWING 452 VAN 1993
DEPARTEMENT VAN HANDEL EN NYWERHEID
Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Frank R. Thorold (Edms.) Bpk soos hieronder uiteengestel, verlore geraak het:
Promesse uitgereik aan Frank R. Thorold (Edms.) Bpk.

<table>
<thead>
<tr>
<th>Promesse No.</th>
<th>Utrekingsdatum</th>
<th>Vervaldatum</th>
<th>Sigwaraarde (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>000003165</td>
<td>16 June 1992</td>
<td>1 April 1993</td>
<td>115 433</td>
</tr>
</tbody>
</table>

Na datum van publikasie word bogenoemde promesse as gekanseel beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaat Sak X84, Pretoria, 0001, teruggestuur word.
(28 Mei 1993)

KENNISGEWING 453 VAN 1993
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSOGRANISASIE
Ek, Gerhardus Coenraad Papenius, Assistentenywerheidsregistreerder, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Eastern Province Clothing Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekg.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p.a. die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Eastern Province Clothing Manufacturers' Association.
Datum waarop aansoek ingediend is: 29 March 1993.
Belange en gebied ten opsigte waarvan aansoek gedaan word: Werkgewers betrokke by die Klerasenywerheid in die munisipale gebiede van Grahamstad en Jeffreysbaai en die landdrosdistrikte King William's Town en Uitenhage.
For the purposes hereof "Clothing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry concerned with dressmaking, the making of all classes of outer and undergarments, including nightwear, and all classes of tweed and linen hats and caps, and ties, the manufacture of handkerchiefs, and the making of all classes of garments to the order of any Government department any provincial administration, Transnet or any local authority, but excludes bespoke tailoring.

Postal address of applicant: P.O. Box 2221, North End, Port Elizabeth, 6056.

Office address of applicant: MCI Building, Grahamstown Road, Port Elizabeth.

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

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

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

G. C. PAPENFUS,
Assistant Industrial Registrar.
(26 May 1993)

Notice 458 of 1993
Department of Agriculture

Notice of Meeting of Creditors in Terms of Section 22 (1) of the Agricultural Credit Act, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,
Director: Directorate Financial Assistance, Department of Agriculture.

<table>
<thead>
<tr>
<th>Application by Aanvaak van</th>
<th>Place of meeting Plek van byeenkoms</th>
<th>Date and time Datum en tyd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johannes Malan Oosthuizen (Id. No. 401009 5027 004) of the farm/van die plaas Landhoek, P.O Box/Pos-bus 150, Petrus Steyn, 9640</td>
<td>Magistrate's Office/Kantoor van die Landdros, Petrus Steyn</td>
<td>12 July/Julie 1993 at/om 10:00.</td>
</tr>
</tbody>
</table>

(28 May 1993)/(28 Ma 1993)
Relations the Key
Constructive Labour

At the same time it should be noted that, in the future, we must continue to develop our current policies for the protection of jobs. This is particularly true in light of the current economic situation and the need for increased competitiveness in our industries.

The key to success lies in the ability of companies to adapt to changing circumstances and to ensure that their operations remain competitive. This requires a strong commitment from all parties involved, including employers, employees, and government agencies.

From: JAKOBZERNOG - Chamber of Commerce
Postal Union hits at MWU

JOHANNESBURG. — The Postal Union of South Africa has accused the Mineworkers' Union of trying to gain sole authority over white workers.

Postal union chief secretary Mr T.J. Ferreira said the MWU was claiming to be the strongest union and able to influence Post Office staff. — Sapa.
Jobless plunder shop

MEMBERS of the Unemployed Workers Union yesterday plundered Shoprite, Mitchell's Plain, making off with dozens of loaves of bread and litres of milk, after a demonstration.
NOTICE 517 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956
(Act No. 28 of 1956)

It is hereby notified for general information in terms of section 17(8) of the Labour Relations Act, 1956 (Act No. 28 of 1956), that the Minister of Manpower has appointed the following persons at the Industrial Court in the position, and with effect from the dates as indicated against their names:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Date of appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adolph Adriaan Landman</td>
<td>President</td>
<td>7 June 1993</td>
</tr>
<tr>
<td>Almero Deyzel</td>
<td>Member</td>
<td>1 June 1993</td>
</tr>
</tbody>
</table>

(18 June 1993)

KENNISGEWING 517 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOLDINGE, 1956
(Wet No. 28 Van 1956)

Hierby word ingevolge artikel 17(8) van die Wet op Arbeidsverhoudinge, 1956 (Wet No. 28 van 1956), vir algemene inligting bekendgemaak dat die Minister van Mannekrag die ondergenoemde persone in die ampte en vanaf die datumsoorspronklik nul name aangedui, aangestel het by die Nywerheidshof:

<table>
<thead>
<tr>
<th>Naam</th>
<th>Ampt</th>
<th>Datum van aanstelling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adolph Adriaan Landman</td>
<td>President</td>
<td>7 June 1993</td>
</tr>
<tr>
<td>Almero Deyzel</td>
<td>Lid</td>
<td>1 June 1993</td>
</tr>
</tbody>
</table>

(18 June 1993)

NOTICE 521 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice than an application for the variation of its scope of registration has been received from the Allied Orange Free State Municipal Orkers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Allied Orange Free State Municipal Workers' Union.

Date on which application was lodged: 29 January 1993.

Interests and area in respect of which application is made: All persons employed in the Local Authority Undertaking, as undertaken by the Municipalities of Bains's Vlei and Bloemfontein and the City Councils of Bloemfontein and Mangaung in the municipal areas of Bains's Vlei, Bloemfontein, Bloemfontein and Mangaung.

KENNISGEWING 521 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOLDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Allied Orange Free State Municipal Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p.a. die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEEL

Naam van vakvereniging: Allied Orange Free State Municipal Workers' Union.

Datum waarop aansoek ingediend is: 29 Januarie 1993.

Belange en gebied ten opsigte waarvan aansoek gedaan word: Alle persone in diens in die Plaaslike Owerheidsonderwysings soos onderwys deur die Munisipaliteit van Bains's Vlei en Bloemfontein en die Stadsraad van Bloemfontein en Mangaung in die munisipale gebiede van Bains's Vlei, Bloemfontein, Bloemfontein en Mangaung.
For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Interests and area in respect of which registration is held: Black workers employed in the Local Authority Undertaking as undertaken by the City Council of Bloemfontein in the municipal area of Bloemfontein

Postal address of applicant: P.O. Box 7643, Bloemfontein, 9300.

Office address of applicant: Hostel No. 1, Mkhulane Street, Botshabelo, Bloemfontein.

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

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

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

G. C. PAPENFUS,
Assistant Industrial Registrar
(18 June 1993)

NOTICE 522 OF 1993

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Deciduous Fruit Board as set hereunder, has been mislaid:

Promissory note issued to Deciduous Fruit Board

<table>
<thead>
<tr>
<th>Promissory Note No</th>
<th>Date of Issue</th>
<th>Due Date</th>
<th>Face value (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6186</td>
<td>91-05-03</td>
<td>93-05-02</td>
<td>6 505 470</td>
</tr>
</tbody>
</table>

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.

(18 June 1993)

VENNIGEWING 522 VAN 1993

DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende pros- messe uitgerek deur die Departement van Handel en Nywerheid aan die Sagtevurgteraad soos hieronder uiteengea, verf ongehet:

Promesse uitgereik aan die Sagtevurtageaard

<table>
<thead>
<tr>
<th>Promessa No</th>
<th>Utreikings-datum</th>
<th>Vervaldatum</th>
<th>Sigwaarde (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6186</td>
<td>91-05-03</td>
<td>93-05-02</td>
<td>6 505 470</td>
</tr>
</tbody>
</table>

Na datum van publikasie word bogenoemde pro- messe as gekansellieer beskou. Indien die promesse gevind sou word, moet dit asblief aan die Depart- ement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.

(18 June 1993)
Sata repudiates Postel statement

THE South African Telecommunications Association — representing 14 000 technicians — yesterday distanced itself from a statement by a white union which said it would not hand over facilities to an ANC government.

On Sunday the Postel Union, which says it represents white post office, telecommunications and electrical workers, warned that many of the country's strategic companies were unable to function without its white technicians.

It told President FW de Klerk in a statement "Do not tempt us to demonstrate our abilities. We will not accept the handing over of all our structures and the Afrikaner nation to a communist-influenced Mandela government."

But yesterday Sata general secretary Mr. Does Dreyer said his organisation was nonpolitical "and we cannot associate ourselves with statements by Postel."

He added the impression could have been given by the Postel statement that it represented all or most technicians within Telkom.

Communications giant

Dreyer added Sata represented some 14 000 technicians within Telkom and charged Postel had only about 500 members within the communications giant.

"Postel has no right to say or hint they represent all technicians. I wish to reiterate that Sata is a non-political organisation and we cannot associate ourselves with the statement made by Postel at the weekend," he said. — Sapa.
(vi) the transporting of ready-mixed concrete to customers and the discharging thereof,
and includes the performance of all operations incidental to or consequent on the activities listed
above.

Postal address of applicant: P.O. Box 261136,
Excom, 2023

Office address of applicant: Seventh Floor, Budget
House, 42 Church Street, Johannesburg.

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

(a) The representativeness of any trade union
which objects to the application shall in terms of
subsection (4) determined on the facts as they
existed at the date on which the application was
lodged and as far as membership is concerned,
only members who were in good standing in
terms of section 1 (2) of the Act as at the afore-
said date shall be taken into consideration.

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

G. C. PAPENFUS,
Assistant Industrial Registrar
(25 June 1993)

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NOTICE 542 OF 1993
DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory
note issued by the Department of Trade and Industry to
Automotive Chemical Products as set hereunder, has
been mislaid:

Promissory note issued to Automotive Chemical Products

<table>
<thead>
<tr>
<th>Promissory Note No</th>
<th>Date of issue</th>
<th>Due date</th>
<th>Face value (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00003115</td>
<td>16 June 1992</td>
<td>1 April 1993</td>
<td>16 067</td>
</tr>
</tbody>
</table>

The above-mentioned promissory note will after the
date of publication be regarded as cancelled. Should
the warrant voucher be retrieved, it must please be
returned to the Department of Trade and Industry,
Private Bag X84, Pretoria, 0001

(25 June 1993)

---

NOTICE 543 OF 1993
DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Hendrik Christiaan Slabbert, Industrial Registrar,
do hereby, in terms of section 4 (2) as applied by
section 7 (5) of the Labour Relations Act, 1956, give
notice that an application for the variation of its scope
of registration has been received from the Black Allied
Workers Union (South Africa). Particulars of the applica-
tion are reflected in the subjoined table.

Any registered trade union which objects to the appli-
cation is invited to lodge its objection in writing with me,
c/o the Department of Manpower, Manpower Building,
215 Schoeman Street, Pretoria (postal address:
Private Bag X117; Pretoria, 0001), within one month
of the date of publication of this notice.

---

KENNISGEWING 542 VAN 1993
DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende
promesse uitgereik deur die Departement van Handel
en Nywerheid aan Automotive Chemical Products soos
hieronder uitgestel, verlore geraak het:

Promesse uitgereik aan Automotive Chemical Products

| Promesse No | Uitreikings-
datum | Verval datum | Sigwaarde (R) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>00003115</td>
<td>16 June 1992</td>
<td>1 April 1993</td>
<td>16 067</td>
</tr>
</tbody>
</table>

Na datum van publikasie word bogenoemde promesse as
ekansellear beskou. Indien die pro-
messe gevind sou word, moet dit asseblief aan die
Departement van Handel en Nywerheid, Privaatsak
X84, Pretoria, 0001, teruggestuur word.

(25 June 1993)

---

KENNISGEWING 543 VAN 1993
DEPARTEMENT VAN MANNEKROG

WET OP ARBEIDSVEROUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGIS-
TRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Hendrik Christiaan Slabbert, Nywerheidsregis-
trateur, maak ingevolge artikel 4 (2) soos toegepas
by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956,
herby bekend dat 'n aansoek om die verandering van
sy registrasiebestek ontvang is van die Black Allied
Workers Union (South Africa). Besonderhede van die
aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die
aansoek beswaar maak, word versoek om binne een
maand na die datum van publikasie van hierdie kennis-
gegewing sy beswaar skryflik by my in te doen, p a die
Departement van Mannekrog, Mannekroggebou,
Schoemansstraat 215, Pretoria (posadres: Privaat Sak
X117, Pretoria, 0001).
TABLE

Name of trade union: Black Allied Workers Union (South Africa).

Date on which application was lodged: 7 April 1993.

Interests and area in respect of which application is made: All persons employed in the Hotel and Liquor Trade in the Magisterial District of Durban.

For the purposes hereof “Hotel and Liquor Trade” means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression “accommodation” shall mean bedroom accommodation and the services ordinarily associated therewith.

Postal address of applicant: P.O. Box 2691, Durban, 4000.

Office address of applicant: 1401 Salisbury Centre, Tower C, 347-351 West Street, Durban.

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

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

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

H. C. SLABBERT,
Industrial Registrar.
(25 June 1993)

NOTICE 544 OF 1993
DEPARTMENT OF TRANSPORT

INTERNATIONAL AIR SERVICES ACT, 1949
(Act No. 51 of 1949), AS AMENDED

Pursuant to the provisions of sections 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the International Air Service Council.

Representations in accordance with section 6 (1) of Act No. 51 of 1949 in support of or in opposition to an application should reach the Chairman of the International Air Service Council, Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof, stating whether the party or parties making such representation intend to be present or represented at the hearing.

The International Air Service Council will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

H. C. SLABBERT,
Industrial Registrar.
(25 June 1993)

KENNISGEWING 544 VAN 1993
DEPARTEMENT VAN VEROEER

WET OP INTERNACIONALE LUGDIENTSTE, 1949
(WET NO. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepaling van artikels 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdiens, 1964, vir algemene inligting bekendgemaak dat die Raad op Internasionale Lugdiens die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor.

Vertoe ingevolge artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestriding van ‘n aansoek moet die Voorstelling van die Raad op Internasionale Lugdiens, Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarmar moet gemeld word of die persoon of persone wat aldus vertoe ng van plan is om die vergelyking by te woon of om daar verteenwoordigig te word.

Die Raad op Internasionale Lugdiens sal reeel dat kennis van die datum, tyd en plek van die vergelyinge skriflik gegee word aan die aansoeker en al die persone wat aldus vertoe geng het en wat verlang om aldus teenwoordig of verteenwoordig te wees.
**NOTICE 541 OF 1993**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the United Mine Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postaal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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<td><strong>Name of trade union:</strong> United Mine Workers Union of South Africa.</td>
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<td><strong>Date on which application was lodged:</strong> 21 April 1993.</td>
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<td><strong>Interests and area in respect of which application is made:</strong> Employees employed in the Mining Industry and the Quarrying Industry in the magisterial Districts of Kempton Park, Middelburg, Randfontein, Vryheid and Witbank.</td>
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For the purposes hereof—

"**Mining Industry**" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, minerals, enterprises, services and operations which are ancillary or incidental to the Mining Industry; and

"**mineral**" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils; and

"**Quarrying Industry**" means the industry in which employers and their employees are associated for—

(i) the quarrying, mining and winning of stone and/or sand for aggregate or for any other purpose;

(ii) the quarrying, mining or winning of slate;

(iii) the crushing, screening or other processing of stone or sand for aggregate or for any other purpose;

(iv) the transporting by the quarry itself of stone or sand or slate within the quarry area or from the quarry to the customer or to a railwayhead;

(v) the making of ready-mixed concrete, mortar and screed for the purpose of sale to customers, but excluding the making of such ready-mixed concrete by a contractor for his own use;
NOTICE 542 OF 1993

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Automotive Chemical Products as set hereunder, has been mislaid:

Promissory note issued to Automotive Chemical Products

<table>
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<tr>
<th>Promissory Note No</th>
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<td>00003115</td>
<td>16 June 1992</td>
<td>1 April 1993</td>
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The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.

(25 June 1993)

NOTICE 543 OF 1993

DEPARTMENT OF MANPOWER

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

1. Hendrik Christiaan Stabbert, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Black Allied Workers Union (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

(25 June 1993)
But what about the (white) workers?

When the AWB broke into the World Trade Centre, the almost universal reaction of white workers at the factory at which ANDREW KENNY works was one of consternation and delight. He explains why.

FEARFUL white workers, abandoned by the National Party, now rally around the AWB flag. Picture: CHRISTINE NEDHITT

The fundamental reason why the AWB were so popular among white workers, and why they flocked to the AWB flag when the police and tanks drove them away, is that they offered a front that was sympathetic to the CP, which is in fact a black liberation party. The AWB did not promise to preserve apartheid, but to improve the lives of white workers. The AWB did promise to preserve the apartheid regime, but it also promised to improve the lives of white workers.

The AWB's appeal was not to white workers per se, but to white workers who felt that their interests were not being adequately represented by the National Party. Many white workers felt that the National Party was not doing enough to improve their lives, and that the AWB was a more effective advocate for their interests. The AWB's appeal was also to white workers who were concerned about the future of apartheid, and who saw the AWB as a way to ensure that apartheid would continue.

The AWB's appeal was also to white workers who were disillusioned with the National Party's performance. Many white workers felt that the National Party was not fulfilling its promises to improve the lives of white workers, and that the AWB was a more effective advocate for their interests. The AWB's appeal was also to white workers who were concerned about the future of apartheid, and who saw the AWB as a way to ensure that apartheid would continue.

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Lethis group calls for mass Workers' party
AWB men move on steel plant

Own Correspondent

Johannesburg — More than 70 armed AWB members tried to occupy the Highveld Steel & Vanadium works in Witbank yesterday morning after three days of tension between Numsa and the whites-only Mineworkers' Union (MWU).

Numsa regional secretary Mr Frank Bothielo said AWB members arrived at the gates of the plant about 7am, where they were stopped by Highveld Steel security.

The heavily armed right-wingers ignored requests by a small group of police for them to leave.

The group withdrew just before 10am after a compromise was reached between management, Numsa and the MWU, Mr Bothielo said. Workers then returned to work.

The tension at the plant arose over the alleged assault of a black worker by a white worker.

AWB headquarters said yesterday the AWB action at the Highveld Steel plant had been taken without their knowledge, and did not have official sanction.
Worker Party will halt compromise

July 12 to July 21, 1933
Leather strike ahead?

By Barbara-Ann Boswell

LEATHER companies could be on the brink of a strike.

The National Council of the National Union of Leather Workers (NULW) is conducting a strike ballot in the footwear and tanning sections countrywide.

Mr Kessie Moodley, a spokesperson from the legal department of the NULW, said: "We are in the process of visiting over 300 factories and informing employers and employees about the strike."

Workers demand a 10 percent increase, but employers have offered only a seven percent hike, subject to three conditions:

- The employers want the options to pay workers through banking accounts, cut and split employees' annual four-week leave, and the option to individually introduce Industrial Council Wage Incentive Schemes.

"Workers are paid weekly and are used to this. Electromic banking will cause workers immense problems," Moodley said.

Workers are also opposed to the introduction of individual Industrial Council Wage Incentive schemes. "We believe that whatever scheme to be devised should be a national and uniform one", said Moodley.

Meanwhile, Cape Town leather workers who stopped work last week to protest against management proposals, have been persuaded to return to work by the NULW until the strike becomes legal.

Moodley said the workers would probably vote to strike: "The mood of the workers is such that they will reject of the employers' offer."
Scabs prepare for war with workers

By BERENG MTIMKULU

OVER 400 hostel dwellers hired as scabs during last year’s general workers strike at Baragwanath Hospital are adamant that they will not relinquish their supposedly temporary jobs. (134)

And although it could not be officially confirmed, rumour has it that confrontation looms between reinstated members of the National Education Health and Allied Workers Union (Nehawu) and hostel dwellers who are members of the Inkatha-affiliated United Workers Union of SA (Uwusa).

Hostel dwellers, mostly from Diepkloof, Jabulani and Merafe hostels, have threatened to blockade hospital entrances to stop general workers from reporting for duty on August 1 – the day on which they should relinquish temporary work, according to a Nehawu shop steward whose name cannot be disclosed.

Of the 456 hostel dwellers, 335 are expected to end their work from August 1 and the rest should leave on August 31.

Some are reportedly armed with firearms while doing errands and cleaning the floors, hospital nursing staff told City Press. (32)

Baragwanath Hospital superintendent Hester Vorster would not deny the allegation but said the latter would be a “police matter” if Uwusa supporters carry unlicensed firearms to work. (32)

Vorster further said the Uwusa-supporting workers would not accept the conditions of temporary employment as they were given the impression they were permanent staff when they were hired.

Asked to elaborate, she said she could not comment further, saying the conditions of employment were linked to the hospital's employment policy and she was "not allowed to comment on issues relating to hospital policy." A memorandum submitted to the hospital’s chief superintendent Dr Chris Van Der Heever by Uwusa members and members of the Hospital Personnel Association (Hospersa), says the two groups “adamantly object to the plight of their scabs.

"Those to be retrenched had offered their services voluntarily during the strike - thereby helping the hospital in a time of need. We strongly disapprove of the inappropriate manner in which their help and goodwill is now being rewarded," said the memorandum.

The general workers strike began last year after Nehawu-affiliated hospital workers demanded a minimum wage of R1 100 and an across-the-board increase of R400 a month as well as six months' paid maternity leave. About 800 workers were subsequently dismissed when they did not report for duty after the TPA did not meet their demands.

On September 25 last year the union and TPA finally reached an agreement. 
Union warns on ANC levy

The white right-wing Iron, Steel and Allied Workers Union has called ANC economics deputy Tito Mboweni's proposal for a reconstruction levy "rash" and warned that it may "lead to unrest and violence in the labour field."

— Labour Correspondent.
Don’t dismiss a workers’ party

We need a workers’ party because of the failure of the communist party, argues

Neville Alexander

Because of the desperate turnover in Jeremy Cronin’s article on the workers’ party (The Weekly Mail, July 23 to 29 1993) to the effect that the promoters of the mass workers’ party are the dupes, or perhaps even the agents of the National Intelligence Service and possibly other evil forces, I should like to restate clearly the case for the workers’ party.

In all modern capitalist states, workers are organised in political parties of their choice. In very few of them, incidentally, are workers organised in only one particular party. Workers, like other normal human beings, have different opinions about how best to attain their goals. Hence they belong to different parties.

In most countries where a strong socialist and Marxist tradition exists, workers tend to support specifically workers’ parties, as opposed to parties that are committed to upholding the bourgeois-capitalist status quo. At various times in Europe and elsewhere, this specifically worker-oriented role has been played by socialist, democratic, labour and communist parties. In many European countries today, social democratic and communist (or ex-communist) parties compete with one another for the workers’ allegiance. For reasons that cannot be discussed in this article, most of these parties have tended eventually to become simply a leftwing or radical version of the status quo parties.

In South Africa between 1928 and 1950, roughly, the South African Communist Party had acquired the status of the party of the workers in spite of its tiny membership and the fact that the majority of black workers were organised in one or other multi-class black nationalist organisations, mainly the African National Congress, because of the facts of racial oppression and the exclusion of the black people from power in the segregationist white-majority state.

After 1953, and definitely after 1960, the SAPC tied itself firmly to the ANC and its allied structures. This was explained in terms of the now-forgotten theory of colonialism of a special type and its strategic corollary of a two-stage revolution in terms of this theory-strategy, the ANC was to lead the first stage of the revolution against “apartheid” while the SAPC would lead the second stage against “capitalism.”

In effect, however, this simply meant that the SAPC was formally abandoning its historic mission of leading the workers in their struggle against capitalist exploitation, at least during the “first stage” which could conceivably last for centuries. Indeed, what stage have we reached now, we cannot cease to wonder. Never mind as the left wing of a multi-class, essentially middle-class, alliance, the SAPC was in both theory and practice putting a limit on the developmental and explosive potential of the workers’ movement.

Usually, the interests or preoccupation of the middle classes would—and did—prevail, as we see all too clearly now in the present negotiations. This is justified in terms of “reality,” “politics is the art of the possible,” “politics is about power,” and so forth. Those who oppose such opportunism are immediately decried as “Utopian” and “Trotskitey,” earlier even more egregiously as “fascist.” This was the fate of Comrade Joe Slovo and his friends in Nkosini (the Federation of South African Trade Unions) at the end of the 1970s and when they dared to argue for the formation of an independent workers’ movement as the political culmination of the explosion of trade union and labour organisation in that period. This is the fate of those who now call for an independent workers’ party, since calling them “fascists” and “Trotskitey” would be considered a bad joke today, they are “condemned” as Niel Barnard’s men and women.

This descent into the gutter only defies those who write such piffle. The mass workers’ party is indeed an idea whose time has come. This is so simply because the black nationalist element of the national liberation movement has run its course. It has taken its place on capitalism in Rosa Luxemburg’s profound formulation. It has agreed (in the present negotiations) to conform to the dictates of capitalism and the market, to rescue the system from economic and political stagnation and collapse. It can no longer be creative because it can no longer promise the democratic aspirations of the workers.

Whatever happened to the Constituent Assembly? Has it disappeared into the twilight of the sunset clauses? The nationalists claim still to stand and even to “fight” for the social demands of the workers. Hence they say they will deliver semi-free education and semi-free health for all, lots and lots of sport and recreation for all, and so forth. Except for the very last item perhaps, those who know the history of post-colonial Africa and have some sense of the global economic situation know that this is at best wishful thinking, at worst idle electioneering.

In short, an independent mass workers’ party is essential to promote the interests of the working class in South Africa where those interests are being sacrificed in the most public way imaginable on the altar of political expediency.

The SAPC, caught in a strategic trap, in spite of its history and legitimacy cannot now consistently promote workers’ interests. It is too realistic for this and it fears becoming a mere “opposition” or even being “margin-alised.” It prefers a slice of the capitalist cake, even if it has only one or two ministers to take office (but not power) in the government of national unity.

I have no doubt that comrades in the SAPC who are not convinced that the ANC can be transformed into a “mass socialist party” will join the movement to build an independent mass democratic workers’ party, one that would contain within itself the right to tendencies and platforms. Such a party will be one of the vehicles that will accommodate the shift away from nationalism towards the socialist alternatives.

Neville Alexander is the chairman of the Workers Organisation for Socialist Action.
Summit on violence

The Police and Prisoner Civil Rights Union ended a special meeting in Johannesburg yesterday with a call for a summit on violence.

The union said the aim of the summit, to involve all communities, would be to establish battle-scarred townships, with Pocru members taking the lead in policing townships on an “independent” manner. “The summit is needed due to information we have about the causes of the violence, which is orchestrated within the security forces.”
CP warns on labour politics

The Conservative Party yesterday welcomed steps to streamline the Labour Relations Act, but warned yesterday that sensitive employment relationships might be jeopardised if trade unions were allowed to fund political parties.

Official sanction for trade union involvement in party politics would spark uncontrollable fires in the labour arena, CP manpower spokesman Mr Frank le Roux MP said in a statement.

"The logical sequel is for employer organisations to obtain the same rights," he said. — Sapa
Unions set sights on small firms

SHARON SOROUR
Labour Reporter

SMALL businesses should brace themselves for increased pressure in the labour relations arena before and after the election, according to Cape Town labour consultant Michael Bagram.

Eighteen months ago small businesses with more than 75 employees were being targeted by unions, but recently businesses with as few as four employees had become targets.

"With unions gearing up for the election, unionisation and politicisation will be stepped up, and industrial relations will increasingly become a part of small business," he said.

After the election voters would be expecting promises by union and political "commissars" to be fulfilled, like higher salaries, more jobs, better houses.

"Unfortunately, what has been promised cannot be delivered. This is going to create a lot of pressure in the industrial relations arena, especially for small business," he said.

He has set up a labour relations hotline to help smaller companies. The number is 22 280.(office hours)
ANC urges government to heed Popcru

The Argus Correspondent

JOHANNESBURG — The PWV region of the African National Congress has urged the government to talk and co-operate with the Police and Prisoners Civil Rights Union (Popcru) after police vowed to take action against members who took part in a protest march on Saturday.

The organisation yesterday urged authorities to take the policemen’s concerns seriously and said Popcru would be legalised under an ANC government.

The Law and Order Ministry indicated yesterday it intended to take the “firmst possible action” against those who breached the police disciplinary code and departmental regulations by taking part in Saturday’s march.
"Kiss the farmer" was march slogan

JOHANNESBURG — Popcu claimed yesterday its members shouted "kiss the Boer, kiss the farmer" and not "kill the Boer, kill the farmer" here and in Cape Town at the weekend.

Popcu, in a statement, denied that its marches were organised by the ANC and said Popcu members belonged to a wide range of political, liberation movements and civic organisations.

Popcu offered to help police investigate criminal and departmental cases against its members who participated in the weekend marches.

The IFP would call on its Transvaal supporters to do whatever was necessary to protect themselves because security forces could not be trusted, the IFP said yesterday. — Sapa
Union to help self-made women

Ferial Haffajee

The first phase of establishing a union for self-employed women will get off the ground in October with the launch of an advice centre to assist women hawkers, women who run their own businesses but do not employ anybody and women who do contract work.

The union — which will be launched and named in the middle of next year — is an effort to bring together women who work in those sectors of the economy where there is no union organisation.

Broadly, the union describes its potential membership as “women who earn their living without a regular or salaried job”. It will not be for unemployed women or a small business development initiative, as many people have assumed.

The union will bring self-employed women together by setting up a network of members and helping them to get access to skills training, credit and loan facilities, legal assistance as well as health care advice and assistance.

The Association for the Establishment of a Self-Employed Women’s Union (Afesewu), which is doing the preparatory work for the union, says the aim is to help women make choices and to negotiate to improve their lot.

Areas they will focus on include earnings, working conditions and securing access to social security benefits like unemployment, sick and maternity benefits for self-employed women. They will also investigate means of providing child-care, housing and food security for their members.

“Although there is no traditional employer-employee relationship in the case of these workers the aim is to make women and their work visible,” says the association.

“Negotiations will be done with whoever controls people’s working conditions and we will teach women to negotiate for themselves.” So women hawkers may negotiate with local authorities, while women who do contract work have to negotiate with contractors.

Members will be trained to lobby for changes to restrictive legislation and regulations.

Subscriptions to the union will include a R10 joining fee and will cost R2 a month. A union organiser will start recruiting members when the association opens its advice office in October.

The union will not be expanded to include self-employed men. “The intention is not to deal with the entire informal sector, but to build a working class women’s leadership,” says Pat Horn, a representative of the association.

She says even in unions where women make up the majority of the membership, women leaders do not dominate. Instead, she says, most male hawkers work with women partners and the union will encourage men to send women to join the union.

The union will also have links with the women’s groups of existing trade unions and already the organisers have met officials from both the Congress of South African Trade Unions and the National Council of Trade Unions.

They are “very excited” by the idea, says Horn, because this union will be able to organise sectors which are completely unorganised. The formation of the union was inspired by the Self-Employed Women’s Association in Ahmedabad, India.
Sasol infiltrated unions — report

JOHANNESBURG — Sasol admitted at the weekend that it used covert activities to gain information about possible bomb attacks, arson, sabotage and intimidation of workers at its collieries and Sasol II chemical plant.

This follows a report in the Weekly Mail and Guardian newspaper that Sasol Mining, a wholly-owned coal mining subsidiary of Sasol, recruited secret agents to infiltrate unions.

It also used companies that were part of the government’s covert operations to promote its image among local black communities.

The newspaper said Sasol admitted the actions in papers before the Pretoria Supreme Court, responding to a R12 million breach of contract claim by a former employee involved in the operations.

Mr Andries Bruyns recruited a corps of trained security officers to infiltrate trade unions and so discourage strikes at Sasol’s Secunda colliery complex, said the newspaper.

It also said Sasol set up several front organisations to mask its activities, one of which had links to a R160m SADF operation against the ANC.

Sasol spokesman Mr Jan Krynauw on Friday confirmed Sasol’s admission of covert information-collecting activities. — Sapa
Azawu members locked out

ABOUT 400 members of the Azawu Workers’ Union marched from RJ Southey at Bayhead to Durban on Monday after they found the company premises locked and the plant deserted.

At some stage the marchers sat down in Maydon Wharf Road, while a union official negotiated with the police who had stopped them.

The workers were due to hold a strike ballot after wage negotiations between Azawu and the company broke down, said Azawu spokesman Mr Patrick Mkhuzi. Mkhuzi said the union and the company agreed on Friday that union members could ballot on Monday.

However, when the workers arrived at the company premises they found the gates locked.

The union wants an across-the-board hourly increase of R1.50 against 37c offered by the company.
White workers steel themselves for action

The Argus Correspondent

JOHANNESBURG. — The white Iron, Steel and Allied Industries Union — Yster en Staal — has warned that right-wing opposition to the introduction of a Transitional Executive Council could lead to "popular action", including work stayaways, which the union would support.

Yster en Staal represents up to 46,000 mainly blue-collar workers, spread throughout heavy industry — metal, engineering, energy — and including parastatals such as Eskom, Iscor and Sasol.

Yster en Staal general manager L N Celliers said employers who wished to act against white workers should be careful, and consider how they treated black workers under similar circumstances.

He said decisions were being taken at Kempton Park mainly by the National Party and the ANC/SACP alliance, and being forced on whites, who in turn had exhausted almost every political remedy and were being pushed towards resistance.

The government's introduction of legislation for a Transitional Executive Council was regarded as one of the final acts of betrayal.

White opposition, as expressed by thousands of the union's members, was "swinging the pendulum in favour of the only credible opposition to government plans, namely the Afrikaner Volksfront".

Mr Celliers said Yster and Staal members who actively resisted violence that spilled over into white areas — as a result of, say, the taxi revolt against the petrol price increase — would have the union's moral support as well as other forms of support. The union appealed to members, however, to support the police and act lawfully.
Natal leads in labour unity

THE labour movement in Natal has set the pace for the rest of the country by working as a cohesive unit in the fight to protect its economic interests in the region.

The move, however, has led to tensions between the Congress of South African Trade Unions and the African National Congress.

The federation has found itself closer to its union partners—the National Congress of Trade Unions (Nactu) and the independent unions—than its electoral partners related to economic development in the region.

The newfound unity in the fragmented labour movement follows a successful Natal worker summit held in Durban recently, the first of its kind in the country.

Cosatu's co-ordinator for economic development, Rohan Persad, believes that a new level of trust has developed among the unions. Nactu and the independent unions' suspicions over Cosatu's alliance with the ANC have disappeared.

"They previously held the view that if the ANC cracks the whip, Cosatu jumps. Through the Regional Economic Forum we have proved our credibility. We are an independent partner in the alliance [with the ANC]," he said.
RIGHTWING unionists have warned the government it will have to accept full responsibility if white workers — dissatisfied about transitional executive council legislation — resorted to violent protest.

Condemning the reading of the TEC bill, South African Iron, Steel and Allied Industries Union general manager Nic Colliers said thousands of union members countrywide from various industries had asked the union to intervene as a last resort.

Mr Colliers had notified the secretary of parliament that the proposed legislation would have a “profound impact” on union members, but his request to give “verbal witness” to the relevant standing committee dealing with the legislation had not been granted. ♦ ♦ ♦

THE Supreme Court, Cape Town, has set aside an Industrial Court (IC) decision to uphold the retrenchment of 100 Olympic Footwear employees, criticising its failure to hear oral evidence as being “contrary to the tenets of natural justice and grossly unreasonable”.

Reviewing the IC decision taken in March this year, Judge President Mr Justice Friedman, ruled that the case be remitted to the IC for judgment only after hearing evidence by the parties involved.

It followed an urgent application to the Industrial Court by the National Union of Leatherworkers for an order preventing the company from retrenching workers from December 11 last year.

Mr Justice Friedman said the IC’s failure to accede to the union’s request to lead oral evidence could not be permitted to stand.

He also set aside a point of the company’s argument in

LABOUR movements and the taxi industry are still demanding not only the scrapping of the 1c a litre petrol price increase, but a reduction of 3c.

The demand was formulated by Cosatu, the Foundation for African Business and Consumer Services, the National African Federated Chamber of Commerce and Industry and representatives of several taxi organisations.

The organisations are also demanding a review of all subsidies, protection and profit margins contained in the petrol and diesel price.

They condemned Wednesday’s cabinet decision not to review the petrol price increase.
Transnet man switches unions

Johannesburg — Transnet Union of SA’s deputy chief secretary Mr-Greyling Bezuidenhout has joined the Whites-only Mineworkers' Union.

The MWU said yesterday: Mr Bezuidenhout's decision had been influenced by Transnet's decision to embark on affirmative action. "

Mr Bezuidenhout is a member of the Afrikaner Volksfront, the MWU said. - Sapa
JOHANNESBURG — SABC workers are planning a new, "more radical" union aimed at getting a bigger say in the corporation's transformation.

Initiators of the new union said yesterday the Media Workers' Association of SA (Mwasa) once viewed as being among the most hardline of SA's labour groupings, had become a "management sweetheart". A number of Mwasa leaders had recently been promoted to top positions in the public broadcaster, they said.

A preliminary meeting of the new union yesterday was attended by about 200 workers who elected 12 organizers and charged them with recruiting members from throughout the electronic media sector.

The source said the new union would probably be officially launched at the end of the year and affiliation plans would be discussed thereafter.
Union threat to halt regional services over worker rights

Cape Town will see mass action such as it has never seen before.

SHAÑION SOROUR
Labour Reporter
PUBLIC sector union Nehawu is threatening to bring the regional civil service to a halt; occupy hospitals and stage mass workplace protests over attempts by political parties to deny workers basic rights.

A National Education, Health and Allied Workers' Union meeting this week resolved to support Cosatu's programme of action, including the national strike set for November 15, if a clause pertaining to lock-out rights for employers was not removed from the bill of rights.

Cosatu has also opposed a constitutional tenure for civil servants.

"Cape Town will see mass demonstrations by health, social and road workers and other state sector employees as it has never seen before.

"Our action will be a mere indication to the political parties that we will not allow anyone to infringe on basic worker rights," said regional secretary Allister Charles.

Union members were set to occupy government institutions today and tomorrow, with workers staging mass protests.

"We will issue letters to management asking them to confirm that they did not ask any party at the World Trade Centre to include these clauses in the bill of rights or constitution.

"If management refuses to sign these letters, it will be a clear indication to us who our enemies are," Mr Charles said.

The mass action would send a clear message to political parties that the union would not allow anyone to infringe on basic worker rights.

"We will vigorously fight against any attempt to guarantee racist and corrupt public servants job security after April 27 next year."

The union was committed to the SACP/ANC/Cosatu alliance and called on people to vote for the ANC in the elections.
DURBAN — A new trade union federation has been formed to oppose Cosatu and reject strikes and work stoppages.

The politically non-aligned United Independent and Economic Trade Unions of SA (Uninetusa) was launched here two weeks ago and claims the support of 10 independent unions totaling 22,000 members.

Business and Cosatu greeted news of the new federation warmly yesterday, with one businessman commenting: "It's a case of too good to be true."

Uninetusa leader Mr. Sydney Qebshe said the federation aimed at "combining the strategies and policies of independents."

"We want to see if we stand together, whether we will be in a position to oppose what is strategised by Cosatu. We believe strikes and stayaways are not taking us anywhere.

"They damage the economy and go against what the workers are trying to achieve. Any issue must be resolved through negotiations."

Industrial relations consultant for the Durban Chamber of Commerce Mr. Basil Smith said he was cautious about the federation, questioning how it hoped to sustain its membership if it abdicated its ultimate power against employers in bargaining — the right to withhold labour. — Sapa
Unions 'powerful influence'  
Labour Reporter 12/11/23
THE trade union movement has to be a powerful influence shaping the decisions of a democratic government, says former Cosatu general-secretary Jay Naidoo. Speaking in Cape Town yesterday at the first executive meeting in South Africa of the International Textile, Garment and Leather Workers' Federation, Mr Naidoo said the union movement was fighting for a democratic government. "Trade unions must use their organisations to fight for a new vision. Instead of reacting we must intervene. This requires decisive leadership," said Mr Naidoo.
Rival union to Cosatu is launched

A new trade union federation has been formed to oppose the Congress of South African Trade Unions and reject strikes and work stoppages. The "politically non-aligned" United Independent and Economic Trade Unions of South Africa was launched in Durban two weeks ago and claims the support of 10 independent unions totalling 22,000 members.

Business and Cosatu greeted news of the new federation warily on Wednesday, with one businessman commenting: "It's a case of too good to be true." In an interview, Uninetusa leader Mr Sydney Gcaba said the federation aimed to "combine the same strategies and policies of independents".

"We want to see if we stand together, whether we will be in a position to oppose what is stratagem by Cosatu. We believe strikes and stayaways are not taking us anywhere."

"They damage the economy of the country and go against what the workers are trying to achieve. Any issue must be resolved through negotiation and not stayaways and strikes."

United Workers of South Africa (Uwusa) spokesman Mr Bongani Hlongwa said his union had been instrumental in initiating the "independent" formation.

He maintained Uwusa was not politically aligned. But, during the "Inkathagate" scandal, it was discovered that the security police had financed a Durban rally to launch Uwusa.

Gcaba said Uninetusa was not financially backed by any organisation and would not show any political favour.

"We represent worker and industry interests only" -- Sapa
Young white jobless urged to join unions

SHARON SOROUR
Labour Reporter

YOUNG whites who face unemployment as equity programmes favour blacks should "seriously consider joining trade unions", says leading unionist Alec Erwin.

Mr Erwin, national education officer of the National Union of Metalworkers (Numsa), said in a panel discussion at an international conference in Cape Town that young whites needed to be able to articulate their fears.

"They did not have a 'voice' at the moment. They should seriously consider joining trade unions. This is already taking place as we see a shift from exclusivist white unions.

"We have become good at handling crises, and this crisis can be handled through negotiations. We should be talking about the transformation from an elite white workforce to a more integrated workforce, but nobody is," he told delegates attending the CEO Institute's Southern Africa Emerging Markets Forum.

On a platform with Manpower Minister Leon Wessels and South African Chamber of Mines chairman Bobby Godsell, he said it was important that young white males did not become disillusioned.
Rightists work for general's car

PRETORIA Members of the white-only SA Iron, Steel and Allied Industries Union will approach an auto manufacturer to work overtime without pay to provide a car for Afrikaner Volksfront leader General Constant Viljoen with a car of Iron and Steel general manager Mr Nie Cellier. He said yesterday that one of the union's branches had offered their services. — Sapa
‘Dying’ union needs money

Staff Reporter

THE Western Cape Unemployed Workers’ Union will have to close its doors in a month unless it is given financial help.

Spokeswoman Norma Anschütz said the union had approached several government departments for help without success.

The union had hoped to distribute food parcels to the unemployed this Christmas but was unable to do so because it had no money.

Few unemployed people have paid the organisation’s tiny R2.40 annual membership fee.

The union, which has offices in Community House, Salt River, has been refused a welfare number.

The threat of closure comes as the union plans to establish a training centre in Crossroads, using 16 converted shipping containers.

The union needed office equipment and machinery to make the centre a success, Ms Anschütz said.

The union was “dying” and desperately needed money.
Top position for SA unionist

Johannesburg, 27/1/73

Media Workers' Association of South Africa general secretary Mr Sithembele Khala will represent six African countries on the executive committees of two powerful international trade union federations in the arts, mass media and audio-visual fields.

He will represent Tanzania, Nigeria, Guinea, Zimbabwe, Mozambique and Angola. — Sapa
New party

Political Staff

The ANC-SACP-Cosatu alliance might find itself in serious trouble next year if a party yet to be launched, tentatively called the Mass Workers' Party (MWP), gets its way.

The MWP, whose launch may not come before the April 27 election, has as one of its objectives "the breaking-up of the ANC-Cosatu-SACP" alliance, according to a statement issued by Salim Vally, a spokesman for an MWP conference to be held in February.

Mr Vally said a number of people within unions affiliated to Cosatu were in favour of the establishment of a workers' party.
Support for workers' party

CAPE TOWN — Nearly 60% of black people would support a separate workers' party to represent them politically, a national survey has found.

The poll's surprise result follows the recent announcement by the militant Workers' Organisation for Socialist Action that it would convene a congress early next year to launch a workers' party.

While the established political organisations and trade union federations have expressed considerable scepticism about the viability of a workers' party, the survey finding does reflect significant disillusionment with the compromises reached in the negotiations.

The extent of black support for a workers' party was found in a nationwide survey of 1,400 people conducted by monthly magazine Barometer on Negotiation during August and September.

While many black respondents indicated that workers' interests would be better represented through a workers' party, the magazine said, most white respondents (78%) rejected the formation of a workers' party, citing as a major reason the damage to the economy resulting from the implementation of socialist policies.

ANC spokesman Carl Niehaus said it was unlikely a workers' party would be formed before the April election. "I think the party must represent and reflect the interests of the workers," he said.

The SACP's Jeremy Cronin said a workers' party was "indeed a possibility" but he did not think it was likely soon.

Cronin said he believed that what was much more probable was the formation of a left-wing platform within the ANC.

The Inkatha Freedom Party's Ben Ngubane said he doubted a workers' party was likely, although the position could change in the longer term, especially if the proportional representation system were retained.

DP leader Zach de Beer said workers' parties had existed in every democratic country in the world and it would be no surprise if one were formed in SA, although it was better for people to join parties on the basis of their principles than because they belonged to economic or ethnic groups.

The NP's Marthinus van Schalkwyk said a workers' party was a possibility but he did not think it was likely before the elections.

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Tuesday's Dec

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Just look at this bargain!